

Devon and Cornwall Police Authority

MINUTES

A meeting of the **Strategic Planning and Co-ordination Committee** was held on Tuesday, 15 May, 2012 in the Conference Room, Devon and Cornwall Police Authority, Endeavour House, Woodwater Park, Exeter, starting at 10.00 hrs.

Present:

Chairman: Mr M Bull

Members: Mr B Greenslade, Mr D Money, Mrs J Owen, Mrs L Price, Mrs L Williams.

Members attending the meeting:

Mrs L Dunn, Ms J Norton, Lady Stanhope.

Police Authority

Ms S Howl (Chief Executive), Mr D Walton (Treasurer), Mr D Eaton (Meetings Administrator), Mrs J Hall-Williams (HR Advisor).

Constabulary

Chief Constable Mr S Sawyer, Mr M Stamp (Director of Legal Services), Chief Supt. A Boulting (Force Change Manager), Acting ACC Chris Boarland, Mr S Vry (Strategy Delivery Director).

138. Apologies for Absence

Mr B Preston.

139. Declarations of Interest

There were no declarations of interest at this point in the meeting.

140. Chairman's Announcements

There were no announcements from the Chairman.

141. (a) Items Requiring Urgent Attention

Having regard to the special circumstances pertaining the next items were taken as matters requiring urgent attention, there being no meeting of the Police Authority until June 2012:

- **Item 13 Crime Improvement Plans** (this report was tabled).
- **Item 14 (a) VSA99 Changes and New Force Structure** (report circulated).
- **Item 14 (b) Force Senior Command Structure** (report circulated).

All the urgent items were to be taken in Part 2.

142. (b) Items to be taken under Urgency Procedures that require a decision but cannot wait until the next meeting of the relevant committee.

There were no items to be taken under Urgency Procedures.

143. Minutes and Actions of the Last Meeting

RESOLVED to approve the minutes of the meeting of 17 April 2012.

144. Strategic Planning and Co-ordination Committee Risk Register

The Assistant Chief Executive outlined the background to the development of the SPCC risk register. Issues discussed during consideration of the report included:

- Clarification was provided in relation to SPCC16 Legal process (p17) of the risk register. Following discussion of this risk Members requested that the status of this risk is reconsidered by the risk group and that an update is brought to the next meeting.

RESOLVED to agree the risks on the SPCC risk register and the provisional scores.

145. Progress Report on Delivery of the Strategic Plan

Attention was drawn to the key achievements as set out on the first page of the report. Issues discussed during consideration of this item included:

- Amendments to alignment and some suggested amendments to wordings would be incorporated into the final document
- References to Community Engagement Committee would be amended to Local Policing and Confidence Committee.

RESOLVED to note the report.

146. Consideration to Exclude the Press and Public

Closed Items (Items which may be considered by the Authority with only members of the Police Authority, appropriate Officers and experts advisors present, on the grounds that exempt/confidential information may be disclosed)

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

Agenda Item No	Min. No	Report Title	Relevant Act	Relevant Section
9	147	Estates Programme	WITHDRAWN	
10	148	Chief Officer Performance and Development Reviews	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.
Agenda	Min.	Report Title	Relevant Act	Relevant Section

Item No	No			
11	149	Job Evaluation	Local Government Act 1972 as amended by the Local Government (access to information) Act 1985	Schedule 12A, paragraph 3. Information relating to the financial or business affairs of any particular person (including the authority holding that information).
14	150	(a) VSA99 Changes and New Force Structure (b) Force Senior Command Structure	Local Government Act 1972 as amended by the Local Government (access to information) Act 1985).	Schedule 12A, paragraph 3. Information relating to the financial or business affairs of any particular person (including the authority holding that information).
12	151	Proposed Prioritisation and Rationalisation of the Devon & Cornwall Constabulary Change Programme	Local Government Act 1972 as amended by the Local Government (access to information) Act 1985).	Schedule 12A, paragraph 3. Information relating to the financial or business affairs of any particular person (including the authority holding that information).
13	152	Crime Improvement Plans	Local Government Act 1972 as amended by the Local Government (access to information) Act 1985).	Schedule 12A, paragraph 3. Information relating to the financial or business affairs of any particular person (including the authority holding that information).

147. Estates Programme

This item was withdrawn.

148. Chief Officer Performance and Development Reviews

The report for this item had been circulated prior to the meeting.

The Chief Constable declared a personal interest in this item and left the room for the initial discussion.

Issues raised during discussion of this report included:

- Members expressed support for the objectives as set out in the report.
- Members discussed other possible objectives and requested that the Chief Executive amend the listed objectives to reflect the points raised.

RESOLVED

- i) the Strategic Planning & Co-ordination Committee (SPCC) endorses the progress to date.
- ii) the SPCC authorises the Chairman to seek comments from HMIC in order to achieve completion and sign off of the Chief Constable's PDR by 31st May 2012.
- iii) that the SPCC will ensure that a process is in place

which facilitates the continued investment in the professional capability of the Chief Constable, as far as is possible, beyond the life of the Police Authority.

149. Job Evaluation(JE)

The report for this item had been circulated prior to the meeting.

The Chairman thanked the Director of Legal Services for providing a very detailed and thorough report. Issues discussed during consideration of this item included:

- That a specific reference to the Equality Impact Assessment (EIA) would be added to the recommendations.
- Members were provided with an update on the timetable for the process outlined in the report.
- The Director of Legal Services highlighted a number of points in the report, including the key principles.

The Director of Legal Services, the Chief Executive of the Police Authority and the Treasurer of the Police Authority declared an interest in this item and left the room at 11.45.

- Members agreed that Directors should not be included in the process outlined in the report presented to the meeting, and proposed that this be included in the recommendations.

The Director of Legal Services, the Chief Executive and the Treasurer rejoined the meeting at 11.55.

- Clarification was provided in relation to the involvement of Police Authority staff in the process outlined in the report.
- The Chairman requested that comments in relation to the very high standard of the EIA be noted.

- RESOLVED**
- i) the Committee notes the current position and approves the overall direction of travel.
 - ii) the Committee approves the exclusion of Force Directors, and the Chief Executive and Treasurer of the Police Authority from the process outlined in the report.
 - ii) The Committee notes that it has received, and considered in detail, the Equality Impact Assessment as presented to the meeting.

The Chairman suggested that the remaining items be reordered to allow officers to leave the meeting in time to fulfill other commitments.

150. (a) VSA99 Changes and New Force Structure (b) Force Senior Command Structure

- Members requested that a further version of the Command Structure is circulated to include names as well as ranks.

RESOLVED to note the reports.

151. Proposed Prioritisation and Rationalisation of the Devon & Cornwall Constabulary Change Programme

The report for this item had been circulated prior to the meeting. An updated version of the Change Programme spreadsheet was circulated at the meeting, for information.

The Chairman drew attention to the request at the last meeting for an Action Plan to address concerns which had been raised. The Strategy Delivery Director provided an update in relation to the following aspects of the Change Programme:

- Duty Management (GRS). Implementation of Phase 2 was being held back until change management issues in relation to Phase 1 had been resolved.
- Storm. The go live date had been delayed to allow data issues in the gazetteer (address/location data) to be resolved. Progress on this was now encouraging.
- UNIFI. Members were updated on the current position with regard to UNIFI.

The Chief Constable assured the Committee that the reprioritisation of the Change Programme would be the subject of a Force wide communication.

At 12.45 Lady Stanhope, Mrs Price, and the Chief Executive left the meeting.

The Force Change Manager highlighted key points from the proposed reprioritisation plan. A further, oral, update would be provided to the June meeting, with a written report for the July meeting.

- RESOLVED**
- i) to agree the detailed submissions and prioritisation of the elements of the Change Programme, as set out in Appendix 1.
 - ii) to agree the recommendations for further action, as set out in Appendix 1.
 - iii) to agree the specific reporting requirements for return at Programme Board on 14 June 2012, as set out in Appendix 1.
 - iv) to agree the immediate resourcing and leadership commitment necessary to fully support and progress the priority elements of the Programme.

152. Crime Improvement Plans

- The Chairman highlighted the concerns which had been raised recently in relation to Force Performance, and the Force plans which were now in place to address these issues.
- Members were assured that the plans were now in operation and the Force were now focused on delivering the Action Plans.
- The inclusion of individual responsibilities for specific Actions was welcomed.

- RESOLVED** to note the contents of the reports.

