

## WILTSHIRE POLICE AUTHORITY

MINUTES of a MEETING held at POLICE HEADQUARTERS, LONDON ROAD, DEVIZES on THURSDAY 8<sup>TH</sup> DECEMBER 2011

PRESENT: Mr C Hoare (Chairman), Mr R Bluh, Mr R Britton, Mr C Caswill, Mr B Fishlock, Mr B Ford, Ms J Hillyer, Mr A Johns, Mr A Macpherson, Mrs G Mortimer, Mr P Sample, Mrs C Soden, Mrs G Stafford, and Ms G Tawiah.

IN ATTENDANCE: Chief Constable B Moore, DCC P Geenty, ACC M Veale, Mr M Bennion-Pedley, Mr K Kilgallen, Mr M Prince, Miss S Kyte, Mr B Tofield (*Item 5 Only*), and Chief Inspector T Kavanagh (*Item 5 Only*)

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1. **Apologies** Apologies for absence were received from Mr Humphries and Mr Rogers.
  2. **Public Questions** There were none.
  3. **Declarations of Interest** There were none.
  4. **Chairman's Announcements**  
Appointment of Deputy Chief Constable  
The Chairman invited Members to join him in congratulating Pat Geenty on his appointment to Deputy Chief Constable.  
Ricky Rogers  
The Chairman informed Members that Mr Rogers had broken his arm and that he would be writing to him on behalf of all Members wishing him a speedy recovery.
  5. **Operational Systems and the New Policing Model** Mr Bob Tofield, Operational Systems Improvement Manager, delivered a presentation to Members on operational systems and the new operational policing model within the Force. The key points raised in the presentation were as follows:
    - There had been a 33% decrease in radio transmissions since the introduction of the new working practices in October 2011.
    - There had been a 39% increase in point to point calls (to controller or colleague) which demonstrated there had been an increase in providing general updates on incidents.
    - The handsets allowed for status updates to be given via quick key (ie. long hold on relevant key allows for automatic update on status, such as committed, available, at rest). This was a real culture change as Officers needed to be confident that the system was working. Since 4<sup>th</sup> October 2011, there had been a 130% increase in status updates via quick key.

Chief Inspector Tim Kavanagh from the National Police Improvement Agency (NPIA) spoke to Members about usage and costs for Airwave.

    - Costs for Airwave were based on peak usage in the previous year, therefore if the Force were able to reduce its peak usage this would result in reduced spend the following year.

- Peak usage in 2009-10 was 34.8 and in 2010-11 was 33.8. This year peak usage so far had been 24.5. This would continue to be monitored to ensure it did not increase. The difference in usage, in terms of costs, between 2010-11 and 2011-12 equated to a saving of £66,522.
- The NPIA pay the first part of usage for all Forces and, because of this, it may be possible that there would be no cost to Wiltshire next year, if the reduction of usage could be maintained.
- These savings arise through the intervention from the NPIA and the training delivered to Police Officers in the usage of Airwave. The Airwaves were also quieter. It was stressed that this does not compromise Officer safety.

Mr Tofield then reported:

- There had been an increase of 274% in the average daily usage of mobile and remote working for the period 1<sup>st</sup> October to 30<sup>th</sup> November 2011 (when compared with usage between 1<sup>st</sup> April to 30<sup>th</sup> September 2011).
- The Force volunteered to be used as a test case for the National Audit Office Mobile Technology in Policing Value for Money report.
- It found that Wiltshire had the greatest level of functionality within a mobile platform of any of the 43 Police Forces within England and Wales.
- The Force were highlighted as an example of good practice due to mobile technology being a key component and driver of the new policing model.

The Chairman then sought Members' comments:

- Mr Fishlock stated he was delighted to see the presentation. Mobile and Remote Working had been worked on by the Force for a long time, and it was good to see some sort of conclusion to the project. Mr Fishlock questioned whether there had been any issues with Officers using the prescribed equipment. The Deputy Chief Constable stated that the evidence so far indicated that Officers are using the equipment, but the Force needs to ensure this is maintained.
- Mr Johns requested more information around the 'Time out of Station' figures in comparison with the same period last year. The Director of Resources stated that this was approximately 50% about 12 months ago, increased to 60% and was now around 75%.
- Ms Hillyer sought reassurance that the interaction and sharing of intelligence with other Officers had not been neglected. The Chief Constable responded that teamwork was an important aspect and one of the values being highlighted in the Value Workshops. The next Staff Survey was due to commence on 14<sup>th</sup> December 2011 and the Force would be looking at these results to ensure the balance between mobile and remote working and team work was right.

*Resolved: To thank Mr Tofield and Chief Inspector Kavanagh for attending the meeting and to note the content of the presentation.*

## 6. Minutes of the Meeting held on 3<sup>rd</sup> November 2011

*Resolved: 1) To agree to amend the final sentence of the first paragraph of Minute 12 to say 'The weighting had been removed and was now to be reinstated'.*

- 2) *With the above amendment to agree and sign the minutes of the meeting held on 3<sup>rd</sup> November 2011.*

## 7. **Outstanding Actions**

*3<sup>rd</sup> November 2011, Minute 6.4):* Mrs Stafford confirmed these meetings were taking place and that the action may be closed.

*3<sup>rd</sup> November 2011, Minute 8.2):* The Revenue Budget 2012-13 provided the information required with regard to the Medium Term Financial Strategy and this action may now be closed.

*3<sup>rd</sup> November 2011, Minute 8.5):* The Chief Executive informed Members that confirmation that planning permission is not required was still awaited. The Authority had made it clear that a response was required.

*3<sup>rd</sup> November 2011, Minute 11.3):* The Chief Executive stated the WPA Gifts and Hospitality Register should be published on the WPA website by 31<sup>st</sup> December 2011.

*3<sup>rd</sup> November 2011, Minute 15i2):* Pc Collis-Smith was due to meet with Cllr Bluh shortly to discuss relevant learning of a case where two brothers from Swindon had sexually abused children over a prolonged period of time.

**Resolved:** *To note the verbal updates provided on the outstanding actions and to update as detailed above.*

## 8. **WPA and Force Risk Register**

*Risk 1.10 (Force's Chief Officer Team is not at full strength):* To remove this from the Risk Register.

Mr Macpherson suggested that if a risk was scoring more than the current risk appetite and therefore showing as red, then the risk should be an item for discussion on the owning Committee / Group. Cllr Bluh stated that in some cases it appeared the mitigating controls and action taken had led to an increase in the risk score. Mr Fishlock reported that the Audit and Risk Committee was due to consider a newly formatted WPA Risk Register at the meeting on 13<sup>th</sup> December 2011 and he suggested that these comments be included within the discussions.

The Deputy Chief Constable reported that since the last meeting in November the Force Risk Register had been amended as follows:

*Risk 1.3 (Data Quality):* Likelihood scoring reduced from 4 to 3.

*Risk 1.4 (Equality Act):* Control scoring reduced from 3 to 2.

Mrs Stafford stated that she had attended two separate meetings within the last week where the issue of shortage in IT resources had been raised and was concerned over the downgrading of the risk score in this area. The DCC stated that the risk referred to data quality overall and he was confident that the work was being done which enabled the Force to meet the relevant standards.

Mr Macpherson reported that the introduction of Police and Crime Commissioners did not feature within the Force Risk Register and that he would have expected to see this detailed.

**Resolved:** 1) *To remove Risk 1.10 (Force's Chief Officer Team is not at full strength) from the WPA Risk Register.*

- 2) *That the Audit and Risk Committee would include the comments made by Mr Macpherson and Cllr Bluh (as detailed above) in their discussions when considering the revised formatted WPA Risk Register.*

9. **Chief Constable's Performance Report 2011-12** A report by the Chief Constable covering the period 1<sup>st</sup> April to 31<sup>st</sup> October 2011 had been circulated. The Chief Constable stated that the overall performance status of the Force was 'good' and then proceeded to give a verbal update on those areas currently under performing:

Strategic Priority 1: Tackling Violent Crime

- Levels of satisfaction for victims of violent crime were slowly improving and now up to 77%.
- Recording of violent crime within 72 hours was currently showing as amber, but the Force were confident in closing the performance gap within the performance year.

Strategic Priority 2: Managing those who cause the most harm in our communities

- Distraction Burglary detection rate was currently showing red but was currently only 11 detections away from the measure of 30%.

Strategic Priority 3: Reduce Anti-Social Behaviour and Associated Local Crime

- All crime resolved rate was currently under the measure of 29.1%. The Deputy Chief Constable had been tasked with identifying and addressing those issues preventing the measure being reached with the aim of achieving the measure by the end of the performance year.
- Performance with overall victim satisfaction with service is heavily influenced by levels of satisfaction for victims of violent crime which was under performing.
- Criminal damage was an area raised for target refresh and would be discussed at the Joint Strategic Performance Board meeting on 14<sup>th</sup> December 2011. However, it was noted that if the Authority agreed to a revised target for this, it would only reduce the grading to amber.

Service Delivery

- The Special Constabulary had so far in 2011-12 provided 21,403 hours of policing to Wiltshire which equated to an additional resource of £709,881 and, based on the cost of a post-probationary Police Officer, results in an additional 40 Police Officers working during times of greatest demand.
- Performance in relation to call back compliance had dropped but was now increasing again.

There had been an increase in gap of satisfaction between White and BME victims. The numbers were very small, but it would be monitored by the Force.

The Chief Constable also reported on the following:

- Operation Ember – In November a 47 year old man from Warminster was convicted for a rape committed in July 2009. A mass DNA screening was undertaken and the offender traced and prosecuted.

- A Specials event was held on 12<sup>th</sup> November 2011 attended by the Lord Lieutenant and Mrs Mortimer where 14 more Specials were credited for sole patrol.
- Industrial Day of Action (30<sup>th</sup> November) – 14.2% of Police Staff in Dorset went out on strike, 10% at Avon and Somerset, 10% at Gloucester, 5.7% at Devon and Cornwall and 2.3% in Wiltshire. There was no disruption caused to the Wiltshire public through the reduction of staffing.

The Chairman then invited Members to comment:

- Members asked what more the Force could do to combat the rise in metal theft. The Assistant Chief Constable reported that the approach to attendance at non-dwelling burglaries would be changing in the New Year in that the Force would now attend. This was an issue nationally as well as locally. Members felt it would be helpful if they were briefed on the issue with regard to the local, regional, and national picture so they were able to give a more pro-active response if required, particularly when attending Area Board or Locality meetings.
- Ms Hillyer stated that she was aware of a victim of crime who had had nine visits of reassurance, when for the victim, a positive result was what they wanted. It was important to ensure victims of crime were given feedback / updated on their case, but it needed to be in proportion. The Assistant Chief Constable stated that a piece of work was being done to ensure the right questions were being asked at the right time, as well as ensuring understanding as to how the victims wanted to be communicated with.
- Mr Macpherson stated that the Chief Constable's report had referred to the term 'target' when it should be 'measures' and that, following the recommendation made at Minute 6, the 'confidence in partners' measure needed to be reinstated within the performance report.

- Resolved:
- 1) *To note the content of the report and the verbal update provided.*
  - 2) *That the Assistant Chief Constable would produce a briefing note for all Members on the local, regional, and national picture with regard to metal theft, and what the Force was doing to combat this.*
  - 3) *That the confidence in partners measure should be reinstated within the Policing Plan Performance Framework.*

#### 10. **Revenue and Capital Budget Monitoring Statements**

- Resolved: *To note the revenue and capital budget monitoring statements and the projected variance of £3.776 million underspend in the revenue budget.*

11. **Interim Treasury Management Report** A report by the Treasurer covering the period 1<sup>st</sup> April to 30<sup>th</sup> September 2011 had been circulated. Members queried the amount placed with the deposit borrower (Appendix Bii) and how this related to the figures given in Appendix Bi. The Treasurer stated that both showed the position of the Authority's temporary deposits / loans transactions as at 30<sup>th</sup> September 2011.

- Resolved: 1) *To note the content of the report.*

- 2) *To note and endorse the delegated decision taken by the Treasurer to renew a deposit of £5million with Lloyds Bank for a further 12 months at an interest rate of 2.15%.*

12. **Revenue Budget 2012-13** A report by the Chief Constable had been circulated and a verbal update provided by the Director of Resources. The following key points were duly noted:

- That the Council Tax base had provisionally increased by 1.8% in the Swindon Borough Council area.
- Public Sector pay rises would be capped at 1% for two years once the current pay freeze ended in September 2012; departmental budgets were likely to be adjusted in line with this policy.
- A grant was available from the Government for 2012-13, equivalent to a 3% increase in council tax, should precepting authorities freeze their council tax levy at 2011-12 rates. The recommendation from the Budget Action Group was to accept this grant.
- The implications of accepting the grant would be a shortfall in the 2013-14 budget of £1.206 million as the grant would be a one-off payment. This revises the Vision Wiltshire saving target to £1.313 million.

Resolved: *To indicate to the Force that Members were willing to accept the Budget Action Group recommendation to accept the one off grant for 2012-13, equivalent to a 3% increase in council tax, from the Government.*

13. **Capital Plan Update** A report by the Chief Constable had been circulated.

Resolved:

- 1) *To approve the new Capital Plan.*
- 2) *To approve the transfer of £3.0 million from the general reserve to the capital reserve.*
- 3) *To note that the five new initiatives referred to in the report would not be progressed further than business case stage until specific approvals had been received by WPA.*

14. **Protective Services** A report by the Chief Constable had been circulated. Mrs Stafford stated that it would be useful to Members to have a presentation from the Force at a forthcoming Briefing Session on Zephyr and organised crime.

Resolved:

- 1) *To note the content of the report.*
- 2) *For the Force to deliver a presentation to Members at a forthcoming Members Briefing Session on Zephyr and organised crime.*

15. **Committee Reports**

<u>Meeting</u>	<u>Date</u>
Professional Standards	2 <sup>nd</sup> November 2011

Resolved: *To note that the Professional Standards Committee Chairman provided a verbal report on the November meeting at the last full WPA meeting.*

## 16. **Group Reports**

*Value and Productivity Group:* The Group Chairman, Ms Hillyer, reported that she, Mrs Mortimer, and Mrs Stafford, had met with the Force recently to discuss the recruitment issues and were immensely reassured about the amount of work that had been done and the direction of travel. The Group were not yet convinced about the savings to be realised through the regional procurement project although it was recognised that the project was still in its early stages. Her Majesty's Inspectorate of Constabularies had visited recently to conduct a Support and Challenge Inspection and the results of this were awaited. There was a lot of work that was required to be done on governance prior to the introduction of Police and Crime Commissioners.

*Joint Strategic Board:* The Board Chairman, Mr Macpherson, stated that work on the Policing Plan was proceeding as usual and that meetings had been arranged with local MPs to seek their views. Members were invited to contribute their thoughts on the content for the Policing Plan on the whiteboard in the Members Meeting Room. The Chief Executive would provide an update on transition to Police and Crime Commissioners at Agenda Item 17.

*Resolved:* To note the updates provided.

## 17. **Conferences and Meetings Attended by Members since the Previous Meeting, and Future Conferences / Seminars**

Transition to Police and Crime Commissioners, Ryton – 1<sup>st</sup>-2<sup>nd</sup> December 2011

The Chief Executive reported that this event was attended by himself and Mr Macpherson and that almost all Police Authorities were in attendance. The key points to note from the event were:

- The Metropolitan Police Authority would be going live in January 2012 and 100 members of staff had been identified to provide support to the Mayor's office.
- The date of November 2012 for the introduction of Police and Crime Commissioners was in statute and cannot be changed – it will happen.
- The Home Office would be running a public information campaign in the New Year.
- In time, the community safety funds that are currently allocated to local authorities will instead be allocated to Police and Crime Commissioners.
- The Joint Strategic Board is the body that WPA will use to plan and develop the transition plan from a Police Authority to a Police and Crime Commissioner. Adrian Sutton had been appointed as Project Manager.
- The Authority had already met with the two Local Authorities about the creation of Police and Crime Panels and would be producing a report on this for their consideration.
- When questioned about the amount of resources allocated to the running of Police and Crime Panels, the Policing Minister responded that they did not have the function of Police Authorities and their role was to scrutinise the work of the Police and Crime Commissioner. The allocation of £40k for the running of a Panel was considered adequate by the Home Office.

*Resolved:* To note the update provided by the Chief Executive.

**18. Dates of Police Authority Meetings in 2011 and 2012**

**2012**

9<sup>th</sup> February

19<sup>th</sup> April

**19. Urgent Items**

- i. Police Appeal Tribunal – Mark Andrews

Resolved: *That WPA would issue a press release stating:*

*‘WPA agreed with the original decision to dismiss Mark Andrews. We do not agree with the Police Appeal Tribunal decision to order his re-instatement. We are considering challenging this through the Courts’.*

**20. Exclusion of the Public**

Resolved: *In accordance with Section 100A (4) of the Local Government Act 1972 to exclude the public from the meeting for the business specified in Items 21 and 22 below because it is likely that if a member of the public were present there would be disclosure to them of exempt information as defined in Paragraphs 1 and 7 of Schedule 12A to the Act.*

- 21. Olympics Update** A confidential report had been circulated by the Chief Constable.

Resolved: *To note the content of the report and to ask the Force to remove the confidential content to enable a public version of the report to be published.*

- 22. Urgent Items** The Chairman agreed to accept the following urgent items:

- i. Chippenham Police Station

A report by the Chief Constable had been circulated.

Resolved: *To delegate approval to Mr Macpherson (as Estate Lead Member), Mr Caswill, and Mrs Stafford to:*

- i. consider the content of the report;*
- ii. seek clarification / further information from the Force where required; and*
- iii. give approval for the recommendations as set out within the report.*

- ii. Police Appeal Tribunal – Mark Andrews

Resolved: *To note the update provided by the Chief Executive and the Chief Constable.*

(Duration of Meeting: 10.30am to 1.45pm)