

Joint Performance and Resources Scrutiny Meeting
25th August 2016
09.00am, Conference Room, Hoffmanns Way

Roger Hirst, Police and Crime Commissioner, OPCC	RH
Charles Garbett, Treasurer, OPCC	CG
Lisa Grannell, Interim Assistant Director of Performance and Scrutiny, OPCC	LG
Jan Klimkowski, Media Engagement	JK
Abbey Gough, OPCC (notes)	AG
Matt Horne, Deputy Chief Constable, EP	MH
Lucy Morris, Corporate Services, EP	LM
Richard Jones, Management Accountant and Insurance Manager, EP	RJ
Sarah Riddell, Management Accounting Technician, EP	SR
Mark Gilmartin, Director of Shared Services, EP	MG
Dean Chapple, Head of Performance Improvement Unit, EP	DC
Richard Leicester, Head of HR, EP	RL
Tracy Hawkins, Public Protection, EP	TH
Ian Cummings, Public Protection, EP	IC

	Item	Action	Owner	Date for Completion
1.	<p>Apologies Susannah Hancock, Chief Executive, OPCC Debbie Martin, Chief Finance Officer, EP Vicki Harrington, Director of Strategic Change, EP Andy Prophet, Strategic Change, EP</p> <p>Matters Arising & Minutes of the last meeting</p>			

	<p>Minutes of the June meeting were agreed prior to the meeting.</p> <p>RH said that he would like to see further details relating to action 25/16 and to re-open this item. RH asked about the ways in which this could be reviewed and would like this to produce an enriched picture of harm. MH said that EP could apply the harm index to the crime tree data and would discuss with VH. MH said an update would be provided at the September scrutiny meeting.</p> <p>RJ asked if the paper on devolved budgets needs to be presented at this meeting given that it is going to the transformation board also. RH checked and stated it is not on the forward plan for the STB meeting and so it needs to appear before on the forward plan of one of these meetings.</p>	<p>40/16 - Follow on action from 25/16. MH/VH to apply the harm index to the crime tree data and an update to be provided in September</p>	<p>MH/VH</p>	<p>29th September</p>
<p>2.</p>	<p>Performance Reports</p> <p>MH noted that EP was concerned with the increase in violence without injury figures however said that inquisitive crime numbers have fallen. The outcome level is currently holding between 20 – 21%, MH indicated that this would place EP approximately in the middle of their Most Similar Group (MSG).</p> <p>Following the investment and increase in resources in area of Public Protection, RH asked if there should be an increase in solved rates. MH said that the main focus was safeguarding and the victim relationship; and often, better outcomes were achieved as a result of this</p> <p>MH said that additional domestic abuse data is available as per the crime tree and that this could be incorporated on a quarterly basis into the performance reports provided to the OPCC.</p> <p>A discussion was held on the on the format of the current performance reports provided to the OPCC. RH said that he would like the reports to be aligned with the new Police and Crime Plan when it goes live and for the reports to be combined into one document with the commentary followed by the statistics. This would include rolling 12 month data as well as quarterly trends as well as a forward looking statement and a comment on</p>	<p>41/16 – Additional domestic abuse data to be included within the performance reports.</p> <p>42/16 – OPCC/EP working group to be set up to refresh the performance report in line with the new Police and Crime Plan</p>	<p>MH/VH</p> <p>LG/JK/AG/LM</p>	<p>29th September 2016</p> <p>November 2016</p>

	<p>the national picture. It was agreed that a working group would be set up to action this.</p> <p>RH raised query around user satisfaction. MH said that he was now the chief officer lead on this and stated that EP has about 72% overall satisfaction in the area of follow up with victims. This was in part due to the number of cases which each officer had assigned to them. MH said that EP is making a number of process changes which should help to improve the user satisfaction data and expects to see an increase in these figures in October/November however the main improvements will be seen in the next financial year (2017/18). RH asked if there should be a single point of entry for victims and asked for a business case around this by December 2016.</p> <p>JK noted that there was an error within the response narrative within the performance report and asked if this could this be amended prior to publication.</p>	<p>43/16 – June performance report to be updated prior to publication</p>	<p>LM</p>	<p>29th September</p>
<p>3.</p>	<p>Finance Reports</p> <p>RJ said that there was currently a £6.4m underspend forecast which is due to variation in the officer/staff profile since the budget was set. RJ noted that there are Kent Police recharges to be applied in the following period which will reduce the forecast underspend in Period 5. RJ noted that all funds within the capital reserve are expected to be depleted at the end of Quarter 2 which will lead to borrowing.</p> <p>RJ and RL explained that during the first quarter of the financial year there had been significant uplift in the number of officers leaving EP and this is linked in part to the recruitment campaigns run by other forces such as the Metropolitan Police Service.</p> <p>RL noted that the planned level of recruitment at budget setting for 2016/17 was 162 however it has increased to 230. It was noted that new recruits cost EP less initially in comparison to established officers.</p>			

5.	<p>HMIC Tracker</p> <p>RH noted that the HMIC report does not allow the OPCC to effectively scrutinise EP. It was suggested that LG could send specific questions to EP for response. LM noted that HMIC has requested an update on all its recommendations to EP since 2012.</p> <p>It was agreed that LG would review the HMIC risk register on a monthly basis initially and would provide an update to the PCC on the tracker. It was agreed that a bi-monthly report could be provided to the OPCC which will provide key recommendations and details which the PCC should be made aware of.</p> <p>MH said that a briefing should be provided to the OPCC in September/October on crime data integrity ahead of the HMIC inspection.</p>	<p>46/16 – LG to review the HMIC risk register on a monthly basis and update the PCC</p> <p>47/16 – Bi-monthly HMIC report to be provided by EP highlighting key recommendations</p> <p>48/16 – Briefing to be sent to the OPCC on crime data integrity</p>	<p>LG</p> <p>LM</p> <p>MH</p>	<p>29th September</p> <p>October</p> <p>29th September</p>
6.	<p>HR Quarterly Report</p> <p>RL noted that there are currently 109 staff vacancies and on average EP carry 79 vacancies. EP has approximately 30 posts which could be recruited to. At present there are 352 specials in EP and work is on-going to recruit and reduce the level of attrition. RL noted that the number of hours has increased. RL said that officer turnover is reviewed on a weekly basis. BME level in EP is lower than economically active level in Essex.</p> <p>DC noted that there are seasonal variations in the sickness trends throughout EP; however there has been an improvement in sickness since last year and this continues month on month. The number of individuals reporting sick has decreased significantly compared to the previous quarters.</p> <p>DC said that the primary reason for sickness remained psychological for</p>			

	<p>both officers and staff. It was noted that the increase in staff psychological last year was due to the on-going redundancy process at the time.</p> <p>DC highlighted that a discussion was required on the number of officers the force could accommodate under limited duties. It was noted that different forces record the data differently, for example EP record all those who fail the fitness test as being on limited duties. The cost of sickness is projected to be lower this financial year than in the previous financial year. DC noted that the DCC now chairs an absence scrutiny board which has helped to reduce the levels of sickness. RL noted that there is continued investment through the Police Innovation Fund.</p>			
7.	<p>Vulnerability Report</p> <p>TH noted that the average number of cases for the CAIT and SOIT teams is nine. TH said that there has been an increase in reports of sexual offences across Essex. TH noted that there are a number of vacancies which have been held within the SOIT team, this may have impacted the solved rate in recent months. From the 19th September the new structure will go live and this should mean that all vacancies will be filled with a number of civilian investigators in post. It is anticipated that the new structure will result in improvements by December. RH asked for an update on the new structure to be presented at the December scrutiny meeting.</p> <p>TH said that the number of historic cases reported has plateaued in recent months. Demand remains high across the departments.</p> <p>RH spoke about reviewing the links between mental health issues in the county and links to DA particularly in terms of perpetrator programmes and early intervention programmes.</p>	<p>49/16 – update to be presented at the December meeting on the new structure</p> <p>50 /16 - Action for the OPCC but no due date identified for this piece of work. Will likely need to be discussed with Greg as there may be some work being done on this area already/in the past.</p>	<p>TH</p> <p>LG/GM</p>	<p>December 2016</p> <p>On-going</p>

8.	AOB MG noted the recent procurement data that had been published and that this would be sent across to the OPCC.			
9.	Date of next meeting – 29th September 2016			