



## NOTES OF THE PUBLIC SCRUTINY MEETING HELD ON 30 APRIL 2014 IN CONFERENCE ROOM 7, CONSTABULARY HEADQUARTERS, WINSFORD.

*Present:* Office of the Police & Crime Commissioner  
J Dwyer, Police & Crime Commissioner  
M Ollerenshaw, Deputy Police & Crime Commissioner  
M Sellwood, Chief Executive  
S Pickup, Head of Scrutiny & Planning

Cheshire Constabulary  
D Whatton, Chief Constable  
H King, Deputy Chief Constable  
J McCormick, Assistant Chief Constable  
D Rattigan, Assistant Chief Officer  
D Gillett, Planning and Performance

### ***Matters considered in public***

#### **2014/46 NOTES & ACTIONS**

The notes of the meeting held on 29 January 2014 were received and the actions reviewed.

#### **2014/47 POLICE & CRIME PLAN: PERFORMANCE**

The Commissioner considered in detail a report on the end of year performance against the Police & Crime Plan 2013-16.

The Commissioner congratulated the Constabulary on the positive end of year performance which included a 4.4% reduction in all recorded crime compared to the previous year; a 2.1% increase in the number of crimes solved against last year; over 1,600 fewer anti-social behaviour (ASB) incidents and a 4.2% increase in victims satisfaction with action taken in relation to ASB.

In response to queries, the Commissioner was informed that: work was being undertaken to understand the spike in domestic abuse incidents in March 2014, but early indications were that this related to changes in processes; the increase in business crime included a 5.8% increase in shoplifting with a greater number of offences relating to theft of everyday essential items as opposed to high value goods. Work continued with businesses to tackle this problem. The Commissioner indicated that he had expected to see an increase in rape offences due to increased confidence in reporting. The Chief Constable reported that he was pleased to see greater convergence between the police and rape support agency statistics, but indicated that there still appeared to be under-reporting of offences.

Two case studies were presented to the Commissioner on the work undertaken by the Constabulary to solve problems in relation to ASB incidents. The Commissioner thanked the officers concerned for the work they had undertaken to resolve these issues. The Commissioner commented that the case studies highlighted the need for effective partnership working to address these often complex cases and highlighted the difficulty in measuring the amount of activity undertaken to solve these problems in the long term.

**ACTIONS:** That

- (1) the Governance Officer make arrangements for the ASB case studies to be presented at the Commissioner's informal meeting with the Police & Crime Panel on 15 July 2014;
- (2) an update on the Constabulary's review of the increase in domestic abuse incidents during March 2014 be presented at the Scrutiny Board on 28 May 2014; and
- (3) a report on the number of commercial burglaries solved in 2013/14 be presented at the Scrutiny Board on 28 May 2014.

## **2014/48 HMIC BURGLARY INSPECTION REPORT**

The Commissioner had commissioned HMIC to provide an independent assessment of the effectiveness and resilience of the Constabulary's current arrangements to respond to and investigate reports and complaints of burglary dwelling. The Commissioner considered the full HMIC inspection report following their review and the Constabulary's action plan in response to the report.

The Commissioner welcomed HMIC's comments that "Overall, the inspection found that the standards of investigation of burglary dwelling offences across Cheshire Constabulary were good. The staff that HMIC interviewed were committed and enthusiastic and are focused on providing a quality service on burglaries of dwellings." and that "From the inspection, we found clear evidence that Cheshire Constabulary have staff at all ranks committed to tackling burglary dwelling."

The Commissioner asked that his appreciation to Assistant Chief Constable Purdie (now retired) for her work in improving the Constabulary's arrangements for investigating burglaries be formally recorded.

## **2014/49 PEOPLE STRATEGY: QUARTERLY REPORT**

The Commissioner reviewed the performance exceptions against the measures included in the People Strategy. The report summarised the performance in relation to key measures and information on the corporate human resources function; the establishment figures and budget for police officers and staff; and a detailed assessment by rank/post and diversity factors.

The Commissioner noted that the Constabulary was under establishment by 45 police officers at the year end. The Commissioner requested that the Constabulary revise its recruitment plans to enable 100 additional officers to be recruited in 2014/15. The Commissioner indicated that he would provide additional resources should the Constabulary be over-establishment at the end of 2014/15. The Commissioner also asked that appropriate positive action be included in the recruitment plans to ensure the ethnic make-up of the Constabulary was representative of the population of Cheshire. The Commissioner noted that staff numbers had also reduced beyond the levels required in the budget and indicated that he would review this with the Chief Constable (Designate).

The Commissioner also considered a detailed report on sickness absence levels and the work being undertaken to reduce it. The Commissioner asked if the Unsatisfactory Performance Procedure (UPP) was used in appropriate cases of sickness absence. The Chief Constable indicated that the use of UPP needed careful consideration to ensure this did not have an adverse impact on morale within the organisation. He suggested that this was a matter the Commissioner may wish to discuss with the incoming Chief Constable.

The Commissioner also commented on the reasons for absence and the reasons for the increase in long term absence for police officers, which was not reflected in the staff figures.

In response to a query, the Commissioner was informed that in the new collective consultation agreement 10% of the scoring related to sickness levels when consideration was being given to redundancies. The new agreement had received the support of the staff associations and union.

**ACTIONS:** That

- (1) the Constabulary recruit 100 police officers in 2014/15 and the Deputy Chief Constable provide a report outlining the financial implications to Management Board on 4 June 2014;
- (2) a full breakdown of budget-v-actual figures for police staff be included in future quarterly reports on the People Strategy;
- (3) a full breakdown of reasons for sickness against the Dorset 12 categories be provided in future reports on sickness absence;
- (4) the new Chief Constable discuss the use of Unsatisfactory Performance Procedure in cases of sickness absence with the Commissioner; and
- (5) the Chief Executive and Assistant Chief Officer agree on the frequency of future reports regarding sickness absence prior to the Scrutiny Board on 28 May 2014.

**2014/50 COMPLAINTS: QUARTERLY REPORT**

The Commissioner scrutinised a report on the levels and types of public complaints; a summary against key performance measures; Area and HQ complaint allegations control charts and comparative complaint measures for 2013/14.

**ACTION:** An additional report on the increase in the number of appeals upheld, be submitted to the Scrutiny Board on 28 May 2014.

**2014/51 SCRUTINY OF COMPLETED COMPLAINTS FILES**

The Commissioner received a report on the 15 complaints against police officers and police staff from across the Constabulary that had been reviewed by the Deputy Commissioner in the last quarter. The Deputy Commissioner had not identified any particular trends.

**2014/52 IT STRATEGY 2013-16: QUARTERLY REPORT**

The Commissioner considered progress against the strategic aims and objectives contained within the IT Strategy 2013-16.

The Commissioner discussed a number of matters with the Chief Constable including: the introduction of 'Niche Client 5' - an upgrade to the force crime recording system; the work to pilot an agile and mobile working solution; the pilot of public contact points; the recent review of the IT Department; and the project plan to deliver a new command and control and Airwave replacement.

**ACTIONS:** That

- (1) the Deputy Chief Constable provide the Chief Executive with a briefing on the work being undertaken to plan, manage and implement a replacement of the Command & Control and Airwave Systems and the Commissioner appoint a representative to the Programme Board overseeing this work;

- (2) the Commissioner approved the release of £48,000 capital funding to enable the roll out of public contact points to sixteen police stations where an external telephony system was in place and in Widnes and Winsford Town Centres;
- (3) an interim evaluation report on the introduction of public contact points be provided at the Scrutiny Board on 28 May 2014; and
- (4) the Deputy Chief Constable brief the Commissioner on the review of the IT Department which was currently being undertaken.

## **2014/53 COMMUNITY SAFETY GRANTS: QUARTERLY REPORT**

The Commissioner considered a report which reviewed the third quarter performance of the community safety funding allocations made in 2013/14. The Commissioner noted that performance had been good with reductions in crime and anti-social behaviour across all of the Community Safety Partnerships.

### ***Part 2 - Matters considered in private***

*That the following matters were considered in private as they involved the likely disclosure of exempt information as defined in the Sections of the Freedom of Information Act 2000 indicated below:-*

<i>Item</i>	<i>Section</i>	
<i>Procurement Strategy 2013-16: Quarterly Report</i>	<i>43</i>	<i>Commercial interest</i>
<i>Conduct Matters, IPCC Referrals, Grievances &amp; Employment Tribunals</i>	<i>40</i>	<i>Personal Information</i>

## **2014/54 PROCUREMENT STRATEGY 2013-16: QUARTERLY REPORT**

The Commissioner considered a summary of actions against the Procurement Strategy 2013-16 which included the savings to date; specification of goods and services; collaboration opportunities; in-sourcing; and the main achievements against the Strategy.

## **2014/55 CONDUCT MATTERS, IPCC REFERRALS, GRIEVANCES & EMPLOYMENT TRIBUNALS**

The Commissioner considered a report on the number of conduct matters, referrals to the IPCC and grievances and employment tribunals. The Commissioner noted that there were no emerging trends.

## **RETIREMENT OF CHIEF CONSTABLE, DAVID WHATTON**

As this was the Chief Constable's final meeting before his retirement, the Commissioner wished to place on record his thanks to David Whatton. The Commissioner indicated that they had worked well together and a lot of positive work had been undertaken during Mr Whatton's time as Chief Constable.

*Duration of meeting: The meeting commenced at 9.30am and finished at 12 noon.*