

**DEVON AND CORNWALL POLICE AUTHORITY**  
**PERFORMANCE MANAGEMENT COMMITTEE**

A Meeting of the **Performance Management Committee** was held on 27 November 2007.

***Further information on the items referred to below is contained in the agenda, reports and minutes for the meeting held on 27 November 2007.***

Matters discussed (with minutes references shown in brackets) included:

**[PM/479] Performance Against the Annual Policing Plan (targets)**

The Chairman stated that current performance was satisfactory with the exception of an increase in the number of people killed or seriously injured as a result of road traffic collisions.

Members considered the target to reduce the number of people killed or seriously injured as a result of road traffic collisions. Members felt there was a limit to the influence the police had in achieving this target. It was recognised as a true partnership issue that required equal contributions from Highways and Local Authorities, traffic police, road safety and safety camera partners. The Local Area Agreements that are under negotiation for 2008 should identify whether Local Authorities consider road safety to be a priority. This may provide the Force and the Authority with some leverage in holding partners to account for their contribution to reducing road deaths and injuries.

The Committee supported the establishment of a Working Group to look on a regular basis and in more detail at Force performance. This would allow a more thorough investigation into the data and a better understanding of the issues affecting performance

**[PM/480] HMIC Phase 1 Report**

Members were updated on the recommendations emanating from the HMIC report published in October 2007.

Several of the recommendations related to the Police Authority. Members learnt of the action being progressed to address them. The Chairman updated the Committee on some preliminary action that had already been taken. Further discussions are to be held between the Committee and Authority Chairman to progress these issues.

**[PM/481] NCRS/ NSIR Update**

Lynne Dunn, Lead Member for National Crime Recording Standard and the National Standard of Incident Recording, provided an update on the work she had undertaken in this role.

**[PM/482] Target setting 2008/9 and 2008/11**

The Committee agreed that a "top performing Force" should be defined as within the top 10 Forces nationally.

It was agreed to review the call handling and road traffic collision targets for them to better reflect the nature of the police action to address.

Members agreed that a joint Police Authority & Force working group should be convened to discuss the process and advise on the appropriate targets for 2008 onwards. The Chairman and Vice Chairman of the Performance Management Committee would attend this group along with another volunteer from the Committee.

**[PM/483] Update on Police Authority Performance Priorities**

The Chairman introduced a report which had been prepared in response to his request for an assessment of the current position of work activity in respect of the six key priority areas for attention

by the Committee during this year which comprised the Police Authority's performance priorities for 2007/08.

### **Leadership**

The Lead Member for Leadership had reported to the Committee earlier in the meeting that he had not yet undertaken work on this area and intended to have a discussion with the Chairman of the Police Authority regarding this.

After some discussion it was AGREED that the Authority should be recommended to remove this topic from the Priority List because of current widespread satisfaction with the leadership given to the Force by the Chief and Deputy Chief Constables, supported by the Chief Officer Group.

The Chairman reinforced the message that the Police Authority had adopted this Priority topic at a much earlier time and when there was then uncertainty about the future of leadership of the Force. The Force was now in a stable and effective state in terms of leadership following the top appointments. Nevertheless it was a matter of regret that several senior staff were still appointed on a temporary basis and it would be some months yet before it would be possible to change that situation. However, the Committee wanted to be clear that these concerns did not reflect any criticisms of the officers currently holding those temporary appointments.

### **Neighbourhood Policing**

Upon invitation from the Chairman, the Member leading the Special Project into Neighbourhood Policing, Carl Wallin, provided an update on his work to the Committee. He would expect to be able to present a detailed report on this work to the Committee in the Spring.

It was agreed that a set of indicators and targets that can be used to assess the effectiveness of Neighbourhood Policing would be progressed in line with the target setting process.

The question of follow-up of the recommendations and areas for improvement from the HMIC Inspection will be presented to the Committee in April 2008.

### **Communications**

In respect of call handling, the report under consideration had suggested that the Committee should revise the targets (currently 10 & 11) which focus on quantitative performance and instead look to introduce a target that better focuses attention on 'secondary' call handling and call service quality. This is a view also supported by the Community Engagement Committee.

The Committee agreed that it should review the performance towards call-handling targets whatever they become in detail twice a year and call senior officers to account as appropriate. The Committee agreed with this.

### **Detections (including forensics)**

It was felt to be important for the Committee to continue to keep a watching brief on overall sanction detection performance to ensure it remains above target and in an upward trend

The Committee asked for a report from the Force as to how forensics performance potential will be realised over the coming year and its contribution to the overall sanction detection achievement.

The Committee asked for an explanation from the Force as to why the domestic violence detection rate in Plymouth BCU remains significantly below that of the other BCU's. It was agreed the Force would provide a report to the next meeting of the Committee.

### **Protective Services**

The Chairman reported that APA guidance for Police Authorities on how to monitor and scrutinise protective services performance was expected by Christmas. The Committee agreed to await this guidance before progressing this area further.

### **Human Resources**

As mentioned in the report, this area is the remit of the Human Resources Committee. The Chairman of the Human Resources Committee stated he was reasonably comfortable that the Committee was addressing the issues of importance.

### **RESOLVED TO RECOMMEND**

- i. **That Leadership be removed as a performance priority for the Police Authority.**

### **[PM/484] Delegated Powers**

Members felt that the only power included in its Terms of Reference which could be delegated from the full Authority to this Committee was the power to call for a report on areas requiring performance improvement actions.

Delegated powers will be discussed at the Police Authority meeting in February 2008.

### **[PM/486] NPIA National Protective Services Analysis Tool**

The Head of Performance provided an overview of the National Protective Services Analysis Tool developed by the National Policing Improvement Agency designed to assess the local demand for protective services.

The Chairman expressed the Committee's scepticism and reservations about the analysis tool.

**Mike Bull**  
**Chairman, Performance Management Committee**