

MINUTES
POLICE, FIRE AND CRIME COMMISSIONER FOR ESSEX
and
ESSEX POLICE
EXTRAORDINARY STRATEGIC BOARD

9 August 2022, 1700 to 1730, via MS Teams

Present:

Roger Hirst (RH)	Police, Fire and Crime Commissioner – Chair
Pippa Brent-Isherwood (PBI)	Chief Executive and Monitoring Officer, PFCC's office
Jane Gardner	Deputy Police, Fire and Crime Commissioner
BJ Harrington (BJH)	Chief Constable, Essex Police
Dr Vicki Harrington (VH)	Director of Strategic Change, Essex Police
Suzanne Harris (SH)	Head of Performance & Scrutiny (Policing & Crime) PFCC's office
Richard Leicester (RL)	Director of Human Resources, Essex Police
Debbie Martin (DM)	Chief Finance Officer, Essex Police
Janet Perry (JP)	Strategic Head of Performance & Resources, PFCC's office
Andrew Prophet (AP)	Deputy Chief Constable, Essex Police
Camilla Brandal	Minutes, PFCC's Office

Apologies:

Jules Donald	Chief Information Officer, Kent and Essex Police
Patrick Duffy (PD)	Head of Estates, Essex Police
Mark Gilmartin (MG)	Director of Shared Support Services, Kent and Essex Police

1 Introduction and welcome

RH welcomed all to the meeting.

2 Decision Report 129-22 increase to the South East Allowance

- 2.1 After a lengthy discussion around the need for the increase, the testing that has been done to see if this will retain employees, what would happen if it did not work to retain employees, affordability, Council Tax increases, possible use of savings, non-recurrent monies, benefits and the challenges associated with all the above, it was agreed that:
- 2.1.1 the figures relating to the pay amounts as presented within the Decision Report were noted
 - 2.1.2 RH highlighted that expenditure and income were presented on a different basis and asked DM to confirm that this was not distorting the deficit. DM confirmed

that the deficit was correctly calculated. JP asked why the pay award in future years was showing as a benefit. DM confirmed this was related to the Government grant increase. JP also expressed concern that having income and expenditure in a different basis was confusing.

2.1.3 SH raised two proposed amendments:

2.1.3.1 reference to be made in the Decision Report to the increase to £2,500 that was made at the beginning of the year (to assist the argument that it is a more substantial increase over a shorter period of time, thereby improving the incentive for officers to stay in Essex); and

2.1.3.2 reference be added to a commitment to review the payment if the national limit were raised (in terms of the message that was being given, to show that it is recognised that it is not a huge amount of money but it is the maximum allowed, and could possibly be reviewed in the future).

2.1.4 The text on the MTFs table would be updated to include:

2.1.4.1 the Home Office funding being part of core grant out beyond 25/26 to be included

2.1.4.2 an item on additional work in progress around the strategic change pieces on crime and public protection, criminal justice, contact management and domestic abuse which will bring productivity gains even if they don't bring actual costs benefits over the coming period

2.1.4.3 the benefits of changing the current budget cost of capital investment and the reversal of the recurrent one-off items provision that is not yet in the table

2.1.5 After the above amendments have been made, Decision Report 129-22 would be submitted to the PFCC's office for processing.

2.1. RH agreed that his electronic signature could be added to the amended Decision Report whilst he is away to enable the allowances to be included in the September payroll.

Action: 27/22

Decision Report 129-22 would be processed for signing

3 Approval of paper classification for publishing

Decision Report 129-22 to be published.

4 Any Other Business

There being no further business, the meeting closed at 1746.