

Joint Performance and Resources Scrutiny Meeting
28th April 2016
15.00, Conference Room, Hoffmanns Way

Nick Alston, Police and Crime Commissioner, OPCC	NA
Charles Garbett, Treasurer, OPCC	CG
Susannah Hancock, Chief Executive, OPCC	SH
Carly Fry, Assistant Director of Performance and Scrutiny, OPCC	CF
Jan Klimkowski, Media Engagement	JK
Abbey Gough, OPCC (notes)	AG
Matt Horne, Deputy Chief Constable, EP	MH
Richard Leicester, Head of HR, EP	RL
Zoe Hack, Head of Resourcing, EP	ZH
Dean Chappell, Head of Performance Improvement Unit , EP	DC
Tom Simmons, Public Protection Unit, EP	TS
Mark Gilmartin, Director of Shared Services, EP	MG
Tracy Harman, Public Protection Unit, EP	TH
Dave Edwards, Head of Procurement, EP	DE
Wil Kennedy, Head of Corporate Services, EP	WK

	Item	Action	Owner	Date for Completion
1.	Apologies Essex Police Finance Department			

	<p>NA said that it was important for EP to remain consistent with regards to the HMIC report findings. TH said that the average case load within EP was approximately 8 cases per officer; however there is recommendation set by the College of Policing, however nationally the average was between 6 – 10 cases.</p> <p>NA said that he agreed it was important not to view benchmarks as targets however it was useful to consider the benchmark. MH noted that cases have varying levels of complexity which make it difficult to assess officer caseloads on a numeric basis only.</p> <p>There were 413 more crimes which is an increase of 21.7; this is in part linked to the changes in the third party reporting in particular professionals and parents/carers. MH confirmed that once the case has been investigated then it is possible to no crime the incident.</p> <p>NA said that he was concerned that the solved rate is not higher for child abuse cases. NA asked whether EP were seeing a return on investment following the increase in resources which have been placed in the PPU team.</p> <p>TH noted that the serious case review in Thurrock had been finalised. CF highlighted the three different neglect strategies which were being developed by different councils and asked if this would make the work of EP difficult. TH confirmed that EP were aware of this and this has been raised.</p> <p>NA noted that the perpetrator profile should be considered as there have been a number of young people involved in murder and serious sexual offences.</p>	<p>3/16 - TH to keep OPCC informed of the neglect strategy/ies</p>	<p>TH</p>	<p>26th May 2016</p>
<p>5.</p>	<p>Performance Reports</p> <p>Domestic abuse has increased by 9.7% and the number of offences has increased by 15.3%. WK said that further work is required to assess whether this is linked to multiple reports or more victims. One third of crime</p>			

	<p>with and without injury is linked to domestic abuse and over 50% of rape in over 16 year olds is linked to domestic abuse. CF noted that a fuller picture of DA to include stalking and harassment that is linked to domestic abuse would also be useful as it would help to show the dynamics of domestic abuse and the areas of work involved for Essex Police, as well as to inform any commissioning priorities for the OPCC.</p> <p>WK noted that there were some concerns with the quality of data produced by Athena, it was also noted the Norfolk and Suffolk police are not currently publishing their data as they have recently gone live with Athena.</p> <p>Victim satisfaction figures have decreased in March; WK said that the figures are volatile. Currently EP are placed 43rd nationally. MH said that emergency response times in the future should be measured against the modal average however the outliers should not be ignored. The current 15 – 20 minute is still a good performance indicator.</p> <p>WK said that additional work looking at alcohol related crime would take place. Op Benison is also continuing throughout Essex to manage the night time economy.</p> <p>It was noted that there has been an increase in the number of casualties in Essex and a reduction in traffic officers however there is not a proven link between the two. WK said that there was a 100% increase in the number of drink drivers involved in incidents.</p> <p>It was noted that the performance report was predominately red; NA said that volume crime has decreased however serious offences had gone up. WK said that it was important to look at the data nationally as crime was up across the country. SH suggested that EP should provide some additional narrative to the performance report which would provide better understanding to the public and incoming PCC.</p>	<p>4/16 – Include drug data in performance data</p>	<p>WK</p>	<p>26th May 2016</p>
<p>6.</p>	<p>HR Data Pack / Diversity</p> <p>DC said that the sickness in the final quarter was worse than originally</p>			

<p>anticipated due to higher respiratory sickness in February and March. DC noted that psychological conditions continue to be the highest reason for sickness. In part this can be linked to job security worries.</p> <p>It was noted that respiratory sickness had increased in Q4 with 17,000 hours lost, DC noted that there was very little uptake on the flu jab which is offered and is free. The cost of sickness has increased in officer, staff and PCSOs. NA said that there was a significant concern with staff sickness between scale 4 and 5 and should be monitored.</p> <p>DC said that there are 155 individuals on restricted duties which is still high in comparison to other forces. Sickness is now addressed through the DCC Absence Scrutiny meeting.</p> <p>Work is being undertaken to identify reasons for the increase in female officers leaving the force.</p> <p>AP said that he believed the business case surrounding Braintree Custody to be comprehensive.</p> <p>Diversity The number of BME officers in down and due to more officers leaving rather than joining. The DCC noted that the EP recruitment drive may have to be reviewed and restricted to only those within Essex. RL said that EP is working on early intervention in order to identify the reason for BME workers leaving the force and is reviewing the BME strategy. EP is currently ranked 22/43 for BME representation.</p> <p>It was noted that there has been an increase in the number of individual completing self-declaration on SAP.</p> <p>NA highlighted the age profile of the workforce and noted that there are fewer officers under the age of 25. RL said that it is difficult to model to profile as more officers are leaving between 5-15 years rather than working for 30 years are previously done.</p>	<p>5/16 – BME strategy to be sent through to the OPCC</p>	<p>RL</p>	<p>26th May 2016</p>
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7.	<p>Transformation Savings</p> <p>AP confirmed that the final investment business cases would be sent to the OPCC once completed.</p>			
8.	<p>Procurement</p> <p>DE highlight that the procurement team was in need of four skill staff members in order to have a full team. DE noted that the key areas which require staff are ICT and Estates. The intention is for the procurement team to become a commercial team.</p> <p>DE said that an Exbo had been successfully run in Kent and would follow in Essex. DE explained that he had taken his team back to the Metropolitan Police in order to show them how procurement operates there.</p> <p>There is work taking place around the standing order threshold and potentially making this the same level as in Kent. In addition to this there is the introduction of new modules to the Bravo Solution software which will allow monitoring of contracts and the savings achieved.</p> <p>NA asked for a briefing note on procurement to be completed which could be presented to the new PCC.</p> <p>CF asked if staff would follow a disciplinary process if they signed a contract without the correct authorisation. MG said that all staff could face disciplinary process if they were found to have acted outside of their authority, however all cases would be assessed and appropriate action taken.</p>	<p>6/16 – DE to complete briefing note on procurement for the new PCC</p>	<p>DE</p>	<p>6th May 2016</p>
9.	<p>AOB</p>			
10.	<p>Date of next meeting – 26th May 2016</p>			