

OPEN MINUTES

FORCE GOVERNANCE BOARD (FGB)

MINUTES

Date:	Tuesday 22 nd December 2020
Time:	11:30 hrs to 13:00 hrs
Location:	Teams Meeting
Chair:	Philip Seccombe – PCC for Warwickshire
Minute Taker:	OPCC Secretariat

Attendees

No	Name	Capacity	Dial In
1	Philip Seccombe	Police and Crime Commissioner for Warwickshire	
2	Martin Jelley	Chief Constable Warwickshire Police	
3	Richard Moore	Deputy Chief Constable	
4	Alex Franklin-Smith	Assistance Chief Constable – Local Policing	
5	Steve Russell	Head of Analysis and Service Improvement	
6	Jeff Carruthers	Director Financial Services	
7	Alison Hall	Head of Human Resources	
8	Neil Hewison	OPCC CEO	x
9	Sara Ansell	Chief Finance Officer	
10	David Patterson	OPCC Development and Policy Lead - Performance	
11	Nargis Begum	OPCC Secretariat - Minute Taker	x

Apologies

Name	Capacity	Representative

Items for Discussion

Number	Item	Action
01.22/12/2020	<u>Minutes</u> The Minutes of the previous meeting dated 24/11/2020 were agreed and approved.	
02.22/12/2020	<u>Establishment and Recruitment</u> Detailed briefing was given by the Head of Human Resources with the following noted:- Police Officers <ul style="list-style-type: none">• Leaver numbers tracking in line with estimates, December numbers were higher as expected• Expecting 2 transferees but only 1 transferred.• 24 new officers in March all presently going through pre-employment checks.• Establishment numbers rise to 1045 in April	

	<p>2021.</p> <ul style="list-style-type: none"> • May 2021 intake is being reviewed with Finance for impact on budget. • 2021 intakes will be closely controlled and brought back into line with establishment. • The Chief Constable acknowledged the need to rethink predicted numbers. Forecast is for an intake of 20 in January 2022 and an intake of 24 in March 2022. <p>PCC noted that the force has undertaken to do more Continual Professional Development of officers throughout their careers and asked if resources could be reduced in L&D as the force will be training less new officers. AH explained that there was a significant demand for other training such as investigative training, which L&D has to deliver</p> <p>PCSO</p> <ul style="list-style-type: none"> • Headcount of 83 down to a predicted headcount of 77 in April. • Forecasts for intake of 6 in May, September and January fairly interchangeable. <p>STAFF</p> <p>Working with the Evolve 2 Model Establishment</p> <ul style="list-style-type: none"> • Forecasts a reduction to 647 FTE in April 2021 • 84 posts originally at risk of redundancy. Two members of staff have resigned having found other jobs, a number of staff are interested in redeployment roles of which there are presently 10 roles. • PCC asked what the reaction from staff was like following the announcement of the redundancies and whether there were any welfare issues. Force continue to signpost staff to welfare officers, provide assistance with CV writing and interview skills, looking to redeploy as many staff as possible with priority given to those facing redundancy of any roles available first. • PCC asked if there were any potential employment tribunal claims. One formal appeal received but this brings no risk to the position of the Force. • UNISON have been asked directly by staff whether the process carried out by Warwickshire Police has been fair and legal at various meetings. <p>SPECIALS / VOLUNTEERS</p> <ul style="list-style-type: none"> • Turnover low compared to previous years • PCC noted the predictive modelling carried out this year in all areas has been very reliable and thanked AH for her continued updates and the difficult work being carried out during the consultancy period by the HR Team. 	
03.22/12/2020	<p>Force Finances <i>Exempt under Section S.43 (Commercial Interests)</i></p>	
04.22/12/2020	<p>Strategic Delivery Plans Following plans were noted: -</p>	

	<ul style="list-style-type: none"> i. Fit for the Future ii. Delivery Plan – Prevent and Protect iii. Delivery Plan – Respond and Reassure iv. Delivery Plan – Effective and Efficient <ul style="list-style-type: none"> • All above force plans have been written taking into account the current PCC’s Police and Crime Plan. • Plans will be scrutinised by the Force Executive Board and the OPCC. 	
05.22/12/2020	<p>Update on Evolve 2 and Transformation Programme. <i>Exempt under Section S.43 (Commercial Interests)</i></p>	
06.22/12/2020	<p>Warwickshire Police’s preparations and contingencies once the transition period between the UK and EU ends December 2020 APCC EU Exit Briefing together with the NPCC Updated dated 11th November 2020 were both noted: -</p> <ul style="list-style-type: none"> • Issue being dealt with nationally regarding access to EU law enforcement databases and it is anticipated that there will be little operational impact on Warwickshire • Daily Strategic Coordinating Groups running across West Midlands, which will be combined with COVID19 updates. 	
07.22/12/2020	<p>AOB</p> <ul style="list-style-type: none"> • PPL <p><i>Exempt under Section S.43 (Commercial Interests)</i></p>	