

**Joint Performance and Resources Scrutiny Meeting  
17<sup>th</sup> December 2015  
9.30am, Conference Room, Hoffmanns Way**

Nick Alston, Police and Crime Commissioner, OPCC	NA
Lindsay Whitehouse, Deputy Police and Crime Commissioner, OPCC	LW
Susannah Hancock, Chief Executive, OPCC	SH
Carly Fry, Assistant Director of Performance and Scrutiny, OPCC	CF
Charles Garbett, Treasurer, OPCC	CG
Tina Bateman, OPCC (notes)	TB
Mark Gilmartin, Director of Shared Services, EP	MG
Maurice Mason, Assistant Chief Constable, EP	MM
Andy Prophet, Head of Strategic Change, EP	AP
Debbie Martin, Chief Finance Officer, EP	DM
Richard Jones, Management Accounting and Insurance Manager, EP	RJ
Denise Breckon, Chief Accountant, EP	DB
Wil Kennedy, Head of Corporate Services, EP	WK
Will Newman, Planning and Business Continuity manager	WN

	Item	Action	Owner	Date for Completion
1.	<p><b>Apologies</b></p> <p>Stephen Kavanagh, Abbey Gough, Debbie Martin.</p> <p><b>Matters Arising</b> – There were no matters arising</p>			

2.	<p><b>Minutes of last meeting</b></p> <p>Minutes of the November Resources and Performance meetings were agreed.</p>	<p><b>20/2015 – SH to circulate report on Vulnerable Victims</b></p> <p><b>21/2015 – OPCC to arrange January meeting to review own budget</b></p>	<p>SH</p> <p>SH</p>	<p>28.01.16</p> <p>28.01.16</p>
3.	<p><b>Monthly Finance Report</b></p> <p>RJ advised that overspend has reduced by £700,000, and further items await review. NA asked if the budget is likely to be met. MG responded that there was a high degree of confidence that it would be met, but the outcome of the Bear Scotland holiday/over-time case, which applies to officers and staff, will need to be taken into account. RJ stated a recommendation may be made to use the pay equalisation reserve to balance this.</p> <p>SH and NA asked what actions were being taken to reduce over-time requirements. MG stated that a paper is to go to COMG covering over-time demands, monitoring and scrutiny. RJ said the claim form is being developed to improve controls.</p> <p>NA asked about the Police Officer pension top-up grant. CG advised this is pension payments made for the top-up of the Home Office (HO) grant. DB stated this is a three year contact, next year being the third, so continued payment could be reviewed. CG stated the deficit has a 30 year maximum period.</p> <p>NA noted a shift of money from intelligence and asked what the budget was at the start of the year. He stated that he expects EP to invest in this area.</p> <p>WK advised that intelligence is to be an area of focus for COMG on 21.12.15. He stated EP has the second highest spend on intelligence, but the lowest spend on analysis in the country, against other forces.</p>	<p><b>22/2015 – CG to report to PCC on EP’s current stage and position of other forces.</b></p> <p><b>23/2015 – DB to advise of intelligence budget at start of 2015/16</b></p> <p><b>24/2015 – AP to report to PCC on in-year change in intelligence spend.</b></p>	<p>CG</p> <p>DB</p> <p>AP</p>	<p>28.01.16</p> <p>28.01.16</p> <p>28.01.16</p>

4.	<p><b>2016/17 Budget proposal</b></p> <p>NA noted it was decided not to pursue the budget at the meeting as insufficient information had been provided by Essex Police.</p>	<p><b>25/15 – OPCC to set up budget meeting for early January</b></p>	<p><b>SH</b></p>	<p>18.01.16</p>
5.	<p><b>Performance Update</b></p> <p>WK stated the DA trend continues to be stable, but the conversion to offences remains challenging. It was noted that HMIC recognised the context in which all police forces are now operating (e.g. the volume of work) suggests EP had reached this point regarding DA before other forces.</p> <p>NA said it would be good to see an increase in the Solved Rate (SR). WK advised that each crime has a victim requiring safe guarding, which impacts upon the ability to solve crimes. He further noted that only around one-third of victims are willing to support prosecution, which is also a factor.</p> <p>MM noted the reduction in the number of repeat victims. SH stated that the low solved rate can lead to low victim satisfaction. NA asked if a measure could be developed that was about the non-judicial outcome for the victim. WK replied that the new framework was more around looking at the outcome for victims. CF noted that this approach would also be useful in reviewing outcomes of rape and sexual violence cases.</p> <p>WK informed of an improving set of data for satisfaction for the month. Performance around the answering of emergency calls is improving, but a 50,000 increase in calls is affecting this. MM advised that the Head of Contact Management is analysing this increase. One possibility is that people may be dialling 999 if they are unable to get through on the 101 system.</p> <p>WK advised that the drop in youth offending is a result of Athena and shows a measure of the drop in performance in April and May. The numbers are expected to rise again.</p>	<p><b>26/15 – Measure on non-judicial outcomes for victims of DA/rape and sexual violence to be developed. WK to check progress with PPU.</b></p>	<p><b>WK</b></p>	<p>28.01.16</p>

	<p>Night Time Economy (NTE) crimes have increased across the county. The main increase is in the category of violent crime without injury, where nationally the force is 23<sup>rd</sup>. One third of the increase is due to a change in April to include 'malicious communications' in this category. A further increase is expected when 'controlling and coercive behaviour' is also added in December. NA highlighted the need to be able to understand the impact of on-line offences. WK advised this could be picked out by using key words on Athena.</p> <p>NA was disappointed there was no data available for Road safety. WK advised this was due to figures from the new CRASH system appearing over inflated. The Casualty Reduction Manager, Adam Pipe is assessing this.</p> <p>NA voiced his concern regarding the sickness charts. SH stated the work currently underway does not appear to be delivering the required improvement. MG informed the group that problems were related to psychological and musculo-skeletal issues in particular. NA stated that sickness was a cost issue and a pressure on officers and was critical to the health of the organisation. CF highlighted the importance of root cause analysis in understanding the reasons behind why sickness reductions have not been seen even when there has been investment on Occupational Health and other related areas to improve the sickness rates. In respect of psychological and musculo-skeletal, particular attention should be paid to understanding the reasons behind sickness relating to these such as workplace environment.</p>	<p><b>27/15 – SH to write to HO to establish reason for the use of the violence without injury category for malicious communications.</b></p> <p><b>28/15 – AP to keep NA updated of progress.</b></p> <p><b>29/15 – CF to add Sickness to next agenda for NA meeting with Chief Constable</b></p>	<p><b>SH</b></p> <p><b>AP</b></p> <p><b>CF</b></p>	<p>28.01.16</p> <p>28.01.16</p> <p>28.01.16</p>
6.	<p><b>Performance Improvement Update</b></p> <p>MM advised of an improving trend in response times. He also noted the need for further improvement around the 101 system.</p> <p>NA stressed the importance of rolling 12 months data in such update reports that he receives from Essex Police.</p>			

7.	<p><b>AOB</b></p> <p>CF enquired whether any of the cases in the Home Office Forensic report were from Essex.</p>	<p><b>30/15 – CF to provide copy of HO forensic report to WK, to determine if any cases were from Essex.</b></p>	<p><b>CF</b></p>	<p>28.01.16</p>
8.	<p><b>Date of next meeting – 28 January 2016</b></p>			