



Philip Sec  
Police and  
Commissioner

# Open Minutes

## Force Governance Board (FGB)

Tuesday 25<sup>th</sup> January 2022

11:00 hrs to 13:00 hrs

### Attendees

No	Name	Ref	Capacity	Person	Teams	Rotate
1	Philip Secombe	PCC	Police and Crime Commissioner		X	
2	Debbie Tedds	DT	Chief Constable		X	
3	Ben Smith	BS	ACC Local Policing		X	
4	Steve Russell	SR	Head of A&SI		X	
5	Alison Hall	AH	Head of HR		X	
6	Jeff Carruthers	JC	Director of Finance		X	
7	Sara Ansell	SA	Chief Finance Officer		X	
8	Polly Reed	PR	OPCC CEO		X	
9	David Gardner	DG	ACC Protective Services		X	
10	Lynn Aston	LA	Minutes		X	

### Apologies

Name	Ref	Capacity
David Patterson	DP	OPCC Performance Lead
Alex Franklin-Smith	AFS	T/Deputy Chief Constable

## Minutes

Reference	Item	Actions
01.25/01/22	<p><b><u>Minutes 21/12/21</u></b> Minutes of the previous meeting of the 21/12/21 were agreed and approved.</p>	
02/25/01/22	<p><b><u>Establishment and Recruitment</u></b></p> <p>AH provided a comprehensive update. Key points;</p> <p><b>Police Officers</b></p> <ul style="list-style-type: none"> <li>• May 2022 intake to be moved to the second half of the year to hopefully achieve a more diverse and wider pool of candidates.</li> <li>• This will not change the estimated date we reach 1100 Officers as predicted.</li> <li>• AH to liaise with the University to ascertain the best potential date to start the course – either September or November.</li> <li>• BS &amp; DG to review transferees on a case by case basis.</li> <li>• SA/JC confirmed that an under-spend may present in 2022/23 if recruitment pushed back.</li> </ul> <p><b>PCSO's</b></p> <ul style="list-style-type: none"> <li>• PCSO establishment to remain at 77 unless anything changes in the operating model review.</li> <li>• PCC would like to see this number increase over the medium to long term but appreciates the outcomes of the operating model review.</li> <li>• Review of PCSO powers has been commenced to ensure greatest levels of efficiency and effectiveness. Will feed into the Operating Model review.</li> </ul> <p><b>Special Constabulary</b></p> <ul style="list-style-type: none"> <li>• PCC confirmed this is an area he would like to see grow.</li> <li>• AH confirmed 5 Specials started in January with the next intake in mid-April.</li> <li>• The Steering Group plan was for 4 or 5 intakes per year.</li> <li>• AH confirmed that there is no planned target for the number of Specials, however Police Officer recruitment is being prioritised and the pressure on the recruitment and L&amp;D team was noted and discussed.</li> <li>• PCC delighted that the Force has agreed to pay the Specials Federation subscription.</li> </ul> <p><b>Volunteers</b></p> <ul style="list-style-type: none"> <li>• All numbers identified in the report</li> <li>• PCC advised he is attending the ICV AGM.</li> </ul>	

	The PCC requested confirmation that from April 2022 there would be no joint staffing liability with West Mercia. DG confirmed that this was correct as all staff had already been moved over. DG further confirmed that some specific Evolve staffing contracts would end at 31 <sup>st</sup> March 2022.	
03/25/01/22	<b><u>Finances</u></b>  <b><i>Exempt FOIA under Section S.43 (Commercial Interests)</i></b>	
04/25/01/22	<b><u>AOB</u></b>  <b>PSA External Audit</b> SA outlined the paper and options that was presented to the JASC last week about the 3 options given to OPCCs regarding the procurement of their external audit provision. DT confirmed that she had discussed this with JC and they were supportive of SA's recommendation.  <b>Evolve Project</b> DG gave a brief update of the Evolve project.  <b><i>Exempt FOIA under Section S.43 (Commercial Interests)</i></b>	SA to complete a Decision Notice.
<b>Agenda Item</b>	<b>Summary Of Actions</b>	<b>Allocated</b>
04. 25/01/22	Decision Notice to be completed in respect of the PSAA External Audit	SA