



**Meeting:** Police Accountability Board  
**Venue:** Police Headquarters  
**Date:** 18<sup>th</sup> January 2016  
**Time:** 13:00 – 15:10



<b>Members:</b>	Mr Christopher Salmon, Police and Crime Commissioner (PCC) Mr Tim Burton, Deputy Police and Crime Commissioner (DPCC) Chief Constable Simon Prince QPM (CC) Mrs Jayne Woods, Chief Finance Officer, OPCC (CFO) Mr Edwin Harries, Director of Finance (DoF)
<b>Also Present:</b>	Dr Helen Morgan-Howard, Chief of Staff, OPCC (HM-H) Mrs Sharon Richards, Performance Manager, OPCC (SR) Insp. Mark McSweeney, Staff Officer to the Chief Constable (MMS) Mrs Claire Bryant, Office Manager, OPCC (CB)

ACTION SUMMARY FROM MEETING ON 16/12/2015		
Action N <sup>o</sup>	Action Summary	Progress:
<b>PAB 291</b>	<b>Force to clarify who delivers the hate crime training to officers and what this entails</b>	<b>Completed</b>
<b>PAB 292</b>	<b>Force to share research on Honour Based Violence with the PCC (research to include data from partners and subject profile)</b>	<b>In progress – available by the end of the week</b>

The PCC opened the meeting, welcoming all to the first Policing Accountability Board of 2016.

### **Minutes of the Accountability Meeting held on 16<sup>th</sup> December 2015 and Matters Arising**

The minutes were agreed as a true record, with no matters arising. The OPCC Monitoring Performance Reports from November and December had been updated with the CC’s answers and were approved for publishing by members.

### **Force Accountability Report on Priority 6 – Spending Wisely**

The CC set out the context for the report, bringing the PCC’s attention to the HMIC Value for Money profiles as a background to the Force’s financial position. The CC stated that DPP spends more on frontline policing and less on business support functions than other forces in England and Wales. The CC was pleased with the progress made towards

achieving the aim of increasing visible frontline policing. The DoF presented the report, highlighting the salient points. The PCC acknowledged and thanked the Force for their work towards achieving more frontline officers and less expenditure on back office functions. The PCC stated that the Spending Wisely plan presented powerful and pleasing messages. The PCC considered the most striking achievement to be in relation to productivity, especially the mobile policing project.

The PCC raised a query around the demand profile, specifically how demands on the Force are changing. The CC responded that the demand profile is in use as a predictive tool to support operational planning, and provided two examples of this. The increasing calls for service from health related incidents are being addressed through the mental health triage and a pilot of police presence in Glangwili hospital. An assessment of the effectiveness of the Glangwili pilot was not yet available but would be shared in due course. The CC agreed to share the demand profile with the PCC.

**Action: Force to share the demand profile, and an assessment of the effect of actions taken to reduce identified demands, with the PCC by the end of January**

The PCC clarified a previous request to outline the potential headline savings anticipated through possible firearms collaboration. The PCC also stated that the additional police officer provision planned would not be granted until the results of the funding formula review were known.

The PCC sought clarification on how the Spending Wisely plans are put into action. The CC explained that the DCC reports to the CC, with project teams for each of the Spending Wisely areas reporting to the DCC. Local commanders are given the opportunity to contribute to operational plans on a regular basis, which contributed to the estimations made within the financial plan. It was agreed that the project plans be shared with the PCC.

**Action: Force to provide the PCC with detailed operational project plans underpinning the Spending Wisely savings plan by the end of January**

The PCC requested an update on the progress of the review of custody provision. The CC stated that the geography of DPP would result in a greater expenditure on custody provision than in other forces with similar demand. Brecon custody suite was reviewed and deemed that whilst not in constant use, it was necessary for Brecon to be constantly available. The review was then expanded to all custody provision across the Force area. Initial assessments deemed Aberystwyth to be appropriate for need, with Cardigan as a contingency and overspill for Ceredigion and Pembrokeshire. Newtown was deemed appropriate and remained a busy suite due to it serving a large catchment area. Haverfordwest was also deemed appropriate for needs. South Powys remained under review, with possible collaborations being explored and pending the location of the new Carmarthenshire suite being confirmed. The CC stated that the review would be completed and conclusions drawn by the end of March, which aligns with the plans for Carmarthenshire provision.

## **Action: Custody review outcomes to be reported to the Policing Board by the end of March**

The CFO confirmed an earmarked reserve to cover unforeseen circumstances of £4.5m.

The CFO queried if the Force considered the target saving on staff and officer overtime payments was realistic and achievable considering the current overspend. The DoF stated the overspend on overtime was £52k within the current financial year, some of which was attributed to the extra bank holiday resulting from Christmas and staff shortages early in the financial year. The DoF acknowledged the proposed saving of £600k was challenging, however the Force are committed to achieving this. An implementation plan was in place, with budgets provided to Inspectors to manage local demands for overtime. A discussion ensued, with the CC clarifying that rotas would be managed appropriately within the shift patterns previously agreed with the Police Federation at a local level. The CC stated that overtime is considered within the overall staff budget, with overtime allowing flexibility. There was a need to better ensure every penny for staffing was spent on staffing in order to manage overtime more robustly. The PCC sought clarification of the measure of success. The CC stated that a reduction in overtime expenditure and an increase in expenditure on officers working in communities when they are needed would determine the success of overtime budget management. The PCC queried how underlying problems were identified and addressed. The DoF stated that specific coding of overtime allowed accurate monitoring of the reasons for overtime being granted, which helps to drive costs down.

The CFO queried if the revised supervision ratios which would result in a reduction of 23 sergeants was achievable within the expected retirement profile and when this would be completed. The DoF stated that this was possible, as 9 reductions were expected and there were some vacancies in temporary positions that could be implemented by 1<sup>st</sup> April 2016. A further 3 positions would be reduced during 2016/17 and 11 in 2017/18. The CC highlighted the critical and essential role of Sergeants within DPP as the first line supervisors. The intention was for Sergeants to be provided with leadership development to exercise their roles more effectively. A change to how supervision is provided would reduce cyber-supervision and increase specialist supervisors. The PCC echoed the CC's points, acknowledging the need for a more rewarding and professional freedom at lower ranks.

## **OPCC Accountability Report on Priority 6**

The CFO, acknowledging the HMIC Value for Money profiles as explained earlier by the CC presented the report and highlighted key points. Commissioned services were reported to be achieving more for less and reducing the burden on the police service. The letter attached to the report highlights the PCC's expectations regarding future collaboration around certain services.

The PCC stated that the proposed precept was currently with the Police and Crime Panel for approval. The PCC sought Force's view on the figures suggested within the commissioned services section of the report, in particular the value for money aspect of the antisocial behaviour service. The PCC stated that he was committed to the services but would welcome the Force's view on the impact on the demand on police.

A five minute comfort break was taken.

### **OPCC Monitoring Performance Report**

SR presented the report briefly highlighting the key points before the PCC asked the questions contained within the report. These were answered and will be published within the report and updated on the Commissioner's website.

A discussion was had regarding the processing of cyber-crime cases. SR queried the current status of backlog, with the CC agreeing to provide data regarding the matter in due course.

#### **Action: Force to provide answers to questions regarding the volume and patterns of cyber-crime and change in outstanding cases by the end of the week**

The PCC raised a question regarding the income received from traffic offences and the delays experienced in receiving the monies awarded. It was agreed that an analysis of the income received and delays experienced be provided to the OPCC.

#### **Action: Income generated from police-led prosecutions of traffic offences and an analysis of the delays relating to the collection of monies owed to be provided to the OPCC by the end of January**

The CC stated that there was no financial reason not to extent the Community Speed Watch (CSW) scheme to any community that requests it and was keen to do so. Currently there are currently 6 schemes in Ceredigion, 3 in Carmarthenshire and 2 in both Powys and Pembrokeshire. The PCC urged that further schemes be encouraged across Pembrokeshire, Powys and Carmarthenshire, and requested a list of current and potential locations in progress.

#### **Action: List of current and potential CSW locations to be provided to the PCC by the end of January**

A discussion ensued regarding the Road to Safety scheme surplus funding. It was agreed that a plan of proposed projects for the funding to be utilised for be provided to the OPCC.

#### **Action: Force to provide a detailed plan by the end of January of Roads Policing Unit projects for £181k Road to Safety surplus funds to be spent on**

## Questions from the Chief Officer Group minutes

The PCC sought assurance that the CC was comfortable with the HMIC presence at the meeting and whether it would be a regular occurrence. The CC stated that the lead staff officer had attended on the CC's invitation, as the lead officer had identified the need to be more familiar with DPP. The CC confirmed that it would be an occasional occurrence, only on the invitation of the CC.

The DPCC referred to the Home Office funded Scientific Support Unit which DPP contribute financially to. The DPCC queried if the Unit was expected to be under further financial pressure and if DPP expected to be requested to increase their contribution. The DoF reported that continuous pressure was expected which would impact on DPP. It was thought that the amount would be reasonably small and was being closely monitored.

The CFO requested further detail on the IP999 upgrade.

### **Action: Further detail on the IP999 upgrade to be provided to the OPCC by the end of January**

The CFO queried the reason for the 200 unit increase in handheld device procurement and whether this was due to their provision to PCSOs. The DoF stated that the devices had yet to be provided to PCSOs but the additional units had been provided to operational officers based on the benefits already experienced and were within the initial budget. A discussion ensued regarding the rollout of the provision of mobile devices to both PCSOs and the Special Constabulary (SC). The CC stated that a methodological approach was being applied and the merits of issuing devices to PCSOs and SCs would be assessed by the project team. The PCC requested that issue to the SC be considered alongside PCSOs. The CC stated that he anticipated the issue to PCSOs to be imminent and that personal issue to SCs needed to be considered carefully regarding their level of commitment.

### **Action: Force to provide PCC with current status of mobile policing rollout plan**

No other business was raised.

ACTION SUMMARY FROM MEETING ON 18/01/2016		
Action N°	Action Summary	To be progressed by:
<b>PAB 293</b>	<b>Force to share the demand profile, and an assessment of the effect of actions taken to reduce identified demands, with the PCC by the end of January</b>	<b>CC</b>

<b>PAB 294</b>	<b>Force to provide the PCC with detailed operational project plans underpinning the Spending Wisely savings plan by the end of January</b>	<b>DoF</b>
<b>PAB 295</b>	<b>Custody review outcomes to be reported to the Policing Board by the end of March</b>	<b>CC</b>
<b>PAB 296</b>	<b>Force to provide answers to questions regarding the volume of cyber-crime and change in outstanding cases by the end of the week</b>	<b>CC</b>
<b>PAB 297</b>	<b>Income generated from police-led prosecutions of traffic offences and an analysis of the delays relating to the collection of monies owed to be provided to the OPCC by the end of January</b>	<b>DoF</b>
<b>PAB 298</b>	<b>List of current and potential CSW locations to be provided to the PCC by the end of January</b>	<b>CC</b>
<b>PAB 299</b>	<b>Force to provide a detailed plan of Roads Policing Unit projects for £181k Road to Safety surplus funds to be spent on by the end of January</b>	<b>DoF</b>
<b>PAB 300</b>	<b>Further detail on the IP999 upgrade to be provided to the OPCC by the end of January</b>	<b>MMS</b>
<b>PAB 301</b>	<b>Force to provide PCC with current status of mobile policing rollout plan</b>	<b>DoF</b>