



Mae'r ddogfen hon ar gael yn Gymraeg yn ogystal â Saesneg.

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<b>Meeting:</b>	<b>Policing Board</b>
<b>Venue:</b>	<b>OPCC Conf. Room</b>
<b>Date:</b>	<b>October the 23<sup>rd</sup></b>
<b>Time:</b>	<b>09:00 – 11:00</b>

<b>Members:</b>	Dafydd Llywelyn, Police and Crime Commissioner (PCC) Chief Constable Mark Collins (CC) Carys Morgans, Chief of Staff, OPCC (CoS) Beverley Peatling, Chief Finance Officer (CFO)
<b>Also Present:</b>	Edwin Harries, Director of Finance (DoF) Steve Cadenne, Human Resources (SC) Staff Officer Jayne Butler, DPP(JB) Mair Harries (MH)
<b>Apologies</b>	

### ACTION SUMMARY FROM MEETING 16/10/2018

Action N <sup>o</sup>	Action Summary	Progress Update
PB 2346	2018/19 Costed Training Plan update to be provided with HR presentation at Policing Board on the 23 <sup>rd</sup> of October 2018.	Completed
PB 2347	2019/20 Costed Training Plan to be presented at Policing Board on the 20 <sup>th</sup> of November.	Ongoing
PB 2348	OPCC to draft a letter from the PCC to the First Minister and Cabinet Minister of Wales highlighting the efforts and good work of DPP, partners and operational staff during the flood.	Complete
PB 2349	The Force to respond with their intended actions to address the recommendations within the use of force deep dive report by 30 <sup>th</sup> of October.	Ongoing
PB 2350	The matter of collaborative work to be raised at a meeting between the OPCC Chief Exec Team and Welsh MPs on the 4 <sup>th</sup> of December.	Ongoing
PB 2351	Separate responses from the OPCC and DPP to be sent to NPAS.	Ongoing

## **2. Minutes of Previous Meetings**

With a few amendments the Board recognised the minutes from the previous meeting as a true and accurate reflection of the content of the meeting.

## **3. Chief Constable's Update**

### **Operational Updates**

The CC updated the Board on an ongoing manhunt for an individual suspected of involvement in a crime at Pendine at the beginning of October. The CC also updated the Board on the sentencing of an individual in Knighton and the conclusion of a coroner's case relating to an incident in Llangammarch Wells in October 2017.

### **Organisational Updates**

The CC informed the Board of Her Majesty's Inspectorate of Constabulary Fire and Rescue Service (HMICFRS) demand presentation on Monday the 29<sup>th</sup> of October.

**Action: Force to invite the PCC to the HMIC demand presentation on the 29<sup>th</sup> of October 2018.**

The CC informed the Board that HMIC would remain in-Force for the next two weeks to conduct a combined inspection of Dyfed-Powys Police (DPP)'s efficiency, effectiveness and legitimacy. It was noted that DPP was to be one of the first forces inspected on three combined elements simultaneously.

## **4. PCC's Update**

### **Local**

The PCC updated the Board on an event hosted at the OPCC the previous week promoting awareness of Hate Crime among children. The PCC also relayed his engagement with a Gypsy Traveller Youth Forum in Ceirw Castle on October the 17<sup>th</sup>. The PCC invited the Force to welcome Gwent PCC Jeff Cuthbert to DPP Police HQ during his visit to observe the rationale behind the estates shift from DPP to DPOPCC in 2017.

### **National**

The PCC informed the Board of his attendance at the APCC General Meeting in Ryton on the 18<sup>th</sup> of November and updated the Board on discussions at the meeting relating to future funding potential from central government.

## **5. Standing Items**

### **a) HR**

SC updated the Board on two standing items from the People Services Team namely establishment levels and sickness levels. SC also presented an update of this year's training plan and an update from the JCC meeting hosted by the CC in September 2018.

#### Establishment

SC presented the Board with an establishment update featuring police officer actual and establishment data, and police staff actual and establishment data. The PCC acknowledged that the update included a narrative and highlighted trends however he expressed his frustration that the data remained a snapshot of a small window of time and was not reflective of a journey of past establishment figures and an idea of what the figures are expected to be in future.

**Action: HR to provide an update of establishment data for November and December 2018 at December PB.**

A discussion ensued about the Force's HR strategy with the PCC requesting trend analysis as part of the report.

**Action – HR to liaise with the CFO and DoF to ensure that the HR strategy is aligned with the Force's financial obligations and plans.**

A discussion ensued regarding additional pressures on HR relating to staff and officers leaving or transferring to work in the region resulting in an impact on DPP's staff pattern. The CFO also related pressures identified by South Wales CC Matt Jukes regarding increased IT charges and cliff edge funding for the Regional and Organised Crime Unit (ROCU) and suggested that if DPP's HR strategy could develop to predict transferees this can be aligned with DPP's recruitment plan.

The discussion moved on to flexible working and how staff working different shift patterns were managed. It was acknowledged that the ACC was currently chairing the Resource Management Group who review this issue.

#### Sickness

SC acknowledged that sickness levels had risen between July and October which aligned with seasonal figures from 2017. The PCC stated his confidence that the appropriate level of detail was provided to the CC in regular HR briefings to chief officers and that cases involving occupational health and the legal team were observed by the DCC.

**Action - HR to provide quarterly figures on the establishment of Police Officers and Police Staff at each of the HR themed policing boards. These reports should also contain a predictive analysis for the forthcoming quarter.**

**Action – DPP sickness data to be compared to that of unitary authorities and figures to be provided with HR's next PB briefing in November.**

**Action – CoS to provide the HR team with Police Authority HR reports containing sickness data as a template for future PB reports.**

**Action - Tracey Hawthorn to consider DPP's Police Staff Redundancy Package for parity with other Welsh Forces.**

SC informed the Board that psychological issues were currently causing the highest proportion of sickness among officers and staff. It was noted that DPP's occupational health team structure had been amended to contain a mental health provision with analysis around causation currently ongoing.

#### Entitlements

A brief discussion ensued regarding a decision made in 2014 which resulted in Gwent Police and South Wales Police declining to reduce their entitlements. The PCC stated that he would support the four forces reaching a consistent agreement with Unison on the matter.

### **b) Data Protection Breaches**

The Board acknowledged an increase from the number of breaches from the same period in 2017 and observed that more stringent recording practices meant that breaches were recorded more accurately.

## **7. Matters for discussion**

### **a) PB 2346 – 2017/18 Costed Training Plan**

SC stated that currently the HR team were tracking the overspend of the HR budget, with £126k of the budget not currently spent. SC stated that there would be an over-spend of £25k if every project DPP had supported was purchased therefore several courses would be reallocated or not subscribed. It was noted that the DCC and ACC were currently scrutinising all cancelled training to ensure resilience within the force.

### **b) PB 2338/PB 2339 – Mid-term financial report to be presented at PB in October.**

The DoF presented the revenue budget position showing year spend to date as the halfway point of the 2018/19 financial year is approached. It was noted that DPP were currently above its spending target by £486k, and of that total police pay is £438k which is predicted to be on target by the end of the year.

The PCC expressed concern over the overtime position which was currently £100k over budget due to factors such as an ongoing murder investigation at Pendine currently at a cost of £63k. The DoF stated that reductions were continuing to be made by the DPP Gold Group.

The DoF presented variances since the last PB including £410k for officer overtime, £53k for bank holidays, an underspend of £400k for supply and services and an £170k overspend on agency staff mainly due to payments for the windfarm escort in summer 2017. The DoF also noted the £250k income from payments made by the National Police Air Service (NPAS).

The DoF stated that the year end projected outturn position had been reached by profiling work with the CFO noting that the end of year forecast is currently the DPP finance team's goal. Ongoing work toward the end of year forecast

included reviews of procurement purchases and the auctioning of several police vehicles resulting in £100k income. The DoF stated his confidence that the correct contingency plans and an understanding of the demand and finance requirements were in place.

A discussion ensued regarding capital with the PCC suggesting a revision of the capital profile in order to improve performance. A discussion relating to the £250k investment in in-car video during the 16/17 financial year which has continued to affect the 2018/19 budget led the PCC to encourage a thorough review of purchasing decisions before committing capital to new projects.

The PCC praised the tireless efforts of the DoF, CFO and DPP finance team to support ongoing work into the budget.

## **AOB**

### **a) Application for funding from FRICS**

The CoS presented the Board with a recommendation from Gwent OPCC to utilise resources from the ACEs Early Action Together National Underspend on a business case to FRICS. It was understood that the DCC had committed to a scheme whereby SW, DPP and Gwent police each pledged £6250k of a £18750 bid which would be match funded by Welsh Government.

### **b) Operation Signature Fraud Financial Safeguarding Officer**

The PCC notified the CC of a situation whereby the OPCC had agreed through POCA to fund a fraud financial safeguarding officer, however the same officer who commenced in role in October 2018 was also receiving funding from a specialist cyber crime unit in Derbyshire.

**Action – PCC to provide JB with communication relating the funding of a Fraud Financial Safeguarding Officer for progression.**

<b>ACTION SUMMARY FROM MEETING 23/10/2018</b>		
<b>Action N°</b>	<b>Action Summary</b>	<b>To be progressed by</b>
<b>PB 2352</b>	<b>Force to invite the PCC to the HMIC demand presentation on the 29<sup>th</sup> of October 2018.</b>	<b>Force</b>
<b>PB 2353</b>	<b>HR to provide an update of establishment data for November and December 2018 at December PB.</b>	<b>HR</b>
<b>PB 2354</b>	<b>HR to liaise with the CFO and DoF to ensure that the HR strategy is aligned with the Force's financial obligations and plans.</b>	<b>HR</b>
<b>PB 2355</b>	<b>HR to provide quarterly figures on the establishment of Police Officers and Police Staff at each of the HR themed policing boards. These reports should also contain a predictive analysis for the forthcoming quarter.</b>	<b>HR</b>
<b>PB 2356</b>	<b>DPP sickness data to be compared to that of unitary</b>	<b>HR</b>

	<b>authorities and figures to be provided with HR's next PB briefing in November.</b>	
<b>PB 2357</b>	<b>CoS to provide the HR team with Police Authority HR reports containing sickness data as a template for future PB reports.</b>	<b>CoS</b>
<b>PB 2358</b>	<b>Action for Tracey Hawthorn to consider our Police Staff Redundancy Package for parity with other Welsh Forces.</b>	<b>HR</b>
<b>PB 2359</b>	<b>PCC to provide JB with communication relating the funding of a Fraud Financial Safeguarding Officer for progression.</b>	<b>PCC</b>

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