**Meeting: Policing Board**

**Venue: Teams Meeting**

**Date: 23rd January 2024**

**Time: 09:00-10:20**

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| **Members:** | Chief Constable, Dr Richard Lewis (CC)Police and Crime Commissioner, Dafydd Llywelyn (PCC)Chief Finance Officer, Beverley Peatling OPCC (CFO) |
| **Also Present:** | Director of People and Organisational Development, Linda Williams (LW) (Item 4b only)Staff Officer, DI Delyth Evans (DE)Head of Corporate Finance, Nicola Davies (ND) Force Review – Senior Responsible Officer, Gareth Scanlon (GS) (Item 3c only)Executive Support, Ffion Thomas OPCC (Minutes) |
| **Apologies:** | Director of Finance, Ed Harries (DoF) |

1. **Apologies and Introductions** *(Chair)*

Apologies were noted from the CEO and the DoF.

The minutes from the meeting held on 12th January were approved as a true record of the meeting.

1. **Update on actions from previous meetings** *(Chair)*

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| **Action No.**  | **Action Summary** | **Update** |
| PB 281 | Schedule a meeting between Chief Officers, the PCC and the OPCC Chief Executive to discuss the proposed culture activity. | Complete |
| PB 282 | LPA's to ensure regular contact is made with local Town and Community councils. | Force |
| PB 283 | For the OPCC Business Manager to seek an understanding of the use of the OPCC car to facilitate future discussions. | Complete |
| PB 284 | To discuss the force response to HMICFRS Inspection report on the Super Complaint – Section 60 and Effectiveness of Police and law enforcement bodies to group based CSE at the next Policing Board. | In progress |
| PB 285 | CC to check with DCC regarding whether further job evaluations need to be done within HR or across roles of the same pay grade. | Complete |

*PB 281* – Meeting held 22.01.23.

*PB 282* - NPT Inspectors have all been sent an email asking for confirmation that they are in regular contact with local Town and Community councils, and how that is done.

*PB 283* - Discussions have been held with the Fleet manager and information provided on the use of the Office of the Police and Crime Commissioner (OPCC) car. This information has been considered after a further conversation with the Commissioner, it was suggested that the car remains until after the election and the term 4 Commissioner can decide whether to keep the car or reallocate elsewhere.

*PB 284* – In Progress, Gwen is preparing generic statutory responses on behalf of the PCC (as these pertain to 2 distinct reports). However, in absence of a formal response from the Force we will schedule both matters for follow up at a later date to oversee progress.

*PB 285* – The CC and DCC have discussed this and there is no requirement to carry out any further job evaluations within HR or across roles of the same pay grade.

1. **Standing Items**
	1. Chief Constable’s Update

The paper was circulated and discussed by the board, in particular the pro-activity regarding cannabis cultivation in the North of Powys, Llanelli and Pembrokeshire.

The CC attended Haverfordwest station to meet with staff who had recently been involved in a difficult case.

* 1. Police and Crime Commissioner’s Update

The PCC shared a paper of his recent activities and this was discussed by the Board.

* 1. Force Review Update

The Board considered an update of the Force Review that highlighted the activities to date and feedback from staff consultation events.

The Force Operating Model has been reviewed, and the outcome was to create a centralised Crime Management Unit that will improve crime recording and validation processes, apply all outcomes centrally and provide desk-based investigation team with neutrality in allocation.

Evidence Based Investigation Triage –

A conversation ensued in relation to how some incidents are not being investigated as they are not being detected as a crime and this results in no prosecution.

When reporting an incident, the caller would be provided with a crime reference number and are advised on the first day of the indent if no further action will be taken and are further advised that the local NPT will be informed of the incident and this will form part of their patrol. This results in incidents being closed rather than remaining open for a period of time.

The PCC requested that communication within this area be clear to reassure the public that they will receive adequate support.

Right care/ right person – it was confirmed that stage 1 and 2 will commence in September. A high percentage of calls received by the Force Communication Centre (FCC) are for other agencies, by reducing the calls officers attend, it will release 300+ hours per month and give officers the capacity to attend other policing matters.

A number of suggestions have been received and some have been approved including Aligning RPU to Uniform Response Teams,

Reviewing NPT, School liaison, Crime Prevention Hub and review of Acting Up/ Temporary positions/ arrangements. These will form part of the next phase of the Force Review, as well as consulting with the areas that are impacted, review supervision model and review CID/NPT/ Training and other functions with a view to bolstering Uniform Response Teams.

The Chief Officer Roadshows have been well attended and the changes mentioned above are being discussed at the roadshows.

* 1. Finance Update

ND gave an update of the Force’s financial position and provided papers to support this. The Force is in a good position this year with a favourable forecasted position. This is due to several factors including police officer pay and a high number of officers resigning or transferring out of force which have been accounted for within the revised forecasted position. There have also been a number of fortuitous and unplanned income streams which have contributed to the position, such as Operation Safeguard, which is the provision of custody suites by the Prison Service and Operation Uplift. It was also pleasing to note that utility costs were lower than originally estimated.

ND confirmed that when budgets are developed for next year, pressure areas for each department will be considered and amended depending on the needs presented and will be considered as part of ongoing financial management arrangements.

The CFO noted d that there are number of complexities within the 2023/24 financial position including the impact of the 7% pay increase and additional specific grant which was contributing to the position.. She also advised that he Business partners consider budgets on a line by line to provide additional level of confidence with the forecasted position..

The PCC noted the financial position and asked whether there was an opportunity to support additional resourcing in critical service areas such as Medical Healthcare Provision for example. ND advised that there was existing budgetary provision to deal with variable elements of service delivery but would liaise with the relevant Finance Business Partner.

ND advised that Finance and HR are working together more closely, and this will provide a better understanding of the projected impacts on staffing and officer pay budgets.

A discussion ensued regarding the current situation and the assumptions contained within the Medium Term Financial Plan in relation to financial resilience and sustainability and ongoing budget and precept requirements.

1. **Matters for Discussion**
	1. CC's response to the HMICFRS: Meeting the needs of Victims in the Criminal Justice System.

The PCC thanked the CC for the report received from the Force and it will be considered when in conjunction with the response to be provided by the OPCC.

* 1. PB241 - Workforce Plan

Papers were shared with the Board and LW discussed the 12-month strategic workforce plan for officers and staff.

The Plan for 2024/25 was discussed, this included priorities and the organisation model since re-structure and savings to date.

The areas that are challenging are the increase demand on the FCC, response officer levels, Crime and Incident Hub (CIH), NPT and Crime Investigation and Recording.

It was noted that there may not be the ability to change this currently due to Police Officer maintenance targets, but these requirements maybe relaxed by 2025/2026 which may allow an opportunity to structure the workforce differently.

Due to the ongoing challenges with PCSO funding an intake has been cancelled for March 2024 and a Police Constable intake has opened instead.

The Force and police service generally are experiencing issues with retention and higher levels of staff attrition with resignations doubling since 2019. It should be noted that the new Wellbeing and Retention Officer has been effective in retaining 12 out of 18 individuals who were considering leaving the Force.

The application process is currently being reviewed and there are changes in place already with some roles accepting CV applications to make it easier for applicants to apply.

The CFO asked if candidates could be made aware of the competencies they are expected to address for each question during an interview. LW said this is something she would consider and also suggest this to the College of Policing.

1. **Focus: Performance Information Management**
	1. ICO FOI Audit

The CC provide an update in relation to Information Management. It was noted that currently there are 146 overdue cases in Data Protection which has reduced form 795. Further improvements were being made in relation to the FOI backlog. The improvements are a consequence of increases in staffing, a continuous improvement exercise and the Gold group that monitors the work of the department.

1. **Any Other Business**

The PCC thanked Inspector Delyth Evans for all her work as the CC’s Staff Officer and wished her luck in her new role.

1. **Review of all actions and decisions taken** *(Chair)*

There were no actions raised during the meeting.

**Next Meeting:** 20th February 2024 – 11am