



## Force Governance Board (FGB)

Tuesday 30 November 2021

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	CC	Chief Constable	x		
3	Ben Smith	BS	ACC Local Policing	x		
4	David Gardner	DG	ACC Protective Services	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 Patterson	DP	OPCC Performance Lead / Minutes	x		

### Apologies

Name	Ref	Capacity
Richard Moore	RM	Deputy Chief Constable
Alex Franklin-Smith	AFS	T/ Deputy Chief Constable
Steve Russell	SR	Head of A&SI

## Minutes

Reference	Item	Actions
01.30/11/21	<p><b><u>Minutes 26/10/2021</u></b> Minutes of the previous meeting of the 26/10/2021 were agreed and approved.</p> <p><b><u>Actions</u></b> <b>03.26/10/21</b> SA to attend the Road Safety input - PAM 30/11/21 <b>Completed - Discharged</b></p> <p><b>FGB</b> The PCC reiterated that he viewed the FGB as the formal decision making board for strategic matters between the PCC and Warwickshire Police.</p> <p><b>Police and Crime Panel</b> The PCC also commented on the Police and Crime Panel meeting of the 15/11/2021 with reference to the agenda item Gypsy, Roma, Travellers where he provided some comments at the meeting that on reflection he considered to be 'clumsy' when taken out of context, as such he had since openly apologised for them.</p>	
02.30/11/21	<p><b><u>Establishment and Recruitment</u></b> Alison Hall provided a comprehensive update. Key points: -</p> <p><b>Police Officers</b></p> <ul style="list-style-type: none"> <li>• The national view was that the rate of police officers leavers would start to increase as the situation with Covid-19 improved and the position with police pensions became clearer.</li> <li>• The PCC questioned whether or not the force could direct officers to leave at pensionable age. The response was this amounted to Regulation A19 which had previously been used with profound consequences and as such it was no longer possible.</li> <li>• A discussion then took place regarding police officers pension rights under the varying different schemes.</li> <li>• Recruitment scheduled intakes: – <ul style="list-style-type: none"> <li>➤ January 2022 – DHEP 20 students. The intake numbers were now more likely to be 17.</li> </ul> </li> <li>• The Govt. Uplift programme was discussed with reference to greater scrutiny being applied to the ratio of police officers to police staff, with the potential to reduce funding due to nervousness regarding perceived excessive reductions in police staff numbers. This position was contrary to that of 10 years ago where there was an</li> </ul>	

impetus to decrease police officers numbers and increase police staff.

- In this context, the removal of 40 x Police Staff Investigators from the operating model in April 2021 was discussed. The CC commented that the continuing to employ the PSIs had been introduced as a short-term measure and was not a sustainable model. It was considered that although there had been the possibility of losing experienced investigators following this change, the reality was that the PSIs were not as productive as thought.
- The PCC asked if there was any evidence of officers leaving due to the demands of the PEQF. AH responded that there had been 4 or 5 leavers on the PCDA programme, who had provided different and varied reasons for leaving that weren't attributable to the PEQF.
- JC commented that as the number of leavers was not as high as predicted there was a consequential overspend on the police pay budget – 0.5% equating to £0.3m – within the bounds of acceptable budgeting practice.
- JC commented that G7 and COP26 had not yet been factored into the budget, due to the precise requirements being unknown beforehand.
- The PCC noted the overtime budget overspend. JC responded that some overspends were discretionary, such as Learning and Development, but the overtime budget was used to meet operational imperatives.

#### **PCSOs**

- The FTE is 77 staff, which should be met with intakes scheduled for 2022/23.

#### **Police Staff**

- The Evolve line on the Establishment graph should be removed once the position becomes more stable as the force move away from the residual shared services. The FTE of police staff should be at 645.
- Predictions for police staff leavers is not carried out as there is a higher turnover than for police officers and is a more dynamic situation. The budget is based on the FTE, with an assumption of a 3% vacancy factor.
- The budget for staff pay is centrally held and managers bid against that budget for additional / amended staff. Bids are either accepted, or declined, based on the business planning process and policing model.

	<p><b>Special Constabulary</b></p> <ul style="list-style-type: none"> <li>• There is no FTE for the Special Constabulary. And there have been challenges in recruiting further. The intake course in January 2022 may no longer go ahead due to vetting and injury issues with the recruits.</li> <li>• The police officer recruitment event held on the 18 November 2021 may translate into applicants to be Specials.</li> <li>• The PCC expressed the view that the process for the recruitment of Specials should remain open, rather than having a window of opportunity. AH responded that from experience, there was the potential to lose more applicants than gain applicants through keeping it open; it also posed challenges to the capacity of the Recruitment Department.</li> </ul> <p><b>Volunteers</b></p> <ul style="list-style-type: none"> <li>• The PCC reiterated his belief in the important contribution that volunteers made to policing and the police and crime landscape.</li> </ul>	
03.30/11/21	<p><b>Finances</b>  <i>Exempt FOIA under Section S.31 (Law Enforcement)</i>  <i>Exempt FOIA under Section S.43 (Commercial Interests)</i></p>	
04.30/11/21	<p><b>Commonwealth Games</b>  An update to the PCC on the Commonwealth Games and its implications would be provided later next week by PS Jules Tyler.</p>	
05.30/11/21	<p><b>AOB</b>  <b>Operational Update</b>  Moved from the PAM agenda 30/11/2021 to the FGB due to time pressures of the PAM.</p> <ul style="list-style-type: none"> <li>• OCC performance improving with 87% of emergency calls answered with the 10 second target.</li> <li>• A number of Needle Spike incidents had been reported across the county. West Midlands Police had received similar reports, although none had been corroborated to date through toxicology results</li> <li>• Covid-19. Internally - The position was strong with availability of PPE. Externally - Enforcement of the new restrictions were primarily a matter for the Council as the lead agency. The police would provide support in instances of public order.</li> </ul> <p><b>NPAS</b></p> <ul style="list-style-type: none"> <li>• The CC commented that there was a meeting next Thursday to discuss National Police Air Service (NPAS) with a decision paper and vote to reconsider and determine the decommissioning</li> </ul>	

	<p>of the fixed wing capability.</p> <p><b>Estates</b> <i>Exempt FOIA under Section S.43 (Commercial Interests)</i></p> <p><b>OPCC</b></p> <ul style="list-style-type: none"> <li>PR commented that the OPCC were transitioning to a new structure as of the beginning of December 2021 and as part of this design Richard Long had been appointed as the Head of Policy.</li> <li>The availability of a room at Leek Wootton for the sole use of the OPCC was discussed. The PCC commented that given the office's location a refreshed Fire Risk Assessment was essential.</li> </ul> <p><b>Action<sup>2</sup></b> <b>Meeting concluded at 12:50 hours.</b></p>	<p><b>Action<sup>2</sup></b> BS to arrange for a Fire Risk Assessment for the OPCC office at Leek Wootton.</p>
<b>Agenda Item</b>	<b>Summary Of Actions</b>	<b>Allocated</b>
03.30/11/21	<b>Action<sup>1</sup></b> <i>Exempt FOIA under Section S.43 (Commercial Interests)</i>	CC
05.30/11/21	<b>Action<sup>2</sup></b> BS to arrange for a Fire Risk Assessment for the OPCC office at Leek Wootton.	BS