

POLICE, FIRE AND CRIME COMMISSIONER FOR ESSEX
and
ESSEX POLICE
PERFORMANCE AND RESOURCES SCRUTINY BOARD

Notes on Deep Dive – Supporting our Officers and Staff

28 July 2022, 1625, via Microsoft Teams

Present:

Roger Hirst (RH)	Police, Fire and Crime Commissioner (Chair)
Jane Gardner (JG)	Deputy Police, Fire and Crime Commissioner
Pippa Brent-Isherwood (PBI)	Chief Executive and Monitoring Officer, PFCC's office
BJ Harrington (BJH)	Chief Constable, Essex Police
Dr Vicki Harrington (VH)	Director of Strategic Change and Performance, Essex Police
Suzanne Harris (SH)	Head of Performance and Scrutiny (Policing), PFCC's office
Amanda Humphrey (AH)	Head of Health and Wellbeing, Essex Police
Richard Leicester (RL)	Director of HR, Essex Police
Camilla Brandal	Notes, PFCC's office

Apologies:

1 Introduction and welcome

RH welcomed all to the meeting. There were no apologies tendered.

2 Police and Crime Plan Priorities – Supporting our Officers and Staff

- 2.1 AH presented the paper which provided an insight into the wellbeing of officers, staff and volunteers in Essex Police and outlined a number of initiatives in place to ensure staff receive the support they need to deliver excellent service to the public. The report also included the responses to specific questions from the PFCC's office.

BJH joined the meeting at 1635

- 2.2 A discussion took place around paragraph 5.1 around culture, VAWG and victims of DA, leadership training and the new staff survey which will go out in September.
- 2.3 RH asked about the level of staff turnover, and a discussion took place around whether there was a problem (RL commented that there was not), the job market, recruitment issues, pay levels and levels of attrition.

- 2.4 JG asked about the absence figures and the report noting that the biggest reason for absence is recorded as psychological, and whether these cases were work stress related? A discussion took place around how referrals were being made (self referrals and line manager referrals), RL confirmed that the absence figures show that roughly a third is work/stress, a third is social/domestic/family and a third is managing pre-existing conditions. RL confirmed that more training is being given to supervisors and line managers around leadership training.
- 2.5 A discussion took place around the staff survey, wellbeing dogs, the spread of attrition (ie. How many are lost in the first two years? Or is there a concentration in key age band?), mid-service age versus retirement and PEQF numbers.

There being no further items for discussion, the meeting closed at 1714.