

## Agenda Item 11

### Questions from the Police and Crime Panel Members – since the previous panel meeting on 5<sup>th</sup> September 2019

#### 1. Received on 18<sup>th</sup> October 2019 – reply 25<sup>th</sup> October 2019

From Anna Richardson:

My question concerns the Bradford Score system which Wiltshire Police uses to monitor staff sickness absence.

1. Is it correct that the shorter the period of sickness absence(s) (I.e. 1 day) the poorer the score? (As opposed to longer absence (i.e. 1 week/ 2 weeks)?
2. Could this be an incentive for staff to remain absent for longer than needed to avoid having a poorer score?
3. Is the Bradford score for an individual taken into account in annual staff development / appraisal? Is it used by management as a means to decide on promotion / internal appointment etc.?
4. Can any comparable data on sickness absence be obtained from other 'peer' forces who use the Bradford score, and from those who don't? If so, could this information be brought to a PCP meeting?

PCC Response:

1. This is correct. The Bradford Factor Score is a formula used by Wiltshire Police to calculate the impact of employees' absences on the organisation. It is based on the theory that short, frequent, unplanned absences are more disruptive to organisations than longer absences. A high score (i.e. following short, regular absences) suggests an employee's absence rate is having a more negative impact on the organisation.

It is calculated by taking the occurrences squared, and multiplying this by the number of days absent in a 12 month period. So three separate occurrences of two days off each time would be  $(3 \times 3) \times 6 = 54$ . One occurrence of six days off would be  $(1 \times 1) \times 6 = 6$ .

So in answer to the question, it depends on the number of days and occurrences involved, but in general multiple occurrences off has a larger score than larger single occurrences.

2. Possibly however, Wiltshire Police must make sure there are safeguards in place to protect employees with medical conditions – such as cancer – that may cause

irregular absence patterns because of hospital appointments. Wiltshire Police has to ensure that its absence policies (including its use of Bradford factor scores) do not discriminate against employees with disabilities.

It is potentially an incentive to ensure they are ready to return to work rather than returning too early and going off sick again. This is a good thing for staff wellbeing. From experience the score does not materialise in staff taking longer than needed off sick. The score of 192 is used as a local trigger to suggest attendance management intervention is required. At times where there is a clear rationale (cancer etc.), this is taken into account. The negatives may be that staff monitor their score to stay below 192 however trends and patterns are monitored by line managers and HR.

3. Yes, it is monitored and commented on by line managers. If the score is above 192, this is viewed in more detail and unless there are clear mitigating circumstances, it is a negative when considering promotions or internal appointments.

4. Sickness information is only captured officially by the Home Office on an annual basis. Bradford scores are not captured, but average days lost is. Forces tend to not provide further information on sickness of the workforce but it can be requested.

## 2. Received on 22<sup>nd</sup> September 2019 – reply 31<sup>st</sup> October and 4<sup>th</sup> November 2019

From Councillor Richard Britton:

About a year ago we received a report on all the various services the PCC commissions. Please could we get an update of that. I'd also like to see a financial reconciliation of where the total financial resources go after the police grant and the cost of running OPCC are taken into account. The balance funds commissioned services – and what else?

### PCC Response

A report on the commissioning services and plans will tabled to the Wiltshire Police and Crime Panel meeting in January 2020.

With regards to the second part of the question, please note the following tables which provide the 2018/19 spend and the 2019/2020 budget for commissioning:

### **Community Safety Fund 2018-19 Spend**

<b>Demand and Prevention</b>		
<b>Service / Project</b>	<b>Provider(s)</b>	<b>Allocation (£)</b>
Mental Health Triage	Avon and Wiltshire Mental Health Partnership	121,668
Community Speedwatch	Wiltshire Police	64,437
Community Messaging	Wiltshire Police	95,989
Junior Good Citizen	Wiltshire Police	2,810
Youth Offending - Swindon	Swindon Borough Council	81,707
Youth Offending - Wiltshire	Wiltshire Council	142,800
Mini Police Uniforms	Wiltshire Police	3,000
<b>Total</b>		<b>512,411</b>
<b>Victims &amp; Vulnerability</b>		

Service / Project	Provider(s)	Allocation (£)
Horizon	Wiltshire Police	322,890
Victim Support - young people	Splash (Community First)	35,000
Domestic Abuse court observers	Various	477
Domestic abuse training	Various	400
Domestic abuse conference	Various	1,000
Transfer to Victims fund	N/A	12,285
<b>Total</b>		<b>372,052</b>
<b>Reducing Re-offending &amp; CJS</b>		
Service / Project	Provider(s)	Allocation (£)
Offender Management Support	Circles South West	10,000
Substance Misuse	Wiltshire Council - Lead Swindon Borough Council	175,372
<b>Total</b>		<b>185,372</b>

**Total Spend - £1,069,835**

<b>Community Safety Fund 2019-20</b>		
<b>2019-20 Budget</b>		<b>1,533,000</b>
<b>Demand and Prevention</b>		
Service / Project	Provider(s)	Allocation (£)
Mental Health Triage	Avon and Wiltshire Mental Health Partnership	121,667
Community Speedwatch	Wiltshire Police	80,000
Community Messaging	Wiltshire Police	14,000
Junior Good Citizen	Wiltshire Police	3,060
Youth mentoring scheme pilot	Currently being developed	40,000
Youth Offending - Swindon	Swindon Borough Council	81,707
Youth Offending - Wiltshire	Wiltshire Council	142,800
Demand reduction investment	Currently being developed	100,000
<b>Total</b>		<b>583,234</b>
<b>Victims &amp; Vulnerability</b>		
Service / Project	Provider(s)	Allocation (£)
Horizon	Wiltshire Police	418,660
Victim Support - young people	Splash (Community First)	11,873
Victim Voice	Currently being developed	20,000
Domestic abuse perpetrator work	Currently being developed	38,127
<b>Total</b>		<b>488,660</b>
<b>Reducing Re-offending &amp; CJS</b>		
Service / Project	Provider(s)	Allocation (£)
Offender Management Support	Circles South West	14,000
Substance Misuse	Wiltshire Council - Lead Swindon Borough Council	175,372
Enhancements to offender pathways to stop reoffending	Currently being developed	271,734
<b>Total</b>		<b>461,106</b>
<b>Total</b>		<b>1,533,000</b>

### **3. Received on 13<sup>th</sup> November – reply 28<sup>th</sup> November 2019**

From Councillor Jonathan Seed

#### Question

A sector inspector has stated that police staff (including PCSOs) are not allowed to conduct CSW because of employment and trade union issues.

#### PCC Response

The Chief Constable could grant PCSO's additional powers to enforce speed restrictions – via the appropriate formal consultation process to effect a contractual change. There are no known trade union issues to prevent this.

At present the Chief Constable has no plans to amend the roles of the PCSO's with regards to conferring such additional powers.

#### Question

He also stated that were the job description to be changed then the volunteer element of CSW would need to be removed.

Would the PCC please explain to the PCP whether it exists and if so what the effects of this trade union restriction is on CSW and whether he continues to support the concept of and provide full back up support for CSW.

#### PCC Response

CSW volunteers play an invaluable deterrent role, in addition to raising awareness of road users of exceeding speed limits. Police officers and PCSO's use this information in an enforcement capacity and only designated police officer positions have specific and delegated responsibility for speed checks and enforcement.

The balance between these defined roles works well.

If PCSOs were given additional powers, this would not require removal of the volunteer element. Such removal would be massively counter-productive and neither I nor the Chief Constable would countenance it. If they were given additional powers, PCSOs would continue to work alongside volunteers. This is something I continually strive to encourage and support.

### **4. Received on 5<sup>th</sup> December - reply December 10<sup>th</sup> 2019**

From Councillor Jonathan Seed

#### Question

Could the PCC list the police stations that have closed in the past six months and those planned for closure in the next six months?

#### PCC Response

As part of the Estates Strategy 2017-2022 the police buildings at both Calne and Pewsey were deemed surplus to requirements. From 6th January 2020, police

services will transfer to the new Touchdown Points at both Calne Leisure Centre and Pewsey Leisure Centre.

There have been no closures of police stations in the six months preceding the date of the question.

With regards to planned closures of police stations in the forthcoming six months, other than the Calne and Pewsey buildings which are due to close on 6<sup>th</sup> January 2020 with services moving to the new Touchdown Points, there are no further planned closures.