

**Joint Performance and Resources Scrutiny Meeting
24th November 2016
09:00, 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
Abbey Gough, OPCC (notes)	AG
Adam Kendall, Interim A/Director for Performance and Scrutiny	AK
Jane Dewitt, Reducing Reoffending Coordinator, OPCC	JD
Matt Horne, Deputy Chief Constable, EP	MH
Vicki Harrington, Director of Strategic Change, EP	VH
Richard Leicester, Head of HR, EP	RL
Debbie Martin, Chief Finance Officer, EP	DM

	Item	Action	Owner	Date for Completion
1.	<p>Apologies Mark Gilmartin, Director of Shared Services, EP Charles Garbett, Treasurer, EP</p> <p>Matters Arising & Minutes of the last meeting 40/16 – VH provided further details on the report that ONS were due to publish in November and that there is further work ongoing with regards to the Crime Tree. RH asked VH to provide a one page note to accompany the data next month</p> <p>53/16</p>	<p>73/16- VH to provide one page accompanying note in December alongside crime tree and ONS.</p>	VH	22 nd December

	<p>MH confirmed that communications had been issues surrounding positive drug statistics and further work is taking place.</p> <p>56/16 MH with discuss further with GN and additional communications will be released before Christmas.</p> <p>Female Officer Report RL noted that the increase in leaver experience in Q1 has now stabilised. RL said that an increase in flexible support was being offered to officers and staff where available. EP is scrutinising the reasons for leavers and the main reasons were child care, flexible working and career aspirations. It was noted that with fewer resources it was difficult for EP to offer the same level of flexibility.</p> <p>MH said that COMG were monitoring turnover for officers and staff and the interventions were before offered where appropriate. RH asked if the costs of increased flexibility had been considered against the cost of new recruitment.</p> <p>RH asked that in future additional details such as rank are included within reports along with the breakdown of reasons.</p>	<p>74/16 – Future leavers reports to include a rank breakdown and reasons</p>	<p>RL</p>	<p>Ongoing</p>
<p>2.</p>	<p>Performance Reports MH said that the work was on-going with regards to primary detections and a forensic lift pilot was taking place in the south of the county. The aim is to ensure that ID of a potential suspect is quickly circulated widely to officers quickly.</p> <p>RH raised the issue of burglary in Stock following concern by local residents.</p> <p>Discussions were held on the report format presented at the scrutiny meeting. It was agreed that the updated performance reports should be aligned with the new Police and Crime Plan. The OPCC also agreed that the balanced scorecard data which is presented by EP at Synergy</p>	<p>75/16 - Performance reports to be updated and aligned with the new priorities in the</p>	<p>VH / AK</p>	<p>30th January 2017</p>

	<p>meetings should be shown at the Scrutiny meetings. It was also noted that the Crime Tree provided useful data and should continue to be provided.</p> <p>MH noted that the level of DA reporting was beginning to level out. MH noted that the response times for DA incidents are not as quick as other crimes. EP is now monitoring this.</p> <p>It was noted that overall officer productivity is improving with officers solving more crimes, however the overall rate of crime is increasing.</p> <p>It was noted that the rate of increase in hate crime is slowing however not as fast as other forces. COMG have commissioned a piece of work related to hate crime.</p> <p>Discussion was held on road safety and the increase in KSIs. Primary reasons for the increase were noted as the mild winter and mobile phone usage. It was noted a public information campaign on the use of hand held mobile phones whilst driving may be required.</p> <p>MH confirmed that District Commanders received user satisfaction information weekly.</p> <p>VH confirmed that Kent Police were currently completing a victims survey pilot. This would be rolled out to include Essex however the Kent staff require training on the Athena system first. It is hoped by December Essex will be included within the pilot.</p>	<p>Police and Crime Plan. Initial draft to be presented in December with final template to go live in January 2017. AK from OPCC to liaise with VH</p>		
3.	<p>Finance Month 7 under spend reported at £3.6m down from £5.7m. DM noted that the details for utilisation had been updated and will be included in the month 8 report.</p> <p>RH noted that the finance report to be presented to the Police and Crime Panel looks positive with increased recruitment, operational policing and occupational health projects.</p>			

	Following discussions with Chief Officers it was agreed that the minimum level of operational contingency they would be content with was £500k.			
4.	<p>Vulnerable Groups</p> <p>MH explained that there has been an increase in the number of neglect cases which are crimed. Essex Police are currently 37th out of 42 forces for the number of people who are charged with rape.</p> <p>Discussions were held on the reasons for the surrounding the drop in the last quarter. MH noted that it may in part be linked to the longer turnaround time for EP to produce an action plan. MH said that a gold groups has been set up to review and an update will be provided to the OPCC in January.</p> <p>MH said that there were higher levels of sickness currently being reported in the adult sexual abuse teams. This is currently being looked into.</p> <p>SH asked with partners could feed in to discussions on rape such as SERICC or the Rape Crisis Partnership. MH said that this would be useful and noted that consideration was being given to setting up a rape scrutiny panel.</p> <p>RH asked if it was possible to compare the number of reported rapes per 1000 head of population in Essex and Durham and then compare this against the file breakdown.</p> <p>Op Gloucester is continuing within the POLIT in order to work on the back log. MH confirmed that an update would be provided on the CAIT/SOIT reorganisation in December.</p> <p>It was agreed that EP would endeavour to reduce the length of the Vulnerable Groups paper whilst ensuring key information remained.</p>	<p>76/16 - Update to be provided to the OPCC on the set up of (a) a rape scrutiny board (b) sickness levels/ (c) ewer charges</p>	VH	30 th January 2017
		<p>77/16 - Compare details of reported rapes per 1000 head of population</p>	TH	30 th January 2017
		<p>78/16 - Vulnerable Groups paper to be more concise in February</p>	MH / TH	February 2017
5.	Crime Data Integrity Update			

	<p>VH explained that the action plan provided was following a review of current audit plan as well as HMIC recommendations. The action plan is designed so EP can track what actions have taken place and what remains.</p> <p>VH noted the EP received a 'good' report in their previous inspection however a high level of accuracy would be expected in the upcoming review. Inspections could take place any time from 1st January 2017. Increased training and support would be provided to assist officers.</p> <p>It was noted that the planned improvements are sustainable. The results of the Crime Data Integrity review will influence the overall result of a force in a PEEL year.</p>			
6.	<p>AOB</p> <p>It was agreed that further discussions would be held at the December meeting regarding the officer deployment paper. This would be accompanied by some case study examples.</p>			
7.	<p>Date of next meeting – 22nd December 2016</p>			