

FORCE GOVERNANCE BOARD (FGB)

OPEN MINUTES

Date:	Tuesday 24 th November 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	x
2	Martin Jelley	Chief Constable Warwickshire Police	x
3	Richard Moore	Deputy Chief Constable	x
4	Steve Russell	Head of Analysis and Service Improvement	x
5	Jeff Carruthers	Director Financial Services	x
6	Alison Hall	Head of Human Resources	x
7	Neil Hewison	OPCC CEO	x
8	Sara Ansell	Chief Finance Officer	x
9	David Patterson	OPCC Development and Policy Lead - Performance	x
10	Nargis Begum	OPCC Secretariat - Minute Taker	x

Items for Discussion

Number	Item	Action
01.24/11/2020	<p>Minutes and Actions</p> <p>The Minutes of the previous meeting dated 27/10/2020 were agreed and approved</p>	
02.24/11/2020	<p>Transformation Programme - Questions</p> <p><i>Exempt under Section S.43 (Commercial Interests)</i></p>	David Gardner
	<p>PPL</p> <p><i>Exempt under Section S.43 (Commercial Interests)</i></p>	David Gardner
03.24/11/2020	<p>Establishment and Recruitment</p> <p>Detailed briefing was given by the Head of Human Resources with the following noted:-</p> <p>Police Officers</p> <ul style="list-style-type: none"> Planned intake for 24 Student Officers in March 2021 and a further 24 in May 2021. This fits in 	Alison Hall

with National Uplift target.

- 1 more leaver than forecasted last month but overall in line for the year to date.
- There is a national reduction in the rate of leavers this year.
- Slight adjustment to the predicted leavers numbers for the next 6 months
- 6 transferees started last month with up to 2 in December.
- 18 Detective Constable DHEP starters on the 19th October
- 2021 intakes will be closely controlled and brought back into line with establishment.

PCC noted the Force has undertaken to do more Continual Professional Development of officers throughout their careers.

PCC 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 investigative training which L&D has to deliver

PCC noted predictive modelling clearly showing we can rely on them going forward in a strong controlled position.

PCSO

- 4 PCSO leavers in October. 2 left to become police officers, one within Warwickshire.
- Forecasting 80 PCSOs in post by the end of March 2021.
- No additional recruitment of PCSOs planned with 20 leavers predicted across the next financial year. Leaver posts will be recruited to maintain headcount.
- Dependent on financial position the programme in PSCO recruitment will continue in May 2021
- There are no redundancies to be made in PSCOs. Force will continue to ensure the minimum number of PSCOs are in post to keep up safer neighbourhood schemes.

STAFF

- AH is meeting with the Evolve 2 Team to look at the model and any possible redeployment options
- A number of posts were not presently being

	<p>actively recruited into due to Evolve 2 (23 posts) 11 of which were in ICT (under review) specialist areas still continue</p> <ul style="list-style-type: none"> • A minimum of 30 posts were envisaged for Transactional Services coming in-house next year <p>SPECIALS / VOLUNTEERS</p> <ul style="list-style-type: none"> • Recruitment of Specials – some changes in training due to the impact of Covid-19 • Volunteer numbers have increased <p>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</p>	
04.24/11/2020	<p>Force Finances</p> <p>Money is now coming in for some Covid-19 expenses - In addition to medical grade PPE, we now have a date and an amount for the non-medical grade PPE reimbursement.</p> <p>PCC Road Safety fund – Force invited to submit bids to the fund</p> <p>S106 Monies – PCC asked if anything further had been done to release these funds into the force budgets. It was confirmed that a process is being established to review what S106 funding could be used to meet any in year expenditure in accordance with the S106 conditions.</p> <p>Update on property sales was given by PCC</p> <ul style="list-style-type: none"> • Southam – Awaiting contract • Leek Wootton – Negotiations continue in relation to the Exclusivity Agreement 	<ul style="list-style-type: none"> • Jeff Carruthers • Sarah Ansell
05.24/11/2020	There were no AOB	