

Joint Performance and Resources Scrutiny Meeting
7th November 2016
15:00, Conference Room, Hoffmanns Way

Roger Hirst, Police and Crime Commissioner, OPCC	RH
Jane Gardner, Deputy, Police and Crime Commissioner, OPCC	JG
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
Mark Gilmartin, Director of Shared Services, EP	MG
Richard Leicester, Head of HR, EP	RL
Dean Chapple, Improvement Unit, EP	DC
Zoe Hack, Head of Resourcing, EP	ZH
Debbie Martin, Chief Finance Officer, EP	DM
Richard Jones, Management Accounting and Insurance Manager, EP	RJ

	Item	Action	Owner	Date for Completion
1.	<p>Apologies</p> <p>Matters Arising & Minutes of the last meeting</p> <p>40/16 – VH provided an update regarding the crime tree and the harm index. The ranking has been based on the average sentence length for the crime types and doesn't include volume. VH said that Office of National Statistics is completing a crime harm index of each force based on</p>			

	<p>average sentence data. The main purpose of including the ranking is to show the public which areas are important and to help inform the force priorities and resource deployment. SH and VH to review and propose how the ranking should be applied and presented to the public. MG noted that this work will feed into the funding formula technical group. Updated version to be presented at the next meeting.</p> <p>63/16 – MG provided a procurement update noting that four Sharpe Pritchard employees had been hired to provide short term specialist support to the procurement team,. Dave Edwards new Head of Procurement due to return on 14/11/16.</p>	<p>65/16 - SH/VH to discuss ways to present the harm index and ranking</p>	<p>SH/VH</p>	<p>22nd December</p>
<p>2.</p>	<p>Attendance Report</p> <p>DC noted that there has been a reduction in the number of payroll hours lost in quarter 2 compared to quarter 2 in 2015. DC said that in average 2015 people reported sick per day compared to 260 per day previously. Psychological sickness continues to have the highest sickness levels.</p> <p>It was noted that the current year end forecast suggests a significant improvement in sickness. EP is on track for the lowest sickness levels in three years. DC noted that over 400 individuals are on restricted duties and confirmed that the figure is high and EP is working to ensure that officers are deployed to their full ability.</p> <p>Work is on-going to educate officers and staff of medical conditions and a cultural shift is starting to take place. MH praised the timely work undertake by Occupational Health. MH said that EP is higher than the national average for the number of individuals on restricted duties however he was confident in the recording of these individuals and noted forces have different recording processes which mean that the raw data is not comparable with other forces as Home Office guidelines are applied differently.</p> <p>SH said that the trend was improving however in order for this to continue was more of the same required or something additional? RL said that the</p>			

	<p>education work undertaken by EP is likely to result in an increase in sickness for a time as the stigma is removed, in particular psychological sickness.</p> <p>MH said that a continuation of the work that is taking place including absence support meetings, interventions and review of restricted duties. Work is taking place to review the occupational capacity and what the deployable resource is from those that are on restricted duties.</p> <p>RH ask RL to come back in January with details of the restricted duties review including a forward looking statement, actions being taken and results expected.</p>	<p>66/16 – The absence paper in January 2017 to include an update on the on-going work relating to limited duties; this should include an update on the work being undertaken by the Strategic Change Team on the classification of limited duties roles and expected next steps.</p>	<p>RL/DC</p>	<p>27th January 2017</p>
<p>3.</p>	<p>Local Policing</p> <p>SD said that the community hubs were focused in the Community Policing Teams (CPT), SD noted that the CPTs are no longer being used to deal with day to day demand which meant that they were better able to deal with CSP priorities.</p> <p>SD provided an update on the progress with community hubs: Tendring – Currently working out of the police station however more space is required. RH suggested the local library. Colchester – SD said that the hub had now been launched and was working well Braintree – currently operating at Braintree station. Currently less desire for physical co-location Uttlesford – SD noted that there was a fee to be paid however this was be offset by the sale Saffron Walden and the CPT was be within the lodge</p>	<p>67/16 – RH to discuss community hubs with Chelmsford, Braintree and Thurrock</p>	<p>RH</p>	<p>24th November 2016</p>

	<p>Chelmsford – currently working out of the police station, potential to work out of the council offices however there is a rent charge</p> <p>Southend – recently refurbished and a number of partners working from the hub</p> <p>Castle Point/Rochford – location has been identified</p> <p>Basildon – potential options are being considered including the local fire station</p> <p>Thurrock – work on-going to identify space</p> <p>Epping – currently hot-desking however there has been some reluctance from the local council to co-locate. Harlow – currently working out of police station however due to assess the local fire station as a potential site.</p> <p>RH agreed to have discussions with local council leaders to progress hub issues.</p> <p>Discussion was held on how the success of the hubs can be measured. SD said that all CSP have different priorities, some of which overlap, therefore the success measures should be linked to the priority areas. Tendring has seen a reduction in key crime types since the introduction of the hub.</p> <p>SH noted that success measures were included within the original community hub document and that the document should be revisited and updated.</p> <p>VH said that LSE are undertaking work on crime prevention and that actuals and forecast data could be compared. SH said that the success measures need to be developed and include all parties including Safer Essex.</p>	<p>68/16 – Success measures to be reviewed per CSP. To include discussions with CSPs and LSE data</p>	<p>SH/VH/SD</p>	<p>22nd December</p>
<p>4.</p>	<p>Performance Reports</p> <p>VH confirmed that the three month trend data was a comparison to the previous three months and wouldn't include seasonal variations. It was noted that levels of domestic abuse remain high; RH asked when the impact of DA work will begin to take effect.</p>			

	<p>SH said that the DA programme has a strong focus on high risk cases through MARAC and that is beginning to work well. SH said the challenge was to move focus to medium and lower risk cases, and start having an impact at an earlier stage. RH asked if any work had been done to assess the impact the benefits caps may have on DA. VH said that no work had been completed by EP on this however VH said that there may be some work at a national level. SH also noted that ECC may have some forward looking work on the impact on DA number.</p> <p>It was agreed that work should take place to identify at a high level questions which should be posed to the analysts in order to provide key answers. Questions should link into the success measures for the police and crime plan.</p>	<p>69/16 – VH to consider impact of benefits cap on DA numbers</p> <p>70/16 – VH/SH to identify key questions for analysts.</p>	<p>VH</p> <p>SH/VH</p>	<p>22nd December</p> <p>27th January 2017</p>
<p>5.</p>	<p>Modern Day Slavery Independent Review</p> <p>DC said that EP had completed 10 days of targeted work on modern day slavery which led to a number of successful outcomes. This would be repeated again in December/January.</p> <p>CG said that training was being provided to all officers to enable them to identify victims of modern day slavery. CG said that there was a national transformation fund bid which would provide funding for modern day slavery. In addition to this there is a smaller pot of funding £11m which is available for regional funding. MH said that it was important to consider what would happen once the funding is no longer available. CG noted that she was looking into alternative and partner funding.</p> <p>RH and MH noted positive progress underway in this area.</p>			
<p>6.</p>	<p>HMIC Tracker</p> <p>MH said that the OPCC is able to review the tracker and should continue to do so outside of the meeting. MH asked if the OPCC could provide set themes which they would like to review on the HMIC Tracker to ensure a focused report.</p>			

7.	Transformation Savings VH confirmed that the transformation saving plan was on target.			
8.	Quarterly Finance Report (underspend) DM confirmed that the forecast underspend is currently £5.1m. DM noted that the capital receipt for the sale of Brentwood police station may not be received in this financial year, however further updates would follow. DM said that spend on officer overtime was on target at £3.9m and a further £1.7m for bank holidays. RJ also noted that there have been additional forensic cost pressures in months 7 and 8. SH said that a finance paper was to be presented to the Police and Crime Panel on the 1 st December and asked that the relevant information could be passed to the OPCC in advance of this meeting to enable the paper to be written. SH asked for time to be set aside before this date to discuss the details.	71/16 – DM/RH/CG/SH to meet in advance of the Police and Crime Panel to discuss the budget details	DM/RH/CG/SH	30 th November
9.	Deployment of Resources RH noted that half of all officers as located in the LPAs but said many shifts appeared to include only 4 to 6 officers. RL said restricted officers would be included within the overall figure, for example in the North LPA 88 officers are on restricted duties out of 790. MH said that EP would provide the OPCC with examples of shifts and how training, sickness and annual leave can affect the attrition of a shift, to provide the deployable resource.	72/16 – RL to provide shift examples which demonstrate deployable strength following attrition factors	RL	24 th November
12.	AOB			
13.	Date of next meeting – 24th November 2016			

