



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

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 flourish extending to the right.

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