

Protective Marking - Open

DORSET POLICE

 **FORCE EXECUTIVE BOARD**

Monday, 30 September 2013

1100 hrs

Boardrooms 1-3, Force HQ, Winfrith

CHAIRS: Mr M Underhill, Police & Crime Commissioner
Miss D Simpson, Chief Constable

ATTENDANCE: Mr J Vaughan, Deputy Chief Constable
Mr D Lewis, Assistant Chief Constable
Mr J Jones, Assistant Chief Officer
Mr G Smith, Director of Human Resources
Mr R Bates, Chief Finance Officer to the PCC
Mr D Steadman, Chief Executive to the PCC
Chief Superintendent J Newall, Head of Territorial Policing
Chief Superintendent C Hiles, Operational Support Command
D/Chief Superintendent M Cooper, Head of Crime & Criminal Justice
D/Chief Superintendent C Stanger, Niche Project
Miss C Beasley, Head of Business Change
Miss K Brownjohn, Head of Governance
Mr P Channon, Head of Personnel Services
Mrs N Anderson, Head of Training
Mrs J Yates, Head of Corporate Development
Mrs D Potter, UNISON Branch Secretary
Sergeant T Eggleston, Federation
Mrs G Lovelass, Communications Manager
Mr N Butterworth, Head of Finance
Mr A Bennington, Head of IS
Miss F Napier, Media and Communications Manager, OPCC

APOLOGIES Constable C Chamberlain, Chairman of Dorset Police Federation
Superintendent T Whittle, Head of Professional Standards

PRESENTATION Mr Matthew Bishop, Chief Technology Officer, Home Office

MINUTES: Miss R Ford

PRESENTATION: BY POLICE ICT COMPANY (MR MATTHEW BISHOP)

Mr Matt BISHOP gave his presentation regarding the Police ICT Company – copy of presentation attached to these minutes.

DCC stated that within Policing there has been a problem in the last 5 years with MASHs. He asked if the Police IT Company have any potential solutions to this issue. Mr BISHIP updated that his Policy Colleagues at the Home Office have been working on an information sharing agreement between the Home Office, Health, Education and others which will be a presumption to share that is a lot stronger than available currently. He stated that in terms of practical technologies, there are a number of provisions being put together, firstly PSN in policing which provides the ability to connect up systems on the same network and secondly looking at other organisations with a good security model. This is not operational yet but there are 5 forces coming together which may enable a reduction in licensing costs.

The PCC asked what the Police ICT companies capabilities are with regard to

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resilience as they are quite a small network. Mr BISHOP stated that the ICT Company is still part of the Home Office; he added that contractors may be used, costs are kept low – the contractors used are tried and tested, he added that a number of projects can be handled at one time. Mr BISHOP also referred to the Evidenced Based Decision Making framework which is being worked on by the Home Office with the ICT Company will be able to use which will give the company yet further resilience.

The ACO referred to his understanding of the ICT Company's capabilities and organisation. He added that there could be the best IS Strategy in place, capable of delivering everything that is required, but that can get de-coupled from the organisation. Mr BISHOP stated that in Gloucestershire, a lot of work had been undertaken with Operational Officers to understand how the IT supported them now and he was sure it would be exactly the same in terms of the desire to have more capability on the Street. He stated that there is capability within the Home Office with regards to Organisational design and they were working very closely with the College of Policing to tie in the business change side of the organisation.

The PCC stated that he would speak to the Chief Constable outside of the meeting regarding this presentation. He also referred to the recently published letter he had received from Nick Alston, Essex PCC which indicates that there may be changes in the structure of the ICT Co. Mr BISHOP stated that this is an interesting development and is wider than the scope of this project.

The PCC thanked Mr BISHOP for his presentation.

1. **ONE TEAM PROGRAMME**

Freedom of Information Classification CLOSED. Discussed under the "CLOSED" section of the agenda.

1. **PREVIOUS MINUTES/ACTIONS AND MATTERS ARISING**

The minutes were approved as an accurate record of the meeting.

Change to page 1, Mr D Lewis – title should read Assistant Chief Constable.

All actions from the previous meeting held 22 July 2013 were complete as per the summary of actions.

2. **HR UPDATE**

Stage 2 Transfers - Mr SMITH updated that the Stage 2 staff transfer has been submitted through the PCC's office.

Staff Survey - contracts have now been received, process running slightly slower than anticipated, which is down to the OU yes and delays on their side.

Efficiency in Policing Conference – Mr SMITH gave update on some of the headlines arising from this Conference:

- ◆ Damian Green, the Policing Minister, was indicating that as far as the Government are concerned targets are gone and to stop looking for a one size fits all solution – each Force needs to do what it needs to do.
- ◆ Key that leadership training should be continued as this will not be an easy time for Policing and the theory that leaders are "born and not made" is not supported. Endorsement that training needs to continue despite financial

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difficulties.

- ◆ The Focus will be on evidenced based policing. The College of Policing will expect Forces to work alongside Universities and commissioning pieces of work around evidenced based policing rather than using the gut reaction on what Forces think may be the best course of action. The College sees that their role will be to set the standards and HMIC will then inspect against the standards set by the College.
- ◆ There will be a new National HR Strategy which will be based around wellbeing and engagement.
- ◆ Tom Windsor was very keen to point out that he has a new “State of the Nation” Report which he believes will be very high profile and will drive the Police Service Forward.

Mr SMITH updated that the points above fit in with the next Senior Leadership Event where there will be an input on Evidenced Bases Policing and Leadership.

2.1 **Organisational Development**

Mrs ANDERSON presented the key points of note from the current Organisational Development Dashboard.

The Chief Constable referred to point 1.9 of the report regarding the turnover of existing Specials and asked if it was a National trend? Mrs POTTER explained that the issue is most probably down to money, if individuals are offered paid opportunities in their permanent employment, they will take that and not the duties as a Special.

The PCC raised the resource issues. Chief Superintendent NEWALL gave an update on the measures in place within the Territorial Policing Command, concentrating on covering restrictions and abstractions. The ACC stated that the Force is very focussed on putting plans in place on how the Force mitigates and resolving these issues.

The report was noted.

2.2 **Personnel Services Dashboard**

Mr CHANNON presented key points of note from the current Personnel Services Dashboards and provided information on current sickness absence levels.

He referred to a new document attached to the agenda paper at Appendix A which brings together a range of tables and diagrams in response to the request from FEB members for more strategic data on current levels of sickness absence. It included dates for the latest full quarter 1 April to 30 June 2013.

The DCC endorsed that sickness remains one of the 3 key areas of focus of the Police and Crime Plan; it is not just a feature but major delivery part of the plan, especially around abstractions. He told Commanders that they must have adequate measures in place to address sickness levels and absence. There was discussion on measures taken in other forces to manage sickness levels.

The report was noted.

3. **PROMOTION OF EQUALITY AND HUMAN RIGHTS**

Mrs YATES updated as follows:

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- ◆ Attendance by some of the Equality Champions at the annual event held by the Learning Disability Partnership which took place at the Fire Station in Weymouth.
- ◆ The focus from the College of Policing around flexible working and positive action. She updated that Kas BROWN is liaising with Commanders and Department Heads to brief them about the changes if they require. The Force's positive action strategy is also out for consultation.
- ◆ Superintendent Mick ROGERS has taken the lead on Hate Crime, looking at the delivery and action plan, he has formed the Hate Crime Working Group and there is some useful information coming out of this Group being fed into the People Confidence and Equality Board.

4. **RESOURCE MANAGEMENT 2013/14**

Mr BUTTERWORTH presented a report to update members on the 2013/14 financial position and to recommend use of the current projected underspend.

The report requested agreement to the recommendations in respect of the use of the underspend as follows:

- i. £1.5m is transferred to capital in line with the Medium Term Financial Strategy (MTFS).
- ii. 0.4m is used either to address performance issues in the current year, or used to contribute to longer term financial issues.
- iii. Any further projected under spend during the remainder of this year is used to contribute towards the financial pressures outlined in the MTFS.

The PCC noted that there had been some useful discussion and thanked Mr BUTTERWORTH for his report.

Further discussion was to take place with the Chief Officer Team (SEC NOTE on 15.10.13) in relation to the proposed recommendations

5. **FORCE PERFORMANCE**

Mrs YATES presented her report which updated on key exceptions and process. The report was intended to update the Force Executive Board on the key issues or exceptions identified by the Strategic Performance Board and provided an overview of performance from 1 April – 31 August 2013.

PCC referred to good news contained within the report, he asked if this had been “celebrated” recently? Mrs YATES stated that National Results will be released on the 18th October which will be the next quarter from June for all Forces nationally.

The PCC asked for his thanks to be recorded on the minutes for all the hard work by the Force to make improvements on performance.

The report was noted.

6. **BOARD MEETINGS**

(a) **Force Board Meetings**

No update given.

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(b) PCC Meetings

Mr STEADMAN presented minutes from the Ethics and Appeals Sub Committee, Joint Independent Audit Committee and South West Regional Meeting of PCCs, Chief Executives and Chief Constables for the information of the meeting, issues of note were also highlighted by Mr BATES and Mr JONES.

A brief update was given from Mr BATES regarding monies outstanding from the collapse of the Icelandic Banks and the return of the money. He still expected to get 100% of the money back.

The Deputy Chief Constable gave update on the debate at the Regional PCC, CX and CC's Meeting with regard to collaboration on Special Branch. He added that Steve Torr will attend the next One Team Board to give a thorough update in terms of direction of travel for Forensic Collaboration.

The minutes of these meetings were noted.

7. **HMIC UPDATE**

Freedom of information classification Closed – Discussed under the “CLOSED” section of the minutes.

8. **REDUNDANCY REQUESTS**

This item was withdrawn from the agenda and will be withdrawn from discussion at all future FEB meetings, they will be discussed and agreed outside of this meeting.

9. **CORPORATE RISK REGISTER**

Freedom of information classification Closed – discussed under the “CLOSED” section of the minutes.

10. **STATEMENTMENTS OF ACCOUNT**

This item was withdrawn from the agenda.

11. **ANNUAL HEALTH AND SAFETY PERFORMANCE REPORT**

Mr CHANNON presented the report which provided members with an overview of health and safety activity in the Force during the past year and to advise on current priorities.

The report was noted

12. **MOBILE POLICING STRATEGY**

Freedom of information classification Closed – Discussed under the “CLOSED” section of the minutes.

13. **MEDIUM TERM FINANCIAL STRATEGY**

Mr BUTTERWORTH presented a report which provided an update on the Medium Term Financial Strategy for the three years commencing 2014/15 and to inform the budget setting process for 2014/15.

It was RECOMMENDED that the use of reserves shown in paragraph 11 be agreed,

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including the transfer of the POCA reserve to General Balances.

It was RECOMMENDED that the Financial Strategy Toolkit is revised and updated as attached at Appendix E to the report.

The PCC raised issue with the following points from the report:

1.6 An average of no more than 1% is anticipated in each of the three years from 2013. The PCC thought that this was a dangerous assumption and suggested that 1.5% is included. Mr BATES confirmed that although this is a risk, it is a minor risk and confirmed that 1% would be sufficient.

5.19 He asked if this assumption was remaining current, taking Ferndown into consideration. Mr BUTTERWORTH stated that Ferndown is not included in this assumption.

14.3 *One Team Structures not meeting available resource.*

The PCC also raised why the National Victim Funding stream has not been included. Mr BUTTERWORTH stated that he did not have the figures and the PCC stated it would be around £700,000

It was also noted that there is no mention of the PCC election costs. The ACO stated that a general election also needed to be taken into consideration.

ACTION: Mr N BUTTERWORTH

14. DORSET POLICE WEBSITE

Freedom of Information Classification Closed. Discussed under the CLOSED section of the minutes.

15. ANY OTHER BUSINESS

15.1 The Chief Constable asked for her thanks to be recorded on the minutes, in his absence, to Superintendent WHITTLE. She thanked him for his many years service to the Force and wished him well with his new position within the Professional Standards Department. The Chief Constable had a presentation to give to Superintendent WHITTLE which she would now do in private recognising the support he had received from his partner.

Mrs LOVELASS raised a point with regard to MCCD attendance at meetings and stated that this is under review.

Sergeant EGGLESTON stated four police officers going into formal sickness absence procedures. He thanked Chief Officers Team for their support over the Retirement fund which was much appreciated.

16. DATE OF THE NEXT MEETING

Monday, 21 October 2013 at 1100 hrs in Boardrooms 1-3

