



Police & Crime Commissioner and Chief Constable Weekly Meeting

Meeting Record

Date	13 th August 2019
Chair	Neil Hewison CEO OPCC
Minute Taker	Emma Alaball

Name:	Capacity:
Richard Moore (RM)	Deputy Chief Constable
Neil Hewison (NH)	CEO OPCC
Tania Coppola (TC)- HR update only	Head of People Services

Open Session

No	Summary	Action
1/13/08/2019	Record of previous meeting held on 6th August 2019 were agreed as a true and accurate record.	
2/13/08/2019	Matters Arising from previous minutes: <ul style="list-style-type: none"> • HMICFRS- joint inspection of Integrated Offender Management – notification of inspection. MJ updated PS on the forthcoming inspection. • Performance update. <ul style="list-style-type: none"> ○ CL has met with Adrian Davis. And he has agreed to come to the future Police and Crime Panel to brief them. • 	<p>Discharged</p> <p>Discharged</p>
3/13/08/2019	NEW ITEM: National recruitment of 20,000 police officers. <p>It was noted that a national structure is needed to deliver the officers across the UK. Warwickshire have been asked to carry out a readiness assessment to prepare; this will be undertaken by Tania Coppola. Warwickshire may get between around 160 officers; this will take the total establishment up to 1100. It was furthermore noted this recruitment is a continuation of Warwickshire's current recruitment strategy, and that the recruitment will be gradual over the next 3 years. The diversity levels of recruits was discussed.</p>	Ongoing
4/13/08/2019	NEW ITEM: Tania Coppola HR/workforce establishment update: <p>The following was noted:</p> <ul style="list-style-type: none"> • Warwickshire has already produced a readiness assessment for the intake of Police officers under the national Operation Uplift, this was completed on Friday. 	Tania to attend an update meeting next month with Faz Chisty.

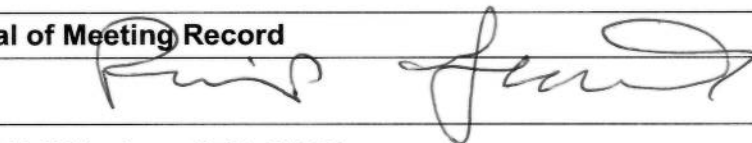
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	<ul style="list-style-type: none"> • There will be around 160 extra officers overall, split over 3 years. It was noted that officers may need to be moved to specialist roles to accommodate new officers. • The current annual establishment attrition is around 70. • Kate Quilley, Head of Corporate Communications, has been in touch with National Investment Communications to obtain funding for recruitment marketing. • When the Termination of the Alliance ends in October, the main priorities for the Warwickshire Force will be recruitment and people services. • BAME applicants are increasing, with 38% of overall applicants being female. • BAME applicants are currently being worked on by Faz Chisty, the withdrawal levels of BAME applicants was discussed in terms of the length of the vetting process. Expression of interest applicants and those attending recruitment events have also been contacted. • PS will be briefed by Tania on the positive action strategy, as well as the number of volunteer roles within the Force. • It was noted that there has been a high level of BAME interest in apprenticeships, and that Warwickshire needs around 22 BAME officers to be representative. • Recruitment is still taking place via the IDLDP course and the applicant levels are still good. There will be 6 more intakes at the pre-employment level, and it was agreed that the course will stay open, with the potential for putting on more courses. • The PCDA route into policing is slower due to the high number of UCAS points needed, Staffordshire University is undertaking this. It was noted that this came from national statistics. Warwickshire will still hit the contract requirements with the university, the costs of not hitting the targets were discussed. • It was furthermore noted that more marketing is needed for the PEQF, however radio and bus shelter adverts went out last week. • The Precept for next year was discussed but no agreements were made. • The rate of transferees is currently 5 for this month and 6 for last month. • It was estimated that after October Warwickshire may have 809 staff members, with a rise of 75/80 people. • There are currently 530 staff members working in Warwickshire. • There is another PCSO course starting in October with 9 students. There is a predicted slight reduction in PCSO leavers, averaging 2 a month, as many go on to become officers. 3 intakes a year are planned from January, along with another intake of Specials. 	
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Next Meeting –Tuesday 20th August 2019 at WJC, Leamington Spa

Formal Approval of Meeting Record

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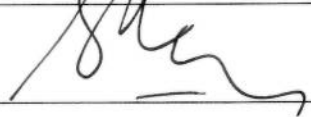


Print Name:

Neil Hewison CEO OPCC

Formal Approval of Meeting Record

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Signature:			
Print Name:	Richard Moore Deputy Chief Constable	cc. JALEY.	De

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