



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

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Meeting:	Policing Board
Venue:	OPCC Conf. Room
Date:	May the 21st
Time:	09:00 – 11:45

<u>Members:</u>	Dafydd Llywelyn, Police and Crime Commissioner (PCC) Chief Constable Mark Collins (CC) Carys Morgans, Chief of Staff, OPCC (CoS) Beverley Peatling, Chief Finance Officer, OPCC (CFO)
<u>Also Present:</u>	T/DCC Claire Parmenter (T/DCC) T/ACC Vicki Evans (T/ACC) Edwin Harries, Director of Finance (DoF) Steve Cadenne, Director of HR (SC) Insp Elaine Bendle, DPP (EB) Insp Chris Neve, Staff Officer (CN) PS Andrew Williams, Staff Officer (AW) Miss Mair Harries, Executive Support Officer (MH)
<u>Apologies</u>	None

ACTION SUMMARY FROM MEETING 09/04/2019		
Action N°	Action Summary	To be progressed by
PB 2421	The PCC and CC to discuss the management of collaboration projects through the All Wales Policing Group (AWPG).	Complete
PB 2422	CN to liaise with the Communications Team ahead of the rural crime vehicles arriving on April the 14th.	Complete
PB 2423	Posts which are underpinned by the use of reserves to be included in the HR establishment figures.	Ongoing

2. Minutes of Previous Meetings

It was accepted that the minutes of the previous Policing Board meeting held on the 9th of April were a true and accurate reflection of discussions.

3. Chief Constable's Update

Operational Updates

The CC updated the Board on a range of operation matters including but not limited to the arrests of several individuals who committed thefts at a Carphone Warehouse in Pembrokeshire, the sentencing of an individual from Carmarthenshire in connection with robberies, an assault on an emergency worker and the arrest of an individual in Powys for attempted murder.

Organisational Updates

The CC informed the Board that one police staff member and one police officer are currently suspended from duty. The CC updated the Board on the commencement of the Chief Officers' pending further investigation Roadshows on Monday the 20th of May in Police HQ, with further events diarised across the Force area throughout June.

Action: MH to arrange for the PCC to attend one of the Chief Officers' Roadshow events.

Action: PCC to liaise with MH and CN regarding headline news updates he would like to be included in the Operation Update.

The T/DCC provide a further overview of projects under her leadership including the agile working project and a review of various portfolio areas under her remit.

Action: The T/DCC to provide the Board with an update at the next Policing Board.

4. PCC's Update

Local

The PCC updated the Board on a host of recent local activities including but not limited to his attendance at the Force Awards on the 10th of May, his attendance at a meeting with Farmers Union Wales and participation on a panel discussion on rural crime on the 14th of May, and a Youth Forum Event hosted by the PCC's office on the 15th of May.

National

The PCC updated the Board on a host of recent national activities including but not limited to his attendance at the All Wales Policing Group

in Llandrindod Wells on the 10th of April and a meeting of Her Majesty's Inspectorate of Constabulary Fire and Rescue Service (HMICFRS) Wales Advisory Group on the 15th of May.

The PCC informed the Board that he would be attending the Association of Police and Crime Commissioners (APCC) General Meeting on the 22nd of May, and the Urdd Eisteddfod on the 27th and 28th of May.

Action: The CoS to liaise with Catrin Howells-Lloyd OPCC regarding the OPCC's response to the Urdd Eisteddfod's Peace Statement this year.

5. Standing Items

a) HR and Organisational Health and Wellbeing Update

SC presented the Board with actual strength data counting officers in the rank they are in on May the 21st. The Board noted that that while constable numbers had noticeably dropped from 865 in April 2018 to 821 in May 2019, other ranks had remained largely unchanged. The CC stated that ongoing workforce modernisation continues to utilise officer number to support specialist teams such as the rural crime team and roads policing.

SC presented a table displaying police officer and staff strength between 2009 and 2019 which showed that officer numbers were at their lowest in 2012/13 at 1103 officers, and that numbers currently stand at 1135. The PCC queried how many officers were required to cover the force area effectively and how do officer numbers inform ongoing workforce modernisation plans. The T/DCC stated that strategic resource meetings have been diarised to assess new posts within the organisation which will give the T/DCC and T/ACC have scrutiny of new posts to establish how they will benefit the Force's workforce modernisation plans.

SC stated that following predictive analysis of the number of expected leavers and new recruits in 2019/20 the predicted average number of officers for this period is 1120. The CFO queried whether collaborative and secondment posts are included in the prediction and was informed that they are not. The CFO recommended that there needed to consistency between DPP's categorisation to that of the Home Office Annual Data Return , and also suggested that it may be beneficial to ensure consistency of understanding with the other welsh forces. in order to promote confidence when predicting force management budgets. A discussion also ensued regarding the financial management implications seconded, collaborative and other roles which were either funded or supported by external funding, income, grant or indeed internal reserves. It was highlighted that there were currently at least two roles which were

being funded by the use of internal reserves, and that this needed to be reflected in the HR management pack to ensure clarity of understanding and future implications..

Action: SC to consider the ADR and other welsh force classifications to ensure consistency of categorisation.

Action: SC to ensure that the HR management pack correctly identifies posts funded by use of internal reserves.

The discussion moved on to over-established posts with SC assuring the Board that all over-established roles had been reviewed in the last Force Resource Management Group (RMG). The PCC queried whether the removal of an over-established post in the Force's vetting unit would lead to a recurrence of work backlog in the department, however the T/DCC assured the Board that work was ongoing to remove the backlog and that the situation had been addressed.

The PCC queried what the Force's plans are regarding Workforce Modernisation. The CC stated that the Strategic Resource Management Group evaluate every post in the Force and consider whether the work could be conducted in a different way. The CC stated that recent good work included the completion of the costed training plan and the Development and Assessment Profile (DAP) scheme, the establishment of the Force's Vulnerability Desk to address crimes relating to domestic abuse and the Rural Crime Team. The PCC emphasised the importance of processing workforce modernisation and demand works in-force to ensure that Dyfed-Powys Police (DPP) are operating efficiently and effectively.

The discussion moved onto the health and wellbeing of staff with SC stating that the top two causes for absences within DPP were psychological and musculoskeletal. It was noted that psychological disorders caused the longest absences however the absences were not getting longer. DPP had employed a mental health officer to work three days a week to support staff who had psychological illnesses. SC stated that occupational health staff were currently working with Hywel Dda Health Board to ensure that DPP staff and officers have access to NHS consultants, and that staff could make referrals to the NHS as opposed to going to see a General Practitioner.

Action: The CFO recommended removing long term absences of 12-18 months from the absence data as it was agreed that particular cases skewed the overall picture.

The PCC queried how the Force could assess the value of the occupational health team as the costs of running the service is significant for the Force. SC stated that it was difficult to establish the value of the service without

pausing some services which would impact on staff and officers' access to those services. It was noted that HMICFRS were pleased with the Force's We Care campaign and that staff were referred regularly to the service. SC stated that an assessment of the service was being planned however complications were arising from the fact that the data would need to be anonymised to protect service users' privacy.

The conversation moved on to the DAP system which commenced in March 2019, with the T/DCC stating that as of May the 20th 344 officers and staff members had commenced their DAP process with their line managers. The HR discussion ended with a review of grievances within the Force with 8 reviewed in 2018. The CC recommended that the process for recording and progressing grievances was consistently robust in order to bring a resolution quickly for staff.

b) Risk

The report was acknowledged by the Board with the T/DCC stating that there were no major risks currently awaiting assessment on the Force Risk Register. The CC stated that Chief Officers had not been content to sign off a risk relating to the Force Management Examiner and had requested further work on the matter before discharging the risk.

6. Matters for Discussion

a) Mental Health Review

The T/ACC informed the Board that the Force's Mental Health Triage Teams were operating 7 days a week with support from DPP and Hywel Dda Health Board. The team will be in operation until the 1st of October when an effectiveness review will take place. October has been chosen for a review as the Force's Transforming Mental Health Programme will be underway by the Autumn, and the Force will also have opened two Mental Health Crisis Care Cafes in-Force in Llanelli and Aberystwyth. A discussion ensued about the decision not to open a third Crisis Care Café in Pembrokeshire however the T/ACC stated that there was currently only funding for two Crisis Care Cafes, and as there are currently provisions in Haverfordwest in the form of the VC Gallery which supports veterans and Get the Boys a Lift which supports people with mental health issues, the decision had been made not to progress with a café for Pembrokeshire.

A discussion ensued about how the Crisis Care Cafes are funded; the T/ACC stated that they are funded predominantly by the police and that Hywel Dda Health Board pay for their staff at a combined cost of around £70,000 - £80,000 a year. It was noted that the Crisis Care Cafes will signpost people to services while also reducing demand on policing. DPP have hosted a number of focus groups to inform their development of the

Crisis Care Cafes including a learning disability focus group and a mental health focus group, and are now in a position where they have a pop-up consultation group supporting them.

It was noted that Mental Health training had been rolled out across the Force, and that a review of the training was underway following recommendations from partners and HMICFRS. The training ensures that DPP supports the public in an improved way in relation to mental health issues, and that their crisis care planning is being reviewed to see whether there are services within Hywel Dda they can signpost individuals to. The Board noted that PCCs across Wales had queried why mental health provisions were being funded by the police as this is a health issue, particularly following a national evaluation of mental health triage which showed that in 90% of cases police services were not required.

b) PEEL Response

The Board acknowledged the PEEL Report which reviewed the Force's 2018/19 gradings from HMICFRS.

Action: Force to respond to the OPCC's PEEL report.

c) Fraud Inspection Response

The PCC stated that he had received a response from Paul Callard in the Force's Financial Crime Team regarding HMICFRS' thematic inspection. The PCC stated that he had written a response to the Home Secretary and requested that positive feedback be delivered back to Paul Callard for his work.

d) Forensic Service and Paediatric FME Update

The Board acknowledged an update from Glan Thomas from DPP's Forensic Services Department. A brief discussion ensued about the financial uplift and impact on DPP, with the DoF stating that he had met with DPP's procurement team and the T/DCC to discuss the issue.

e) Force Management Statement

EB informed the Board of updates following a meeting in London on the 20th of May. It was noted that discussions around trench 1 of HMIC inspections were ongoing, while trench 2 is due in September with a spotlight report focusing on sexual gain, and finally trench 3 in early 2020 with a spotlight on force finances.

EB stated that the deadline to submit Force Management Statements (FMS) to HMICFRS is the 31st of May. A discussion ensued regarding how

the FMS would benefit the Force with the CC stating that the FMS would assist with strategic priority setting and the PCC's Police and Crime Plan.

The CC expressed his gratitude for EB's work and stated that there would need to be a robust system in place in 2020 to complete the work. It was noted that EB had worked closely with Sarah Cooper (SC) from HMICFRS to complete the work according to requirements and that SC would be in-Force next week for discussion.

g) Strategic Policing Requirement

The T/ACC who chairs the Force's Strategic Policing Requirement (SPR) group gave an update. It was noted that the risk surrounding SPR was backlog in the Digital Cyber Crime Unit (DCCU) which DCS Steve Cockwell had highlighted to Chief Officers as part of his review of the unit. DCS Steve Cockwell has previously spoken to the PCC regarding options for purchasing equipment to assist with clearing the backlog and exploring other Forces' activity for best practice.

The T/ACC presented the risk around public order regarding having an insufficient amount of Public Order Commanders and an unstructured approach granting such commanders leave while ensuring appropriate cover. The T/ACC stated that DPP now have one Gold Commander and two Silver Commanders who will assist with public order issues during events where there may be public safety concerns for example concerts and sports games.

It was noted that DPP had received positive feedback from HMICFRS on their prevent and mobilisation strategy, and that work was progressing to improve the Force's Child Sexual Exploitation (CSE) and Child Sexual Abuse (CSA) response. It was noted that DPP currently lead the way among other forces in Wales for risk management, with reference being made at a Joint Emergency Services Group meeting to DPP's capabilities in tabletop exercises.

The Board acknowledged the local elections on May the 23rd and were informed by the T/ACC that information relating to the vote including all the announcements would be made from Pembrokeshire which would require additional policing.

7. AOB

a) National Firearms Surrender

It was noted that DPP would take part in the annual National Firearms Surrender which is nationally promoted as an amnesty.

b) School liaison programme

It was noted that a review of the programme by Welsh Government would commence at the end of May.

ACTION SUMMARY FROM MEETING 21/05/2019		
Action N°	Action Summary	To be progressed by
PB 2421	MH to arrange for the PCC to attend one of the Chief Officers' Roadshow events.	MH
PB 2422	PCC to liaise with MH and CN regarding headline news updates he would like to be included in the Operation Update.	PCC
PB 2423	The T/DCC to provide the Board with an update on Development at the next Policing Board.	T/DCC
PB 2424	The CoS to liaise with Catrin Howells-Lloyd OPCC regarding the OPCC's response to the Urdd Eisteddfod's Peace Statement this year.	CoS
PB 2425	SC to consider the ADR and other welsh force classifications to ensure consistency of categorisation.	SC
PB 2426	SC to ensure that the HR management pack correctly identifies posts funded by use of internal reserves.	SC
PB 2427	The CFO recommended removing long term absences of 12-18 months from the absence data as it was agreed that particular cases skewed the overall picture.	SC
PB 2428	Force to respond to the OPCC's PEEL report.	Force