**Meeting: Policing Board**

**Venue: Teams Meeting**

**Date: 25th June 2024**

**Time: 10:00-11:50**

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| **Members:** | Police and Crime Commissioner, Dafydd Llywelyn (PCC)  Chief Constable, Dr Richard Lewis (CC)  OPCC Chief Executive, Carys Morgans OPCC (CEX)  OPCC Temporary Chief Finance Officer, Nicola Davies OPCC (TCFO) |
| **Also Present:** | Staff Officer, A/Insp Gemma Starkey (GS)  OPCC Executive Support Officer, Sophie Morgan (SM) |
| **Apologies:** | Director of Finance, Edwin Harries (DoF)  Temporary Head of Finance, Michelle Reynolds (THoF)  OPCC Chief Finance Officer, Beverley Peatling OPCC (CFO) |

**Decisions arising from meeting on 25/06/2024**

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| Decision No. |  |
| PB 014 | The PCC approved the 6-month extension until the 30/11/2024 to the contract with Adferiad Recovery for Appropriate Adult service in the value of £61,000 excluding VAT.  Due to staff changes within Gwent Police, there is a capacity issue for retendering. Therefore, an extension period is being sought for six (6) months to allow for the commencement of new staff contracts and tender drafting to take place, without leaving a risk of no contracted provision. |
| PB 015 | The PCC approved recommendations to vary the current Policing Education Qualifications Framework (PEQF) Call Off Contract with the University of South Wales to introduce the PCEP as an additional entry route into Dyfed Powys Police and it be accredited by a Higher Education Institute (HEI) continuing to professionalise the workforce.  The estimated saving (realised from year 2/3) moving to Police Constable Degree Apprenticeship/Police Constable Entry Programme is c. £65,462 (recurring) compared to current contract for Police Constable Degree Apprenticeship/Direct Holder Entry Programme. Cost savings estimated are based on the removal of the Year 3 PCDA costs where students will not complete the Degree programme which are per student: 2025: £2,095; 2026: £2,200; 2027: £2,310. |
| PB016 | The PCC and CC agreed to sign the PLU S22A Collaboration Agreement. The Police Liaison Unit provides an integral link between policing and Welsh Government. The agreement was to vary and extend the collaboration agreement to include the work of the wider PLU. |
| PB017 | An additional £500 donation be made to the Unity Ride this year by the Police and Crime Commissioner for the efforts of Theo Earp who is participating in the memory of his father. |
| PB018 | A £500 donation to be made to Rhayader FC who are holding a 6 a side tournament in Gareth Earp’s memory at the weekend. |

## Apologies and Introductions

The PCC welcomed all to the meeting. Apologies were received from the DoF, THoF and CFO. The minutes of the previous meeting was agreed as a true and accurate.

## Update on actions from previous meetings

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| Action No. | Action Summary | Update |
| PB 007 | PCC to visit the FCC during the summer period. | In Progress |
| PB 008 | Policing Board meeting during September/October 2024 to focus specifically on Force Review. | In Progress |
| PB 009 | Monitoring and oversight of the recommendation by HMICFRS regarding the completion of update forms for UKFIU/NCA when a SAR is received to be placed within the Professional Standards Assurance Board. | Completed |
| PB 010 | Staff Officer to query timescale for information to be provided with DCI Briggs. Update report to be brough back to a Policing Board meeting in 3 months’ time and the item to feedback into the outcome 22 forum. | Completed |
| PB 011 | PCC to raise the issue of lack of secure accommodation for children and young people within Wales with Welsh Government and at Policing in Wales. | Completed |
| PB 012 | A September/October meeting of Policing Board to focus specifically on budgets and financial impacts. | In Progress |

PB 004- The Board discussed the ACC additionality papers and additional resources required by the Force. The Chief explained that the Force are currently exploring different options, these options included a temporary part time ACC, a full time Police staff or 2 police staff on a 0 hours contract to fill the role. The PCC queried the time frame for this process, the CC stated that they would be able to provide an update by the next Policing Board meeting on the required position within the Force.

Action: CC to provide an update to the next Policing Board meeting post the current ACC recruitment process on the decision regarding the additional resource required by the Force

## Standing Items

### Chief Constable’s Update

### The Board discussed the previously circulated CC update. The PCC raised the four fatalities on the roads noted in the CC’s report. The CC confirmed that Operation Darwen was taking place again this year and additional resources had been allocated to the operation. The CC stated that there was no link between incidents on the road and the changes made to the Roads Policing Unit (RPU) and that RPU officers were to be protected to continue with Operation Darwen.

The CC noted that it was currently Operational Policing Week and that uniformed Chief Officers would be visiting various departments of the Force during the week.

Action: A schedule of visits during the Autumn to be arranged for the PCC to visit different areas of the Force.

The PCC raised that previously the PCC had funded that member of the ambulance service be available with RPU officers during Operation Darwen and queried whether a similar approach would be taken again.

Action: Staff Officer to link in with Ambulance service regarding the possibility of members of staff being available to support Operation Darwen.

The CC provided an update on the family of Gareth Earp and that he would be visiting the family during the week as it was the first-year anniversary of Gareth Earp’s passing.

Action: PCC to send letter to the family of Gareth Earp and the CC to deliver during his visit.

Decision: An additional £500 donation be made to the Unity Ride this year by the Police and Crime Commissioner for the efforts of Theo Earp who is participating in the memory of his father.

Decision: A £500 donation to be made to Rhayader FC who are holding a 6 a side tournament in Gareth Earp’s memory at the weekend.

The CC stated that he had been invited by the Mountain Rescue team in Brecon to present them with their Kings Coronation medals.

The CC gave an update on ACC recruitment and interviews scheduled to take place the following week. The CC updated the PCC on the interview panel, which included the CEX as an observer of the process.

The CC highlighted the good work by Dyfed Powys noted by the Chief Crown Prosecutor in Wales, with outcomes in charge rates for domestic violence being higher in Dyfed Powys than other Forces, with the Force being 5th overall across England and Wales and the 1st in Wales.

The CC referenced the sudden death of a male in Llanelli as there had been previous police contact. The case was referred to the Independent Office of Police Conduct (IOPC) and they had returned it for local investigation by the Force.

### Police and Crime Commissioner’s Update

The PCC provided a brief update on his activities and meetings that took place since the last update and outlined upcoming commitments.

The CC stated that he would also be meeting with the IOPC and requested that a briefing paper written by the Force be available for the PCC prior to his meeting.

Action: Staff Officer to share briefing paper with the PCC prior to meeting with the IOPC.

Regarding Policing in Wales, it was discussed that some collaborations may need relooking at to ensure all members are aware of what they are seeking to achieve and progress of the collaborations. It was discussed that the new oversight board should help to achieve this.

### Finance Update

The PCC thanked the DoF and his team for bringing the report together and was aware that it is early in the year.

The PCC highlighted from the report that the overtime budget was higher than budgeted for and queried whether this was due to the link to the ASB hotspot funding that had been acquired from the Home Office.

Action: Clarity to be sought from Director of Finance in relation to overtime budget and the use of ASB hotspot funding.

The PCC raised the vacancy factor around police staff and the underspend associated with the vacancies.

The CC stated that the Force is working to recruit and fill vacancies and stated that the issue with vacancies is that with many of the roles the Force advertise, no applicants apply for the role. Some of the issue is linked to the salary that is offered for the role. The CC gave an example of role of senior solicitor role that was previously advertised multiple times with no applicants.

It was raised that police staff were leaving the Force to work for other organisations for a higher salary. Th e PCC queried whether consideration should be given to job evaluation within the organisation.

The CC stated that an issue with the vacancies is that staff are able to leave with a month’s notice, but the recruitment process could potentially take 3-6 months. The CC is reassured that vacancies are not being held to save money but they are experiencing delay in the recruitment process in filling the vacancies.

Action: The CC to discuss at Chief Officers Group regarding members of staff leaving the Force for similar roles paid at higher salaries, and to explore job evaluation.

The PCC raised if there were an issue attracting individuals to work for the Force and should more be done from a Corporate Communication perspective including advertising and running open days, attending recruitment events. The CC stated that due to less resources in Corporate Communications team, which had now been resolved, the team hadn’t been able to run proactive campaigns. Since more resources had been placed in that area, they have been able to run campaigns for some job areas which has attracted additional interest. These proactive campaigns will continue, and the amount of communication will increase.

The TCFO raised if the Force had considered notice period of the workforce particularly around specialist roles, given the length of time it takes for the recruitment and vetting process to be completed.

The CC stated that there was a piece of work being undertaken regarding current contract and notice periods, with new employees working within a specialised field for example digital forensics being given longer notice periods.

The TCFO stated that it would be beneficial to see the supporting establishment data to support the financial forecast. The PCC asked what strategic reports and documents were being presented at Force governance meetings, that the PCC could have sight of. The CC commented that there are no issues sharing these reports with the PCC.

Action- Staff Officer to liaise with Director of People and Organisational Development regarding access to papers and documentation for PCC.

Action-OPCC to liaise with other OPCC’s as to what strategic HR reports they receive from the Force.

## Matters for Discussion

1. **Questions posed by the PCC to the CC**

What are your main observations of the Force Management Statement submission and how does it support the organisation’s direction of travel?

The CC outlined how the Force Management Statement is integrated with the Planning and Assurance Cycle (PAC). The PAC is to be presented to the Joint Audit Committee at the July meeting and discussions were ongoing in relation to how the FMS and PAC interact with each other.

The CC took the Board through some headlines around the FMS and how it will inform the Force’s work. This includes workforce investment, an area of concern for the Force as the PCC had previously noted, with vacancies not being filled. The CC stated that the majority of the departments had stated in their FMS submissions that they required more staff. This is an ongoing conversation with departments.

Regarding training and accreditation, the Force have noted their concerns with the College of Policing around the requirement to licence a growing number of activities. Chiefs Council have been active on this subject and have queried at what point is the College of Policing going to be costing some of these changes to Forces before seeking implementation of additional licencing requirements. No piece of work has been done nationally on costings. The PCC and CC discussed the various training that officers need to complete by a certain deadline.

The CC noted that the Occupational Health Unit had experienced issues with staffing levels and had not been able to be as proactive with their wellbeing initiatives.

The CC raised an area of concern around the environmental strategy in electric vehicles with the need for the Force estate to be carbon neutral by 2030, noting that the infrastructure within the area doesn’t exist. The CEX raised that Mid and West Wales Fire and Rescue Service had invested in their infrastructure for electric vehicles and seemed willing to having a discussion regarding this.

Action: Staff Officer to liaise with CEX regarding contact details for Mid and West Wales Fire and Rescue to discuss estates improvements and electrical vehicles.

The CC also noted the large piece of work around information and data and the transition the year before to Niche and the transition to Cloud Data Warehouse, which forms part of the Force’s long-term strategies.

What are the main resourcing pressures within the organisation and what measures are the Force taking to minimise vacancies within Force?

This question is part had been addressed as part of earlier discussions. However, the PCC queried this within the specific context of the Force Communication Centre and asked when staff who had been drafted in to cover the Force Communication Centre due to the additional higher demand would return to their substantive roles. The CC explained that those that had been brought into the Force Communication Centre were those who had previous experience in that role and that additional numbers had been recruited and were being trained. The CC stated that the new IT system would go live in September along with the new rota patterns. The new rota patterns would increase the number of individuals available at anyone time to take calls. The staff members that had been redeployed to the Force Communication Centre should be released back to their substantive roles in September.

1. **Internal Audit Contract Procurement 2024**

An update was provided by the CEX as they and the TCFO represented the OPCC on the appointment panel. The purpose of the report was to provide members with an updated position on the decision made for awarding the contract before it is shared at the Joint Audit Committee meeting.

## Matters for Decision

1. **Appropriate Adult Extension-Single Tender Award**

Gwent Police (GWP) awarded a framework for the provision of an Appropriate Adults (AA) service in 2020. South Wales Police (SWP) and Dyfed Powys Police (DPP) were named organisations to be able to access the framework.

GWP commenced using the contract on the 15/06/2020 for an initial one year, with an option to extend for twelve months. The permitted extensions were utilised and extended until the 14/06/2024. The current contract terminates on 14/06/2024. The anticipation was that a retender would take place given the exhaustion of available extensions. Due to staff changes within Gwent Police, there is a capacity issue for retendering. Therefore, an extension period is being sought for six (6) months to allow for the commencement of new staff contracts and tender drafting to take place, without leaving a risk of no contracted provision.

Decision: The PCC approved the 6-month extension until the 30/11/2024 to the contract with Adferiad Recovery for Appropriate Adult service in the value of £61,000 excluding VAT.

1. **Police Constable Entry Programme**

Following on from a presentation made at a previous Policing Board meeting, the Board agreed to vary the current PEQF Call Off Contract with USW to introduce the PCEP as an additional entry route into Dyfed Powys Police and it be accredited by a Higher Education Institute (HEI) continuing to professionalise the workforce.

The University of South Wales Faculty has agreed to price match the PCEP finances as per first two years of the Police Constable Degree Apprenticeship (PCDA) and for Year 3 for those students electing to complete the degree. The financial case is based on the projected intake numbers 2025-2029 and consider fluctuations due to leavers with a tolerance of =/- 5%. The estimated saving (realised from year 2/3) moving to PCDA/PCEP is c. £65,462 (recurring) compared to current contract for PCDA/DHEP. Cost savings estimated are based on the removal of the Year 3 PCDA costs where students will not complete the Degree programme which are per student: 2025: £2,095; 2026: £2,200; 2027: £2,310.

Decision: The PCC approved recommendation to vary the current Policing Education Qualifications Framework (PEQF) Call Off Contract with USW to introduce the PCEP as an additional entry route into Dyfed Powys Police and it be accredited by a Higher Education Institute (HEI) continuing to professionalise the workforce.

1. **Police Liaison Unit (PLU) S22A Collaboration Agreement**

The CEX advised that the agreement had previously been discussed at a Policing in Wales meeting and had been through due process within the Force. The agreement was to vary and extend the collaboration agreement to include the work of the wider PLU and was presented to the Board for consideration and approval.

Decision: The PCC and CC agreed to sign the PLU S22A Collaboration Agreement.

## Any Other Business

## Letter from Cabinet Secretary for Culture & Social Justice to the Leader of Carmarthenshire CC regarding Llanelli

The letter was discussed by the Board, and it was agreed to wait until after the General Election and invite the Minister and Local Authority members to a briefing session to brief on work undertaken.

Action: A ministerial briefing in response to the letter from Cabinet Secretary for Culture & Social Justice to the Leader of Carmarthenshire CC regarding Llanelli to be arranged after the General Election.

The CC informed the PCC that Mark Hobrough had been made Temporary Chief Constable of Gwent Police.

Action: PCC to send a note of congratulations as Chair of Policing in Wales to the new T-CC

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| Action No. | Action Summary from meeting 25/06/2024 | To be progressed by |
| PB013 | CC to provide an update to the next Policing Board meeting on the process to recruit for a temporary ACC position post the current ACC recruitment process | Force |
| PB014 | A schedule of visits during the Autumn to be arranged for the PCC to visit different areas of the Force. | OPCC |
| PB015 | Staff Officer to link in with Ambulance service regarding the possibility of members of staff being available to support Operation Darwen. | Force |
| PB016 | PCC to send letter to the family of Gareth Earp and the CC to deliver during his visit. | OPCC |
| PB017 | Staff Officer to share briefing paper with the PCC prior to meeting with the IOPC. | Force |
| PB018 | Clarity to be sought from Director of Finance in relation to overtime budget and the use of ASB hotspot funding. | Force |
| PB019 | The CC to discuss at Chief Officers Group regarding members of staff leaving the Force for similar roles paid at higher salaries, and to explore job evaluation. | Force |
| PB020 | Staff Officer to liaise with Director of People and Organisational Development regarding access to papers and documentation for PCC. | Force |
| PB021 | OPCC to liaise with other OPCC’s as to what strategic HR reports they receive from the Force. | OPCC |
| PB022 | Staff Officer to liaise with CEX regarding contact details for Mid and West Wales Fire and Rescue to discuss estates improvements and electrical vehicles. | Force |
| PB023 | A ministerial briefing in response to the letter from Cabinet Secretary for Culture & Social Justice to the Leader of Carmarthenshire CC regarding Llanelli to be arranged after the General Election | Force |
| PB024 | PCC to send a note of congratulations as Chair of Policing in Wales to the new T-CC. | OPCC |

CLOSE