

Joint Performance and Resources Scrutiny Meeting
29th September 2016
14:30, Conference Room, Hoffmanns Way

Roger Hirst, Police and Crime Commissioner, OPCC	RH
Jane Gardner, Deputy, Police and Crime Commissioner, OPCC	JG
Charles Garbett, Treasurer, OPCC	CG
Lisa Grannell, Interim Assistant Director of Performance and Scrutiny, OPCC	LG
Susannah Hancock, Chief Executive, OPCC	SH
Jan Klimkowski, Media Engagement , OPCC	JK
Abbey Gough, OPCC (notes)	AG
Matt Horne, Deputy Chief Constable, EP	MH
Vicki Harrington, Director of Strategic Change, EP	VH
Steve Robinson, Bail Management, EP	SR
Jules Donald, Head of IT, EP	JD
Debbie Martin, Chief Finance Officer, EP	DM
Paul Seabright, Anti-Social Behaviour, EP	PS

	Item	Action	Owner	Date for Completion
1.	<p>Apologies Andy Prophet, Strategic Change, EP Mark Gilmartin, Director of Shared Services, EP Lucy Morris, Corporate Services, EP</p> <p>Matters Arising & Minutes of the last meeting</p> <p>Minutes of the August meeting were agreed at the meeting.</p>			

	<p>RH reviewed the outstanding action list. Item 2/6th paragraph – MH stated that this should be 72% ‘overall satisfaction’ and is ‘in part’ due to the number of cases. 40/16 – MH said that EP would consider how the harm index could be incorporated into the crime tree data. VH said that there were some mixed views on the harm index but that it was useful as part of a series of measures and particularly to map those areas to flag to the public the types and volumes of most serious crimes. RH said that he would like to flag/rank which areas are more serious. VH said that the harm index can be used to flag high harm crimes on the crime tree report. Going forward, this flag will be shown in the new performance summary reports.</p>	<p>51/16 – VH to include a flag for high harm crimes based on the crime harm index</p>	<p>VH</p>	<p>7th November</p>
<p>2.</p>	<p>Performance Reports</p> <p>MH said that month on month data can be provided if required by the OPCC. Three month data is generally used for operational purposes as this provides trends and limits the risk of reacting to one month data changes.</p> <p>JK noted that that number of repeat incidents was included within the DVPO/DVPN paper but not within the performance report. VH said that this could be linked to Athena however she would look into this.</p> <p>A discussion was held around the night time economy (NTE) crime figures. MH explained that when incidents are recorded it is based on the geo-location and therefore a crime which may not be NTE would be classified as such if it took place within a certain location.</p> <p>RH raised the successful drug work which had been completed by EP and asked if JK and EP media could work together to issue a positive press statement.</p>	<p>52/16 – VH to provide update on reason repeat domestic abuse incidents is not included in the performance report</p> <p>53/16 – JK and GN to issue positive press statement on recent</p>	<p>VH</p> <p>JK/GN</p>	<p>1st November</p> <p>7th November</p>

	<p>It was noted that there are different schemes and approaches to NTE crime throughout Essex, and in some areas these initiatives are more successful than others. RH asked if it was possible to look at the impacts of the different town approaches. MH said that it would be possible to evaluate the impact of these approaches and outcomes following the Christmas period.</p> <p>RH asked whether any trend changes were expected; MH said that with dark nights there tends to be an increase in dwelling burglaries nationally. MH said that the homicide rate is decreasing; however the violence suppression strategy is several months away from visible outcomes. MH said that the solved rate is currently stable at 20-21%.</p> <p>Discussion was held regarding hate crime and whether there was a particular geographical location or type of crime. MH said that there was no hotspot identified or particular type of crime. MH said that it is not possible to say whether the increase in hate crime is directly linked to Brexit. There is an increase in individuals reporting hate crime and if an individual says they believe they are a victim of hate crime then EP has to record it as such. HMIC are reviewing force action plans for hate crime nationally.</p> <p>JG noted that this is an emotive subject and asked if an academic piece of work could be commissioned in the future to look into why more people are reporting hate crime. RH stated that no decision on commissioning a piece of work should be taken at this stage but this topic should be re-visited each month at these meetings as part of the review of crime figures.</p>	<p>drug arrests</p> <p>54/16 – MH/VH to look into NTE approaches and outcomes over the Christmas period with the work to commence in January. Following this review areas of best practise should be reviewed and the PCC informed</p>	<p>MH/VH</p>	<p>January 2017</p>
<p>3.</p>	<p>DVPN/DVPO</p> <p>RH said that there were 184 applications in 2015/16 and asked if it would be possible to review all these cases and review the breach rate. This would provide an indication as to whether the DVPN/DVPO process was working successfully and the use should be greater across the force. RH also asked for breach data to be set out in more detail and numbers of re-</p>	<p>55/16 – VH to scope DVPN/DVPO breach review and confirm with the PCC.</p>	<p>VH</p>	<p>1st November</p>

	<p>offenders. VH said that this would be a manual process however EP would scope this piece of work and confirm with the PCC what they could provide.</p> <p>SH said that it would be useful to receive feedback from Victim Support on the victim experience. This could provide a useful information tool. VH stated that a victim satisfaction survey around this is being rolled out in November 2016.</p>			
4.	<p>Anti-Social Behaviour (ASB)</p> <p>PS said that all ASB crimes are recorded as ASB, and cases are then reviewed to decide whether they are to be actioned by EP or by partners. RH commented that he liked the format of the report and it was well written. RH asked if the media team could complete a piece of work which would inform the public of the actions which EP were taking around ASB.</p> <p>SH said that it would be useful to look at good models of dealing with ASB. SH noted that the Police and Crime Panel were due to review ASB in October, and said that the ASB media approach could be dove-tailed with the panel.</p> <p>RH asked for ASB to be reviewed in six months' time.</p>	<p>56/16 – JK and GN to prepare ASB media release on the action the force has taken to target ASB and the positive results. This will link into Police and Crime Panel review of ASB in October</p>	JK/GN	7 th November
5.	<p>Proposed restriction for police bail conditions</p> <p>SR said that the new rules were expected to come in from 1st April however the new rules were not defined yet. There are currently a number of changes which could take place before the bill is passed. SR said that EP had completed work on the potential resource implications and this information has been shared with NPCC and Cumbria Police who are the lead force. SR anticipated that EP would know by 30th October what the new rules should be.</p> <p>It was noted that there were some positive elements to come from the changes such as making it easier for the police to re-arrest individuals</p>			

	<p>when new evidence is gathered. However there is the potential for the new rules impact on the victim and suspect.</p> <p>SR noted that if the current 28 day bail period is kept along with the Superintendent authorisation levels then there may be an additional resource requirement for EP. SR said that the reason for this change was due in part to suspects being held on bail for too long.</p> <p>RH said that he would write to the Minister for Policing regarding the changes to police bail conditions. MH said that he would send RH the response the NPCC sent to help inform him</p> <p>SR said that the Athena Management Organisation is working with Northgate to ensure that the system is in place for the proposed changes. It was noted that this was a tight schedule as the live testing environment would not be ready until February 2017.</p>	<p>57/16 – MH to send RH the NPCC response.</p> <p>58/16 – RH to write to Minister for Policing regarding proposed changes to police bail (MH and SR to provide bullet points to inform this).</p>	<p>MH</p> <p>RH</p>	<p>1st November</p> <p>1st November</p>
6.	<p>Finance Exception Report</p> <p>DM reported that the current forecast underspend is £5.3m which £1m less than the previous period. This reduction is predominately due to Kent recharges for joint posts with Kent and Essex Police.</p>			
7.	<p>Utilisation of Underspend</p> <p>Discussion was held on how the forecast underspend could be utilised. MH said that previously there had been a focus on not overspending however if there was a greater risk appetite then other options could be considered. Such as increasing the number of new recruits.</p> <p>SH raised question of the underspend and the potential to use this to increase officer strength. Question also asked if this underspend could</p>			

	<p>have been predicted?</p> <p>RH noted that it may be difficult to approach the Police and Crime Panel for a precept increase when EP are reporting an underspend. DM explained that there is a difference in costing for new Police Constables compared to longer serving officers and this is based on officers increment points. RH said that the cost of recent officers who have left the force was higher than new officers. DM said that pay budget setting which takes place annually in September/October takes account of the increment points at that point in time and the 2017/18 pay budget would be brought to the November scrutiny meeting along with the other budget setting papers.</p> <p>RH asked whether this was the best time to move funds to the general reserve and an operational reserve account as there is a squeeze on resources.</p> <p>MH said that the EP training school was at its maximum capacity for new recruits this year. RH asked if there was potential for other forces to take in EP recruits and train them; MH said that this was an area that EP could look into.</p> <p>DM suggested that if more officers were recruited and the force overspent in 2017/18 as a result of the on-going costs, one option would be to add to the Pay Equalisation Reserve which was established to offset peaks and troughs.</p> <p>RH asked if actuals can be included in the finance exception report going forward.</p>	<p>59/16 – EP to consider options for other forces to train EP recruits and how EP can boost intake. MH to speak to CC and PCC together in next two weeks and come to the next meeting with options around potential for using the underspend on new trainees.</p> <p>60/16 – EP to include actuals in finance exception/quarterly report</p>	<p>MH</p> <p>DM</p>	<p>7th October</p> <p>1st November</p>
8.	<p>Transformation Savings</p> <p>VH said that EP is on track to achieve saving this year. There is expected to be an increase in non-pay savings in 2017/18 however the current savings for 2017/18 will be affected by the precept level.</p>			

	RH asked if details of transformation bids, precept per capita and budget details could be sent through ahead of the Conservative Conference.	61/16 - transformation bids, precept per capita and budget details could be sent through	DM	10 th October
9.	<p>IT Quarterly Report</p> <p>JD noted that the resource levels in IT were critical in some areas with contractors used to fill vacancies. JD said that other models were being considered for the IT department such as outsourcing. Methods Advisory had previously recommended that some elements are outsourced in the future. JD said that work is being completed on new model and will be available in time for budget setting.</p>	62/16 – JD to complete IT plan setting out required investment and how this will allow other departments to make savings	JD	22 nd December
10.	<p>Procurement</p> <p>RH asked why Sharpe Pritchard was being employed in procurement. JD said that she understood these individuals to be procurement specialists as opposed to lawyers and that this was a short term solution. MH noted that some projects could be completed quicker if the procurement process was quicker.</p> <p>RH asked for a month on month procurement trajectory which would indicate when EP is good.</p>	63/16 – Month on month procurement trajectory	MH	7 th November
11.	<p>POLIT</p> <p>MH said that that from mid-October a small team would be established to work cases identified through the CPSys system. It is hoped that this team will be able to clear the back log of cases and a positive impact should be expected by the new year.</p> <p>MH said that one quarter of the POLIT team would be transferred to work on this task specifically. MH said that the impact of moving staff to this team has been risk assessed and as they are not all coming from one area of the business then the impact should be absorbed.</p>			

12.	<p>AOB</p> <p>Crime Data Integrity</p> <p>MH said that this was an important issue for EP and an action plan was due to be taken to COMG and MH said that he would bring back to the next scrutiny meeting.</p>	<p>64/16 – Crime Data Integrity action plan to be brought to the scrutiny meeting</p>	<p>MH</p>	<p>24th November</p>
13.	<p>Date of next meeting – 7th November 2016</p>			