

## Devon and Cornwall Police Authority

### MINUTES

A meeting of the **Chairs' Committee** was held on Friday 28<sup>th</sup> May 2010 in the Conference Room, Endeavour House, Woodwater Park, Exeter starting at 10.00 hrs.

#### Present:

Chairman: Mr M Bull

Members: Mrs L Dunn, Mr B Greenslade, Mr M Hicks, Mr D Money, Mr B Preston.

Also present Sir Simon Day, Lady J Stanhope, Mrs L Williams

#### Police Authority

Mr S Barrett (Interim Treasurer), Mrs G Clifton (Administrator), Ms J Hall-Williams (HR Advisor to the Authority), Ms S Howl (Chief Executive).

#### Constabulary

Ms S Goscomb (Director of Finance and Resources) - part, Chief Constable Stephen Otter, Deputy Chief Constable S Sawyer – part, Mr S Vry (Strategy Delivery Director).

#### C/171 Apologies for Absence

Apologies had been received from Ms J Norton.

#### C/172 Declarations of Interests

The following declarations of interest were received.

Name	Agenda Item	Minute ref	Interest	Details	Action taken
Mr B Preston	9. Job Evaluation/Job and Grading Update and Governance Arrangements	C/179	Personal	Member of Cornwall Council	Spoke & voted

#### C/173 Minutes

**RESOLVED** that the Minutes of the meeting held on 16<sup>th</sup> April 2010 be confirmed as a correct record.

#### C/174 Items Requiring Urgent Attention

The Chairman announced that the Queen's Speech introducing the proposed policies of the new Government included the intention to have Directly Elected Individuals (DEI) to oversee Police Forces. There was no specific mention of abolishing Police Authorities. The APA had met with Teresa May and notes from the APA with suggestions had been circulated to members. They suggested the merit of each Police Authority to establish its own campaigns etc. The Chairman had written to the APA to say how impractical the proposal would be for Devon and Cornwall. If there were a DEI for each local and unitary authority then one DEI would be responsible for a 700,000 population whilst another could only have 2,000 population. However, there was as yet little detail on the number of DEI's for each force area.

Issues raised by members during consideration of this item included:

- There was no mention of the timing of any Bill but it could be introduced as early as the first session. All members present were opposed to the proposed changes.

- The Chairman and the Chief Constable were due to meet with local MPs at Westminster on 8<sup>th</sup> June and it was likely that this issue would be raised. Members suggested that he took a Briefing Paper to the meeting as MPs might not be aware of the impact of the changes.

- RESOLVED**
- (i) that members were unanimously opposed to the proposed changes.
  - (ii) that every opportunity should be used to put across to the public what the Police Authority does, the impact on the budget of the proposal, the lack of detail and the impracticality for the Devon and Cornwall region.
  - (iii) that a briefing paper be produced for the South West MPs and copied to the APA.

The Chief Constable asked that the Committee discuss the fiscal challenges ahead following the Government's announcement of budget cuts to the Police. Issues discussed during consideration of this item included:

- This issue was the remit of the Resources Committee that was due to meet on 3<sup>rd</sup> June 2010.
- The Chairman had been interviewed on the subject by a local paper and was due to do a television interview later that day. The Vice Chairman had done an interview for Radio Cornwall.
- The 1% cut this year would be challenging but things were in place that should deliver it. However, for following years the cuts could fundamentally affect the way business is done.
- A cut of £2.8 million was imposed for this year. It was very unusual to have to make cuts after the budget had been set. As we were already part way through the year the cuts would have to be more than 1%.
- Other partners (local authorities etc.) were also facing cuts. There would be a Value for Money scrutiny meeting to go through all the budgets in detail. A target had been set to reduce staff costs by £1.3 million but future years would now need to be looked at; some difficult decisions would be necessary. Police Staff pay awards, overtime, Bank Holiday payments etc. were all being scrutinised and it was hoped to roll these forward into the next year for maximum benefit.
- It was likely that the precept next year could not be increased as there had been a proposed freeze on Council Tax rises. In addition Government grants might be cut. The priority was to get across to the public that we would try not to affect visible frontline policing in communities.
- The scale of the cuts in the long term would raise fundamental questions about the style of policing in the area. But there had been no increase in the cost of a 'cop' in Devon and Cornwall while nationally this had increased.

(Sir Simon Day left the meeting)

### **C/175 Regional Collaboration Update**

The Chief Executive gave an update on the Regional Collaboration Programme and the recent meeting of the South West Police Authority Joint Committee (SWPAJC) on 4<sup>th</sup> May 2010. Issues discussed during consideration of this item included:

- At the last meeting the importance was emphasised of keeping all members informed about progress with the programme. To this end the Regional Programme Director had produced a briefing paper that had been circulated to members.
- Negotiations were underway to procure a property to house the new Firearms training facility for Avon and Somerset, Gloucestershire and Wiltshire.
- The issues of funding for the proposed Deputy Chief Constable as Senior Responsible Officer (SRO) to the Regional Collaboration Programme were discussed. There were concerns about this cost in the new financial situation and possible budget cuts. The Chief Constable was proposing to speak to the four other CCs before going ahead. The timing of adding another post was a concern but it remained an important consideration to have appropriate and effective senior leadership to drive the programme. Some of the language in the newsletter was thought inappropriate. The Chief Executive agreed to take this up.

- RESOLVED**
- (i) that the report be noted

- (ii) that consideration be given to all alternative options to securing effective senior leadership to drive the Regional Collaboration Programme before seeking to appoint an additional post at ACPO level.
- (iii) that the Chief Executive reports members' comments on the Newsletter to the SWPAJC.

### C/176 Update on Blueprint

The Chief Constable introduced the report that provided an update on the project that models the overall shape of the Force, the services delivered, how those services are delivered and how the Force is structured, organised and resourced. Points highlighted included:

- There would be a detailed update of the project at the coming seminar on 4 June 2010. Blueprint allowed the Force to look at all the data to understand where people are and what shape, style and service should be provided according to the new smaller budget. Cuts need to be made so we need to know what the priorities are.
- They are currently looking at the structure of the 220 Neighbourhood Police Teams with Sergeants, Constables and PCSOs and separate response teams. Whilst all Police Constable's are currently trained in investigation it might be more efficient to have specialist investigation teams for example.
- Findings will be presented to the Police Authority seminar on 22 July 2010.

**RESOLVED** (i) to note the report  
(ii) to receive a more detailed update on the project at the seminar on 4 June with findings to be reported to the seminar on 22 July 2010

(The Director of Finance and Resources left the meeting. The Deputy Chief Constable joined the meeting.)

### C/177 Consideration to Exclude the Press and Public

**RESOLVED** that the agenda items detailed in the table below be considered as closed items.

Agenda Item no	Report Title	Relevant Act	Relevant Section
8	Update in Respect of the Devon and Cornwall Police 2012 Change Programme	Local Government Act 1972 as amended by the Local Government (access to information Act)1985	Schedule 12A, Paragraph 4. Information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the authority or a Minister of the Crown and employees of, or office holders under, the authority.
9	Job and Grading Update and Governance Arrangements	Local Government Act 1972 as amended by the Local Government (access to information Act)1985	Schedule 12A, Paragraph 4. Information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the authority or a Minister of the Crown and employees of, or office holders under, the authority.
10	Update on Current Force Reviews	Local Government Act 1972 as amended by the Local Government (access to information	Schedule 12A, Paragraph 4. Information relating to any consultations or negotiations, or contemplated consultations or negotiations, in

		Act)1985	connection with any labour relations matter arising between the authority or a Minister of the Crown and employees of, or office holders under, the authority.
11	Update on Employment Tribunal	Local Government Act 1972 as amended by the Local Government (access to information Act)1985	Schedule 12A, Paragraph 1. Information relating to any individual.
12	Chief Constable's PDR	Local Government Act 1972 as amended by the Local Government (access to information Act)1985	Schedule 12A, Paragraph 1. Information relating to any individual.

### **C/178 Update in Respect of the Devon and Cornwall Police 2012 Change Programme**

The Chief Constable introduced the item that included a summary report covering the updated Programme Business Case and a Programme Milestone Plan. Points highlighted included:

- An independent Gateway review was to be undertaken to assess the process for the SIS procurement to be followed by a full 'lessons learnt' report in the next few weeks.
- The 2012 programme had three main elements:
  - An IT upgrade as the Command and Control system would not be supported beyond 2014
  - Process changes
  - Culture and leadership changes
- A new approach was used for the IT procurement process – 'Competitive Dialogue'. Unfortunately potential suppliers did not meet mandatory requirements and all bids had been significantly over the cost limit. This resulted in the decision by the Force not to go ahead with the procurement.

Issues raised by members during consideration of this item included:

- A separate assessment by a Task and Finish Group had endorsed the decision not to go ahead with the procurement, but Members wanted assurance that lessons would be learnt from the failed procurement process.
- The Police Authority would need to consider whether to continue to commit these funds and it was therefore agreed that the Task and Finish Group should be re-established with new Terms of Reference

**RESOLVED** (i) to note the update report  
(ii) to re-establish the 2012 Programme Task and Finish Group with new Terms of Reference to also cover the JE project (see below)

### **C/179 Job and Grading Update and Governance Arrangements**

The Deputy Chief Constable introduced the report that provided an update on the pre-mobilisation work for the Job Evaluation and Grading project and considered proposed governance arrangements. Points highlighted included:

- It was important that the Police Authority knew what the governance arrangements were and the project should be a standing item on the Chairs' Committee agenda until further notice.

Issues raised by members during consideration of this item included:

- It was agreed that the project should be called the Job Evaluation Project.
- It was agreed that the Chairs' Committee becomes the sponsor for the JE project.
- The Senior Stakeholder Advisory Group will include Police Authority membership
- It was agreed that Mrs L Williams would be the Lead Member for the project.

- Terms of reference for the Project Board needed to be agreed.

**RESOLVED** (i) to note the update on development and progress to date  
(ii) that the project be called the Job Evaluation Project  
(iii) that the Chairs' Committee becomes the sponsor for the JE Project  
(iv) that Mrs Williams becomes the Lead Member for the project

### **C/180 Update on Current Force Reviews**

The Chief Constable updated members on current reviews taking place within the Force:

The Force was reviewing the role of the front offices. This was not about closing police stations but being smarter about when they were open. It was not always possible to provide an adequate level of access. Visitors to police stations are few so a better way to use this resource is needed e.g. virtual call handling, crime recording etc. This may require staff to be more flexible in their future working arrangements

- A modelling technique had been used to find out when the public wanted access to police stations. Results would be communicated to the Police Authority after the review reported in July.

Issues raised by members during consideration of this item included:

- Members were concerned that the first they had heard of this review was when it arose at a recent Community Engagement Committee meeting because a member had been contacted by the Press.

**RESOLVED** that the Chief Constable be asked to ensure that the Authority is consulted in the process of the conduct of this review.

### **C/181 Update on Employment Tribunal**

The Chairman introduced the item and commented that there had been concerns about the way in which the Authority was first involved in relation to the case. This gave rise to a discussion about the case specifically and the processes and role of the Authority in relation to such matters.

**RESOLVED** that the HR Advisor to the Authority would work with the Force to develop a mechanism for ensuring the Police Authority was kept informed of future employment tribunal cases.

The Deputy Chief Constable and the Strategic Delivery Director left the meeting.

### **C/182 Chief Constable's PDR**

The Chairman reported on the outcome of the Chief Constable's PDR which was now required to be undertaken by the Chair of the Police Authority in consultation with HMIC. This had been done, performance targets had been agreed for the year, and HMI had confirmed that it had been a model process.

**RESOLVED** that the position was NOTED

### **C/183 Consideration to Include the Press and public**

**RESOLVED** that the agenda items detailed below be considered as open items

### **C/184 Review of Risks Allocated to the Chairs' Committee**

The follow up paper for this item had not been received.

**RESOLVED** that the item be deferred to the next meeting

### **C/185 Consideration to Exclude the Press and public**

**RESOLVED** that the agenda item detailed below be considered as a closed item.

<b>Agenda item no.</b>	<b>Report Title</b>	<b>Relevant Act</b>	<b>Relevant Section</b>
-	<b>Additional Item</b>	Local Government Act 1972 as amended by the Local Government (Access to Information Act 1985)	Schedule 12A Paragraph 1. Information relating to any individual

**C/186 Additional Item**

The Chairman reported on an additional item relating to a complaint.

**RESOLVED** that the Chief Executive, in consultation with the Chair, is given delegated authority to progress the matter in a proportionate manner and in accordance with relevant guidance and working practices.

There being no other business the meeting closed at 13.40hrs.