

Received From	Question	Date Rec'd	Date to OPC C	Response	Date Response Rec'd	Date of meeting
Cllr Richard Britton	<p>“We have been told that because of training issues recruitment to all aspects of the force has to take place in ‘bursts’. This risks incurring capacity and resource issues arising between each recruitment ‘burst’. We are seeing pronounced capacity issues within the CPTs whilst a hastened recruitment drive rushes to try to ‘catch up. We have seen a similar situation in the CCC.</p> <p>Despite the need to do training in ‘batches’ hasn’t the time come to look at a more continuous recruitment to overcome the periodic shortages which create visibility issues with our public?”</p>	21/9 /17	22/9 /17	<p>I agree training plays a crucial role in ensuring we have an effective and efficient police service.</p> <p>There is a significant amount of change to training requirements as the College of Policing introduces a national code of ethics, national professional standards and the introduction of degree requirements for police officers. This is in conjunction with increased training demands both to fulfil legal requirements, support the recruitment drives across officers and staff, as well as staff development in the Force.</p> <p>This near constant demand has several impacts not only on the training and development team but in manging abstractions from frontline service delivery. I agree further work is required by the force to stabilise recruitment and training requirements across all areas of officers, specials, PCSOs and staff (particularly local crime investigators and CCC operators).</p> <p>This work began earlier in the year as part of a ‘gold’ group to manage the recruitment plans across the force. They have begun work to plan both recruitment and the support required across the next two years and understand the inevitable relationship between recruitment strands on impact on attraction, retention, recruitment and training. I agree a more holistic approach is required but don’t underestimate the complex nature of this work particularly related to frontline officer training and the impact on service delivery.</p> <p>Given the national alignment of standards and introduction of new training standards I am keen that the Force explores how these can be shared with other Police Forces where relevant. As such I have asked them to explore these options and asked for a report to CMB on these options.</p> <p>I will continue to monitor closely as a key part of the successful delivery of the project and update the PCP as desired.</p>	18/10/17	Dec 17

<p>Cllr Jonathon Seed</p>	<p>I attend the Parish Council meetings of seven rural villages on a monthly basis. In the days of NPT a PCSO or a PC used to attend these meetings for a few minutes to update community leaders on activity in their communities and listen to any concerns. In recent months, and since the introduction of CPT, the input of the police to these meetings has become negligible if at all. Can the PCC encourage better liaison between CPTs and their community representatives?</p> <p>Note: additional information was sought from Cllr Seed as to which parishes he was referring in order to seek information from the appropriate CPT Inspector.</p>	<p>24/9 /17</p>	<p>26/9 /17</p>	<p>As reported and discussed at previous Panel meetings, many of the CPT teams no longer attend Parish Council meetings as a matter of course. In some areas parish councils were surveyed and it was felt that, in most cases, with budgets and resources under severe pressure, it was better for a Police Officer or PCSO to be on their patch “doing” rather than in a meeting. The police always strive to provide a written update to Parish Councils and always encourage sign up to Community Messaging, which provides bespoke information for each area.</p> <p>All Parishes should know who their local points of contact are and after initial teething problems, I believe that this is now the case. The force do try to get to those meetings where a number of Parishes all come together in one meeting, rather than attending several dozen different ones. However, if any parishes had specific issues, they would of course attend if possible.</p> <p>We are aware that you have raised these concerns with the sector Inspector for his area, Inspector Fee, and raised the issue around visibility and Inspector Fee explained the weekly tasking process he chaired. This meeting focusses on where the priorities are in West Wiltshire so that officers can be used efficiently and effectively. There are limited resources and the police have to prioritise accordingly. The area to which Councillor Seed refers - Poulshot, Seend, Bulkington, Keevil, Steeple Ashton, Great Hinton and Semington.</p> <p>I can also confirm that the PCSO now responsible for these wards did draft a report and disseminated it to all the parish councils in the area in October. In addition, she patrols all the villages when on shift to try and maintain visibility unless diverted elsewhere. There is a great deal of liaison between parish councils and the police and whilst we are aware that there were some issues at the start of CPT, we do believe that communications have improved although this may need to continue to develop.</p>	<p>1/11/17</p>	<p>Dec 17</p>
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