



# Open Minutes

## Force Governance Board (FGB)

**Tuesday 31 August 2021 - 11:30 hrs to 13:00 hrs**

### Attendees

<b>No</b>	<b>Name</b>	<b>Ref</b>	<b>Capacity</b>
1	Philip Seccombe	PS	Chair - Police and Crime Commissioner
2	Alex Franklin-Smith	AFS	Deputy Chief Constable
3	Ben Smith	BS	ACC Local Policing
4	David Gardner	DG	ACC Protective Services
5	Alison Hall	AH	Head of Human Resources
6	Polly Reed	PR	OPCC CEO
7	Sara Ansell	SA	Chief Finance Officer
8	David Patterson	DP	OPCC Scrutiny and Performance
9	Nargis Begum	NB	OPCC Secretariat - Minute Taker

### **Apologies**

	<b>Ref</b>	<b>Capacity</b>
Debbie Tedds	DT	Chief Constable
Richard Moore	RM	Deputy Chief Constable
David Patterson	DP	OPCC Performance Lead

## Minutes

Reference	Item	Actions
01.31/08/2021	<p><b><u>Minutes 27/07/2021</u></b>            Minutes of the previous meeting were agreed and approved.  <b><u>Actions</u></b>  <i>AH to provide a diversity breakdown of last quarters new staff starters. The next HR diversity program report will be provided after the second quarter 2021/22'.</i>            AH reiterated the information will be provided after the second quarter</p>	
02.31/08/2021	<p><b><u>Proposal to Voice Record Meeting</u></b>            Meeting agreed this and recording would be deleted once minutes finalised.</p>	
03.31/08/21	<p><b><u>Establishment and Recruitment</u></b></p> <ul style="list-style-type: none"> <li>• PS thanked AH for HR data supplied.</li> <li>• Police officer establishment slightly above forecast establishment. Information received from pension administrator suggesting increase in leaver rate should be anticipated.</li> <li>• Current police officer establishment 1068 at 1 August.</li> <li>• Degree holder programme starts in January 2022– another intake in March.</li> <li>• Budget set according to predictions – over establishment predicted</li> <li>• PS queried financial impact. JC assured no issues.</li> <li>• Discussion on tracking establishment especially in context of ICT and forensic exit strategy. DG assured there would be no changes to be concerned about.</li> <li>• PS queried staffing numbers in order to be fully independent especially in Enabling Services.</li> <li>• Confirmed all posts filled.</li> <li>• Discussion on Specials recruitment – AH confirmed progressing and interest in becoming a Special still good.</li> <li>• Discussion on time taken to get to independent patrol.</li> <li>• PS queried gender ratio in Specials. AH stated we were below national average re-female representation. It's an area for positive action consideration.</li> <li>• PCSOs – four starting in September. Further intake in January. Three leaving in early 2022 to become regulars.</li> <li>• PR queried grievance / disciplinary reporting.</li> <li>• SR stated corporate KPI was being developed.</li> <li>• PS queried outstanding tribunals – AH gave</li> </ul>	

	<p>brief overview in respect of five ongoing tribunals</p> <ul style="list-style-type: none"> <li>• *</li> <li>• PS thanked AH for input.</li> </ul> <p><b>* Exempt FOIA - Section 40(2) – Personal information</b></p>	
04.31/08/21	<p><b><u>Force Finances</u></b>  <b>Exempt FOIA under Section S.31 (Law Enforcement)</b>  <b>Exempt FOIA under Section S.43 (Commercial Interests)</b></p>	
05.31/08/21	<p><b><u>AOB</u></b>  <b>Operation Update</b>  <b>Exempt FOIA under Section S.31 (Law Enforcement)</b></p> <p><b>Meeting concluded at 12.40 hours</b></p>	
<b>Agenda Item</b>	<b>Summary Of Actions</b>	<b>Allocated</b>
	Nil	