

## **WILTSHIRE POLICE AND CRIME PANEL**

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### **DRAFT MINUTES OF THE WILTSHIRE POLICE AND CRIME PANEL MEETING HELD ON 26 MARCH 2013 AT COUNCIL CHAMBER - COUNCIL OFFICES, MONKTON PARK, CHIPPENHAM, SN15 1ER.**

#### **Present:**

Cllr Abdul Amin (Substitute), Cllr Andrew Bennett, Cllr Richard Britton (Chairman), Cllr Chris Caswill, Cllr Brian Dalton, Cllr Peter Doyle (Substitute), Malcolm Grubb, Cllr Mike Hewitt, Cllr Peter Hutton, Amanda Newbery, Cllr Teresa Page (Substitute) and Cllr Pip Ridout

#### **Also Present:**

Dr Carlton Brand (Corporate Director), Nicola Calway (OPCC), Professor Allan Johns (OPCC), Kieran Kilgallen (Chief Executive - OPCC), Angus Macpherson (Police and Crime Commissioner) and Cllr Jane Scott OBE

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#### **40 Apologies for Absence**

Apologies were received from Councillor Ali, Councillor Ford, Councillor Humphries and Councillor Wright.

Councillor Amin substituted for Councillor Ali.

Councillor Doyle substituted for Councillor Humphries.

Councillor Page substituted for Councillor Wright.

#### **41 Declarations of interest**

There were no declarations of interest.

#### **42 Chairman's Announcements**

The Chair explained that this was the last meeting for the Wiltshire Council members due to the upcoming elections in May 2013, and thanked members for their work in launching the Panel.

Attention was drawn to the draft minute from the Wiltshire Council Cabinet meeting held on 19 March 2013 at which the draft Police and Crime Plan was

considered. It was explained that the observations made were from a different orientation to the Panel's, being those of a partner organisation.

Councillor Bennett, Malcolm Grubb and Amanda Newbery attended the Local Government Association Police and Crime Panel Conference held on 21 March and it was agreed that a summary note would be circulated to members on their experience.

#### 43 **Minutes and matters arising**

The minutes from the meeting held on 11 January 2013 were presented. An amendment to the last paragraph of minute no. 17 changing the word 'reviewing' to 'approving' was accepted.

##### **Decision:**

**The minutes of the meeting held on 11 January 2013 were agreed as a correct record subject to the amendment detailed above, and signed by the Chairman.**

The minutes from the meeting held on 6 February 2013 were presented. Amendments to minute no. 30 to record the abstentions of Councillors Bennett and Caswill; and to add the words 'or increase in' to the last bullet point of the resolution after the words 'justification for' were accepted.

##### **Decision:**

**The minutes of the meeting held on 6 February 2013 were agreed as a correct record subject to the amendments detailed above, and signed by the Chairman.**

The minutes from the meeting held on 1 March 2013 were presented. An amendment to include the details of the working group set up to review the plan and look at the reporting framework as agreed at the meeting was accepted.

##### **Decision:**

**The minutes of the meeting held on 1 March 2013 were agreed as a correct record subject to the amendments detailed above, and signed by the Chairman.**

#### 44 **Public Participation**

#### 45 **Questions**

There were no questions asked.

46 **Statements**

There were no statements given.

47 **PCC Update report**

The Committee noted the diary report attached.

Angus Macpherson, Police and Crime Commissioner drew attention to the appointment of Professor Allan Johns to the role of Independent Adjudicator and introduced him to the Panel. Professor Johns gave a brief outline of his role, explaining his responsibilities which included settling appeals, investigating complaints against the Chief Constable and monitoring all aspects of complaints and performance monitoring. He confirmed work will start on a formal report to the Panel.

The Commissioner highlighted the work that had been done on the plan and noted the future engagement with the public in understanding the performance of the constabulary and those commissioning.

The Panel drew the Commissioner's attention to the issue of rural crime and to the somewhat dismissive and cursory references in his blog to his meetings with the Panel.

48 **Police and Crime Plan**

Angus Macpherson, Police and Crime Commissioner explained that the Police and Crime Plan would be published on Thursday 28 March. He confirmed that the consultation had generated 130 responses, all of which had been taken into consideration and all would be published on the website with the plan. The Panel was thanked for its comments.

Kieran Kilgallen, Chief Executive – Office of the Police and Crime Commissioner (OPCC), responded to the Panel's recommendations point by point. The written response is attached to these minutes. He confirmed that undertakings had been given around the issue of employment regarding Community Safety Partnerships (CSPs) with commitment given to the funding of posts. A working brief around the engagement and funding of CSP's would be available by the end of April and a report would be brought to the June Panel meeting.

The Commissioner detailed the move to a regime of restorative justice as a large strategic change, the delivery of which must not increase risk areas. He explained that a delivery plan was currently being developed by the Chief Constable which would give greater depth to the metrics and key performance indicators by which the panel would hold him to account. This plan would be circulated to panel members once agreed, which would be towards the end of April.

The Commissioner and his office were thanked for their consideration of the Panel's report and recommendations. The Panel agreed that the working group tasked with looking at the reporting framework structure would meet after the delivery plan had been received with the results brought to the Panel meeting in June.

#### 49 **PCC quarterly report**

When introducing the item the Chairman reminded the panel of its role being not to monitor the work of the force but to monitor the work of the Commissioner in monitoring the force. The Commissioner introduced Nicola Calway from the OPCC who provided the Panel with an explanation of certain data.

The Panel welcomed the depth of data provided and the opportunity to question the PCC on it; however clarification was needed on what should be in the public domain. The suggestion of a quarterly summary report from the OPCC was welcomed, and the Panel agreed that the working group would develop a reporting mechanism in consultation with the OPCC.

Due to the work involved in isolating the OPCC risk register it was not possible to bring it to this meeting. It was agreed that this would be brought to the next Panel meeting in June and targeted around the delivery of the plan.

#### **Resolved:**

- 1. That the Panel continue to receive the data in its current format on a quarterly basis**
- 2. That Panel Members consider and raise any issues with the Commissioner at the meeting following receipt of the quarterly data**
- 3. That, in discussion with the OPCC, the working group develop a summary reporting mechanism to be brought to the next Panel meeting**

#### 50 **Draft PCP PCC Protocol**

Mr Grubb introduced the draft protocol. It was noted that the Panel had two roles – its statutory obligation to support the Commissioner in his work which was difficult to separate from the role set out in section 2 of the protocol.

Amendments to change the word 'they' in the last sentence of 4.1 to 'the PCC' and to add a 4.6 to provide for joint projects stating 'The PCC and PCP may from time to time agree on topics for joint consideration and research. However, it will remain the prerogative of the PCC to decide whether/how any results of such projects should be implemented' were agreed.

The Commissioner was asked to report back to officers.

**Resolved:**

1. To change the word 'they' in the last sentence of paragraph 4.1 to 'the PCC';
2. To add paragraph 4.6 as follows:
  - 4.6 The PCC and PCP may from time to time agree on topics for joint consideration and research. However, it will remain the prerogative of the PCC to decide whether/how any results of such projects should be implemented; and
3. To present the amended protocol to the PCC.

51 **Forward Work Plan**

The Panel noted the forward work plan. It was agreed that the quarterly update scheduled for June would be replaced with receiving the annual report.

A question was raised over the potential induction of new members pending the results of the Wiltshire Council elections and it was confirmed this would be discussed between the Chairman and officers.

The Commissioner suggested the theme of Young People / Business for a future panel meeting, possibly September.

52 **Future meeting dates**

The next meeting of the Police and Crime Panel will be on 12 June 2013 in the Council Chamber, Monkton Park, Chippenham.

Future meeting dates were:

16 September 2013

26 November 2013

The Chairman thanked all for attending.

(Duration of meeting: 10.03 am - 12.50 pm)

The Officer who has produced these minutes is Kirsty Butcher, of Democratic Services, direct line 01225 713948, e-mail [kirsty.butcher@wiltshire.gov.uk](mailto:kirsty.butcher@wiltshire.gov.uk)

Press enquiries to Communications, direct line (01225) 713114/713115



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## RESPONSE OF THE POLICE AND CRIME COMMISSIONER TO THE POLICE AND CRIME PANEL RECOMMENDATIONS ON THE DRAFT POLICE AND CRIME PLAN

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### Introduction

The Wiltshire Police and Crime Panel met on Friday 1 March 2013 and received a presentation from me on the draft Police and Crime Plan. I received, shortly thereafter, a report from the Panel which contains 22 recommendations. I have considered each of those recommendations and set out in this response, how I propose to amend my draft plan.

I set out below each of the recommendations followed by my response:

1. *That the front cover pictures be reviewed to present a less frightening impression*

Many of the photographs initially proposed were not suitable. I agree this recommendation and the graphic design has been amended accordingly.

2. *That the PCC's manifesto commitments be moved to the front of the plan*

In some ways, this is a matter of personal style. I am, however, conscious that I have been elected to serve the entire population of Wiltshire and Swindon not just those who read and supported my manifesto. I am happy to be held accountable for delivery of manifesto promises, but I feel it is delivery of the Police and Crime Plan that will be the touchstone of my administration. I therefore propose to leave the manifesto commitments to the annex as originally drafted.

3. *That chapter numbers be added*

I have amended the Plan so that the delivery sections now all appear in separate chapters, beginning with “working with communities to reduce crime and antisocial behaviour” at page 16.

4. *That the Plan included reference to the two missing manifesto aspects – drugs and licensing.*

Whilst I do not accept that these aspects were missing from the Plan, I agree that more detail could be given on the commitment to maintain an effective licensing function. I have made this clear in the Plan. The work of the regional unit (Zephyr) to tackle serious and organised crime will be instrumental in the 25 per cent reduction in serious and organised crime that I propose. This will impact greatly on the drug supply within the county. I do propose additional work on joined up commissioning with the Health and Local Authorities in terms of drug and alcohol services. This will require community safety partnership work and I will provide appropriate updates as this work proceeds.

5. *That the cost of the office of Police and Crime Commissioner be more comprehensively broken down.*

The costings on page 55 now include salary on costs, audit costs and other costs as requested. The total cost of the office is £964,000 and how this makes up the total spend for which I am responsible (£113,4091,000) is set out on page 53.

6. *The Panel repeats the concerns expressed regarding the levels of reserves and request that further consideration is given to both their level and their wider use for delivering other priorities within the Plan.*

I have inaugurated the Innovation Fund which will account for £1m of the reserves. I am reviewing the revised capital programme on strategic integration. Where it is possible to pay a premium out of capital, rather than rent out of revenue, I will seek to do so. This could have a substantial impact on the level of reserves held. As I reminded the Panel at the initial meeting, these reserves are the consequence of decisions taken by Wiltshire Police Authority rather than myself. I am, however, cognisant of the need to make best use of public funds.

7. *That clarity is provided around police staff numbers shown at the bottom of page 48.*

I have amended the Plan to show that the 1,062 full-time equivalent police officers is comprised of the following: 117 NPT Officers (plus 141 PCSOs); 360 Response Officers; 72 Special Operations Officers; 293 Investigation Officers; and 220 other officers. I am about to embark on negotiations for the Stage 2 transfer with the Chief Constable and the Staff Associations. This will identify frontline operational staff who are to transfer to the office of Chief Constable. All other staff will either stay with the Office of the Police and Crime Commissioner or transfer to a local authority as part of the strategic integration. At this stage it would be premature to seek to identify the numbers in each cohort as staff have yet to be consulted. The Stage 2 transfer must be submitted to the Secretary of State for approval and, when approved, it will be a document in the public domain which will provide the information sought by the Panel.

8. *The Plan should include reference to your commitment not to reduce the levels of Neighbourhood Police Team staff and provide a breakdown of the NPT establishment.*

This has been covered in point 7 above. I am awaiting a report from the Chief Constable on a review of the Response and Neighbourhood policing team models which may impact upon the numbers allocated. Preserving frontline officer strength



is a key commitment that I have made and I will make sure the information is in the public domain as soon as it is finalised.

9. *That in setting your priorities, delivery dates and deadlines you ensure that they reflect the information contained in the Joint Strategic Assessment and are fully aligned and co-ordinated with the JSA.*

The JSA was a fundamental source of intelligence in developing the Police and Crime Plan. It is also fundamental to the Chief Constable's strategic assessment of crime in the area. In order to make this clear, I have added a glossary entry explaining what the JSA is and how it has been used.

10. *That priorities be set for the Chief Constable which are measurable and transparent to the Panel and the general public.*

The Chief Constable has been commissioned to deliver the bulk of services required to meet the strategic objectives set out in the Plan. He is developing a delivery plan which shows the costs of activity, their alignment to plan objectives, the outcomes to be delivered and the timescales within which delivery is required. I will receive this plan by mid April 2013 and will then negotiate the details of the commissioned service. When agreed, the delivery plan will be an annex to this Police and Crime Plan. It will be published on the website and will be forwarded to the Panel Chairman for onward transmission to panel members.

11. *That the Plan includes reference to mainstream crime.*

See Response 10 above

12. *That the Plan includes more detail on proposals for addressing rural crime.*

See Response 10 above

13. *That the service standard should be linked to priorities, detail of how they were set and by whom, and include measures by which performance can be monitored and the PCC held to account.*

I have amended the Plan to set out how I intend to hold the Chief Constable to account in public for the delivery of policing in this area. The service standards are set by me following consultation and they will be set out in the final version of the Plan.

14. *That wherever there is an undertaking or objective within the Plan there will be an explanation of how progress towards that objective will be measured and reported, how often, and when the activity is due to start.*

This will be covered by the delivery plan. The Chief Constable and I will account for performance in public on a quarterly basis. There will be a performance regime under the new plan, just as there is a performance regime under the 2012/13 WPA Policing Plan.

15. *That the actual figures for both calls answered within 30 seconds on 101 and 999 calls answered within 10 seconds be amended to show the correct figures (differing figures on pages 35 and 45).*

The figures shown are correct. They relate to different periods. Those quoted earlier in the Plan are the performance figures for the latest six month period. The second figure quoted is the figure current at the date of publication. The footnote will be made more prominent so this difference is more obvious.

16. *That on page 46, within holding the Commissioner to account, the wording be changed to make clear that the Police and Crime Panel are not the first point of contact for complaints about a PCC decision.*

The draft has been amended to make this clear.

17. *That the Plan recognises the statutory powers of the CSPs and shows alignment with their plans and priorities.*

I have included a glossary entry on the Community Safety Partnerships setting out their role, their relationship with my office, and the continuation of funding, albeit at a reduced level set by central government.

18. *That the Plan clearly displays the governance mechanisms exercised by the OPCC over the Chief Constable.*

I have amended the Plan to set out this detail.

19. *That the Plan includes a definition of antisocial behaviour and indicates the baseline for the measurement of the 10% reduction.*

I have set out in the glossary the statutory definition of antisocial behaviour together with observations made by Her Majesty's Inspectorate of Constabulary. In order to quantify any reduction achieved, it will be necessary for all agencies to agree a common definition. This is work I will undertake with partners as part of the commissioning process.

20. *That the Plan includes details on the performance and management of Special Constables.*

The management of all constables, including special constables, is an operational matter for the Chief Constable. However, his delivery plan will set out how he intends to achieve the target recruitment of Special Constables. This should include much of the detail sought by the Panel.

21. *That the Plan provides clarity on how the one off investment fund of £1m will be managed and resourced, including details of eligibility, any restrictions on usage, who approves such bids and the funding process.*

It is not practicable to put this information in the Plan. However, a link to the OPCC website will be inserted in the Plan at this point in order to direct those interested to the website so that they may access the details you have set out above.

22. *That the Plan shows targeted savings in the context of releasing resources.*

This information is contained within the medium term financial strategy, a document which is amended from time to time. Whilst I would be reluctant to put this in the Plan given that it would change over the course of four years, I agree that reference

needs to be made. A link will be included in the Plan to the OPCC website where this information may be found.

My thanks to the Police and Crime Panel for their helpful observations and for the useful discussion of the draft Plan at the two meetings of the Panel in March 2013.

A handwritten signature in black ink, appearing to read 'Angus MacPherson', with a long horizontal stroke underneath.

**ANGUS MACPHERSON**  
**Police and Crime Commissioner for Wiltshire and Swindon**  
London Road  
DEVIZES  
Wiltshire, SN10 2RD

Tel: 01380 734022

Web: [www.wiltshire-pcc.gov.uk](http://www.wiltshire-pcc.gov.uk)

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