



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

This document is available in Welsh as well as English.

Meeting:	Policing Board
Venue:	OPCC Conf. Room
Date:	March the 26th 2019
Time:	09:00 – 11:00

<u>Members:</u>	Dafydd Llywelyn, Police and Crime Commissioner (PCC) Carys Morgans, Chief of Staff, OPCC (CoS) T/ACC Vicki Evans (T/ACC)
<u>Also Present:</u>	Edwin Harries, Director of Finance (DoF) T-PS Stuart Davies, Staff Officer (SD) Tracey Hawthorne, Collaboration (TH)
<u>Apologies</u>	Chief Constable Mark Collins (CC) Beverley Peatling, Chief Finance Officer (CFO) Mair Harries, OPCC (MH)

ACTION SUMMARY FROM MEETING 12/03/2019		
Action N°	Action Summary	Status
PB 2401	Retrospective workforce movements to be included in the PB establishment report, including local and national data.	Ongoing
PB 2402	Timeline of funding in relation to co-funded and part-funded officers to be included in the HR report to PB.	Ongoing
PB 2403	CFO and DoF to discuss collaborative works outside of PB.	Ongoing
PB 2404	Governance and financial management of collaboration projects to be considered in a future PB meeting.	Ongoing
PB 2405	SC to separate short and long term absence data in the HR report to PB.	Ongoing
PB 2406	SC to review the miscellaneous sickness absences in the Force's sickness data Jan 2018 – Dec 2018.	Ongoing
PB 2407	Infographic distributed around the Force to be provided to CoS.	Complete
PB 2408	Force to consider Pembrokeshire Public Service Board's Foster Friendly Employers Scheme at the JNCC meeting.	Ongoing
PB 2409	CoS to ensure due diligence of media contract	Complete

	provided to the PCC.	
PB 2410	SD to feedback positive comments from OPCC ICVs to the Head of Custody.	Ongoing
PB 2411	MH to speak with Ian Williams to arrange a meeting with the CFO ahead of next week's series of finance-related meetings.	Complete

2. Minutes of Previous Meetings

The Board accepted the minutes of the previous meeting as a true and accurate reflection of the discussion.

3. Chief Constable's Update

Operational Updates

The T/ACC updated the Board on a number of operational issues including but not limited to 9 assaults on police officers since the last PB, the positive response from officers during a planned protest at Pembroke Dock on March the 23rd and the safeguarding plan placed around a vulnerable youth in Carmarthenshire following proactive county lines activity by DPP. The PCC questioned whether Modern Slavery charges are being brought against individuals who involve children in county lines drug trafficking activity and was informed that in the case of the vulnerable youth in Carmarthen, Modern Slavery charges were being made.

The PB were informed that Operation Darwen which works to safeguard road users had been launched across the Force on March the 23rd. It was regretted by all that the launch coincided with the deaths of two motorcyclists during the weekend. The T/ACC stated that the DPP Governance and Planning Manager had been tasked with updating the Force Performance Report in relation to road traffic collisions (RTCs) to reflect ongoing work in the field.

The T/ACC stated that an evaluation had been conducted of DPP's Mental Health triage scheme by a Professor from Swansea University with experience on the subject.

Organisational Updates

The T/ACC stated that one member of police staff is currently suspended. In recent Inspector Boards 4 individuals out of 7 who were interviewed for the role of Inspector were successful.

Following up on conversations held outside of PB, the CoS queried the position in relation to vetting and whether there was any backlog. The T/ACC was unaware of any issues, but stated that she would provide an update.

Action: T/ACC to review DPP's vetting team backlog.

4. PCC's Update

Local

The PCC updated the Board on his ongoing meetings with Ch/Supt Steve Cockwell and CCTV Project Manager Marie McAvoy, and extended his thanks to both for their continuing work and support. The PCC praised Marie McAvoy in particular for her work on the 23rd and 24th of March involving examining CCTV footage following two assaults in-Force. The PCC noted that Marie McAvoy was keeping a log of CCTV business benefits.

The PCC also stated that he was hosting a Community Engagement Day in Cardigan on the 29th of March, and would be visiting Llanelli's Police Cadets on the evening of the 26th of March.

National

The PCC stated that he would be attending an All-Wales Cross Party Working Group meeting and a Joint Firearms Unit meeting on the 27th of March.

A brief discussion ensued regarding a published report on Welsh Government's smacking policy and the wider impact it will have on individuals accused or charged with smacking their children.

The low carbon commitment made by the First Minister for Wales the previous week was discussed following a previous discussion at Carmarthenshire Public Service Board (PSB), attended by the CoS. The CoS stated that the PSB was now looking at all of their partners with a view to potentially collaborate on green projects. The PCC stated that the estates department within DPP were currently looking at opportunities to reduce DPP's carbon footprint including solar panels and LED lighting. It was noted that although installing LED lighting would cost circa £20,000 the money would be made back within 2 years as savings.

Action: The PCC to liaise with the Director of Estates regarding sustainable options.

5. Matters for Discussion

a) Collaboration

TH presented an input on Welsh Forces' Collaboration, explaining that as part of her role in DPP she was seconded to an All-Wales team to work on 13 ongoing projects since October 2017, with the work coming to an end in October 2019. TH stated that all of the aforementioned 13 projects relate to workforce transformation within the police service.

TH stated that 6 of the 13 projects link to work conducted by the College of Policing and the National Police Chiefs' Council. One of the projects focusses on Terms and Conditions for police staff. It was noted that all four of the Welsh Forces have different local agreements. TH stated that there are currently three job evaluation schemes in Wales, with DPP and Gwent police utilising the same scheme. The PCC suggested it was important to consolidate these agreements in order to have a single job evaluation scheme across the four forces. TH stated that agreements for how the work should develop were put in place during an All-Wales policing visioning day in 2018 and included a direction for TH to scrutinise each of the four forces' separate agreements to create a fifth which took elements of all four into consideration. Work with the unions commenced on the 25th of March to consider the proposed fifth agreement.

The PCC stated that it would be beneficial to have a further input from TH at the All Wales Policing Group (AWPG).

Action: TH to attend a future meeting of the AWPG.

TH stated that the principle of the project was to enable staff in any Welsh force to transfer from a role in one force to the same role in another, simultaneously transferring the same pay, experience and benefits. The PCC highlighted the desire of WG to develop one public service that would enable staff to be transferred between the services seamlessly.

TH stated that in her previous role she established e-recruitment which has now been rolled out across Wales. This has meant improved data consistency and shared opportunities across the four forces. The product is completely bilingual and can be integrated with the vetting model. Quality assessments have been conducted on all integrations and show no adverse impacts have been created. TH stated that a second evaluation of adverse impact would be conducted on the 8th of May. The PCC questioned whether dip samples were conducted to ensure applications for jobs via the new systems were sifted correctly and was informed that consultants were hired to monitor candidates alongside the sifting

process. The T/ACC asked where the monitoring data was scrutinised because chief officers would need to demonstrate they were using the data to inform collaborative works and decisions. TH stated that all Welsh forces' HR leaders have access to reports and data relating to the collaborative work which can be fed to chief officers.

The CoS queried whether OPCC recruitment could utilise the e-recruitment model developed. TH stated that other OPCCs had shown an interest and could be achieved with relative ease. An e-recruitment platform has been built for special officers using transformational funding from Wales. Training has been standardised as a level 3 qualification to policing for PEQF.

Action: CoS and TH to explore e-recruitment of the OPCC.

The Board briefly discussed Police Objective Analysis, which decides how matters are coded for the Chartered Institute of Public Finance and Accountancy (CIPFA), noting that all four forces have previously been coding their leaver data under separate codes. Workforce planning teams have been working with CIPFA to streamline how codes are managed, and CIPFA will use the collaboration's work as best practice. The PCC questioned how this development will benefit the force on a practical level, and was informed that workforce planning for Wales will be easier once data across the country is coded in the same way.

The T/ACC and the PCC queried whether HMIC were made aware of the ongoing work, however TH stated that her recent work had not commenced by the time of the HMIC inspection in October 2018. The DoF raised concerns of whether the unique skills of individuals would be lost if it becomes easier for staff to transfer between forces. TH stated that the website for new starters – which can be integrated with established force systems such as iTrent – has 250 dropdown skills for individuals to identify for themselves, ensuring that work-based skills are not lost between forces. The T/ACC impressed the importance of including the work and findings in the next HMIC inspection.

TH updated the PB on a number of her projects which will support collaboration between the Welsh forces, including the improvement of the CoVet vetting system which will allow officers to transfer between forces without additional vetting checks. CoVet will also keep data for 6 years which will enable forces to check for repeated instances of misdemeanours among officers. TH stated that re-vetting of officers would no longer be necessary.

The T/ACC and PCC were pleased with the ongoing work however stated that it was important that the updates were regularly filtered to the

AWPG. TH stated that the next step is to provide questionnaires to subject leads for them to evaluate the benefits of the developments.

Action: TH to provide DPP Chief Officers with monthly update reports on collaboration activity.

b) Corporate Governance Framework (CGF)

The CoS stated that in 2018 a comprehensive review of the CGF was conducted, and as a result only minor reviews are required this year. The document has previously been circulated to the Corporate Governance Group and to the Joint Audit Committee (JAC) with members' comments being taken on board.

Action: CGF cover report to be provided to the T/ACC and CC by the 29th of March with a view to the CC agreeing to support the framework by the 1st of April 2019.

A brief discussion ensued regarding a review of the All Wales Collaboration Team and the Police Liaison Unit.

Action: The PCC to request an update on the All Wales Collaboration Team and Police Liaison Unit review from the Cross Party Meeting on the 27th of March.

Action: The CoS to request an update on the All Wales Collaboration Team and Police Liaison Unit review from the Deputy and Chief Execs Meeting on the 26th of March.

c) Correspondence from the Minister for Policing and the Fire Service

The correspondence was discussed briefly and it was decided that a joint response be sent from the OPCC/DPP.

Action: The DoF to draft a response to the correspondence from the Minister for Policing and the Fire Service.

d) Finance

The Board accepted a Finance paper from the DoF with the year-to-date figures which show an adverse variance of £73,000 resulting from the Force's £350,000 overspend and the OPCC's £217,000 underspend. The DoF stated that there were a few mitigations including the PAY Award, additional leavers in January and a £100,000 of legal fees paid in February which have resulted in slightly different figures to those projected in January 2019.

The PCC questioned whether money-saving plans for 2018-19 such as halting recruitment drives until April 2019 would mean an influx of charges in April, but was informed that all foreseeable charges have been included in the forecasted 2019-20 budget. The T/ACC stated that as a result of work on DPP's finances, all budget holders have a greater awareness of their spending habits.

ACTION SUMMARY FROM MEETING 26/03/2019		
Action N°	Action Summary	To be progressed by
PB 2412	T/ACC to review DPP's vetting team backlog.	T/ACC
PB 2413	The PCC to liaise with the Director of Estates regarding sustainable options.	PCC/DoE
PB 2414	TH to attend a future meeting of the AWPB.	PCC/TH
PB 2415	CoS and TH to explore e-recruitment of the OPCC.	CoS/TH
PB 2416	TH to provide DPP Chief Officers with monthly update reports on collaboration activity.	TH
PB 2417	CGF cover report to be provided to the T/ACC and CC by the 29th of March with a view to the CC agreeing to support the framework by the 1st of April 2019.	T/ACC
PB 2418	The PCC to request an update on the All Wales Collaboration Team and Police Liaison Unit review from the Cross Party Meeting on the 27th of March.	PCC
PB 2419	The CoS to request an update on the All Wales Collaboration Team and Police Liaison Unit review from the Deputy and Chief Execs Meeting on the 26th of March.	CoS
PB 2420	The DoF to draft a response to the correspondence from the Minister for Policing and the Fire Service.	CoS