

## Devon and Cornwall Police Authority

### MINUTES

A meeting of the **Performance Management and Audit Committee** was held on 17 March 2005 in the Conference Room, Endeavour House, Woodwater Park, Exeter, starting at 2.00pm

#### **Present:**

Chairman.....Mrs C Ryan  
Mr C Bulley, Sir S Day, Mr M Hicks, Mr S M Malloni, Mr D Money and Mrs J Owen

#### **Officers in Attendance: -**

**Police Force** Superintendent I Ansell (Force Performance Manager), Deputy Chief Constable N Arnold, Sergeant S Bradford (Diversity Manager, Cornwall and Isles of Scilly Basic Command Unit) [items 1-5 only], R Bullock (Force Data Analyst), B Fousert (Head of Scientific Services) [items 1-4 only], E Lewis (Police Authority Liaison Officer), Chief Superintendent L McGrath (Commander, Strategic Development Department), Chief Inspector C Singer (Force Review and Inspection Manager), Chief Superintendent S Smith (Special Projects) [items 9-11 only] and Assistant Chief Constable (Operations) R Stowe [items 1-4 only]

**Police Authority** R Martin (Policy Officer) and S Mellor (Finance Manager)

#### **PM/339 Apologies for Absence**

Apologies for absence were received from Mr M I R Bull, Mr M A Nevitt and Mr W D Thomas.

#### **PM/340 Declarations of Interests**

No declarations of interest were made in respect of any item on the agenda.

#### **PM/341 Minutes**

**RESOLVED** that the minutes of the meeting held on 18 January 2005 were confirmed as a correct record.

#### **PM/342 Chairman's Statement**

The Chairman stated that agenda item 8 on the agenda – Violent Crime Gold Group would be considered in the closed session of the meeting. This is due to the additional papers, presented at the meeting, being closed under Section 31 of the Freedom of Information Act.

Having regard to the special circumstances pertaining in this matter – namely the desire for a statement to be made, the Chairman was of the opinion that, despite its non-inclusion on the Agenda, the matter of the policing of the annual Boxing Day celebrations in Padstow should be considered at this meeting as a matter of urgency.

#### **Closed Session**

The following item was considered in closed session by the committee with only members of the Police Authority, appropriate officers and expert advisors present, on the grounds that exempt / confidential information may be disclosed. A summary of the item follows the heading.

#### **PM/343 Forensic/Scientific Services Performance - Closed under Freedom of Information Act, Section 31**

The Head of Scientific Services presented a paper informing the Committee of the current performance of forensic and scientific services.

#### **RESOLVED**

(a) That the report be noted.

**PM/344 Issues Involving Migrant Workers in Cornwall and Isles of Scilly BCU** - Closed under Freedom of Information Act, Section 31

The Diversity Manager, Cornwall and Isles of Scilly Basic Command Unit, presented a paper on ongoing issues around migrant workers in Cornwall.

**RESOLVED**

- (a) That the report be noted
- (b) That Aurora Talbot be invited to be part of the Cornwall and Isles of Scilly Migrant Worker Strategy Group

**PM/345 Boxing Day Celebrations in Padstow**

Upon request of a Member of the Committee, the Deputy Chief Constable made a statement on the Forces' response to the Padstow Celebrations on 26 December 2004.

**RESOLVED**

- (a) That the oral report be noted

**PM/346 Violent Crime Gold Group** - Closed under Freedom of Information Act, Section 31

The Force Performance Manager presented a closure report of the work of the Violent Crime Gold Group. The Group was established in August 2004 under the chairmanship of Assistant Chief Constable (Territorial Policing and Partnerships) in response to the increases in recorded violent offences.

**RESOLVED**

- (a) That the report be noted
- (b) That the members of the Violent Crime Gold Group be congratulated

**Open Session**

**PM/347 Continuous Improvement Database**

The Force Performance Manager presented a report on the progress of recommendations and action plans monitored and stored on the Continuous Improvement Database within the Strategic Development Department.

Issues discussed during consideration of this item included:

- Several of the recommendations on the database require closing or amalgamated within other strands of work.
- With regard to recommendation 1 of the Crime Issues Best Value Review, the Director of Corporate Communications has been identified as the Customer Care Champion.
- With regard to recommendations 7, 14 and 15 of the Crime Issues Best Value Review and recommendation 10 from the Human Resources Best Value Review, the Force is soon to engage in the Professionalising Investigation Process developed by the National Centre for Policing Excellence. The aforementioned recommendations will be superseded by this initiative.
- All the recommendations from the Road Safety Best Value Review are now complete.
- A Working Group would be set up to address the recommendations emanating from the Bichard Inquiry. Members called for a report from this Group at the next meeting of this Committee.

**RESOLVED**

- (a) That the report be noted.
- (b) That the Recommendation made in the report is agreed.
- (c) That a report of the work of the Group addressing the recommendations emanating from the Bichard Inquiry be presented to the next meeting of this Committee.

**PM/348 Activity Survey Results 2004 - Overtime**

The Force Performance Manager presented a report detailing overtime across Devon and Cornwall Constabulary during the activity surveys from 2004.

Members discussed the variation in shift times across the Force. Some Members of the Police Authority have expressed concern that certain Sectors or Basic Command Units are disadvantaged in achieving the target to spend at least 6 hours per shift on neighbourhood beat related activity.

Members were presented with figures calculated by the Force Activity Based Costing Analyst which presented all Sector shift patterns as of 9-hour duration. This illustrated that slight improvements in achieving the target would be seen across most Sectors.

Members agreed that information relating to the attainment of this target should be presented as it currently exists as well as being rounded to a 9-hour average across all Sectors. It is likely that in future the requirement will be for just the 9-hour figures to be shown.

**RESOLVED**

- (a) That the report be noted.
- (b) That recording of achievement towards the target to spend at least 6 hours per shift on neighbourhood beat related activity is provisionally recorded as per individual shift patterns and as a 9 hour standard.

**PM/349 Performance against the Annual Policing Plan (Targets)**

The Deputy Chief Constable presented a report on Force performance in relation to the Annual Policing Plan targets for the period 1 April 2004 to 28 February 2005.

Issues discussed during consideration of this item included:

- 9 of the 21 targets are being achieved.
- Violent crime has been a major challenge to the Force. The target was to reduce violent crime offences by a minimum of 5%. The year started with a 30% increase and current performance is a large improvement on this. The Violent Crime Gold Group has helped reduce this rise.
- The target to reduce domestic burglary by a minimum of 5% may be met by year-end. Burglary has reduced significantly and is now at its lowest level in over 6 years. However, the reductions in burglary offences will plateau eventually. The introduction of the Prolific and Other Priority Offender Strategy will help inform the police on where and when offenders are released from prison. The use of crimes taken into consideration can have an impact on offences such as burglary, especially the detection rate.
- The target to reduce repeat hate crime by a minimum of 5% was a very challenging one.
- Sanction detections are proving difficult to increase despite the work of the Violent Crime Gold Group. There has been a focus on crime reduction in previous years that now needs to shift to sanction detections.  
Devon and Cornwall Constabulary has the second lowest level of sanction detections in its family. One reason for the low level of sanction detections is the large number of detectives involved in major enquiries. A Working Group is tackling a series of issues with the aim of improving

performance in this area. The Force has fallen from a high level of achievement in this area. Processes will be examined in an attempt to understand why this is so.

- The target to increase the number of offences brought to justice by 14.4% is not being achieved. Only 11 forces are reaching the national target. The current level of offences brought to justice is 20%. This level will increase if the sanction detection rate rises.
- Only Plymouth Basic Command Unit is achieving target for Neighbourhood Beat Managers to spend at least 6 hours per shift on neighbourhood beat related activity. The urban nature of the Basic Command Unit was explained as a possible reason for this.
- From 1 April 2005, the new National Management Information System will allow performance data to be more readily available down to individual level.
- The Force has developed a Trends and Performance System. This will bring together various reporting streams (forensics, detections, Activity Based Costing) into one database. It will allow practitioners to understand performance better through a more joined-up approach to performance management.

**RESOLVED**

- (a) That the report be noted

**PM/350 On Street Bail**

The Force Review and Inspection Manager presented a paper on the Street Bail trials being run in two Sectors in North and East Devon Basic Command Unit.

Issues discussed during consideration of this item included:

- The new powers were piloted in Barnstaple and Exmouth between 1 November 2004 and 18 January 2005.
- Whilst the number of uses during the pilot phase was low, there was a significant reduction in the average time spent by officers engaged in Custody-related activity.
- It was reported that the training delivery for On Street Bail was inadequate.
- On Street Bail had many anticipated benefits but there was no business case to support this.
- A balance is required in the use of the On Street Bail option.
- The pilot has realised a need for a Force Arrest Strategy which is currently under development.
- Forcewide roll-out of the initiative is recommended.

**RESOLVED**

- (a) That the report be noted

**PM/351 Home Office Guidance for Capturing, Recording and Reporting Sickness Absence**

Chief Superintendent (Special Projects), presented a report on the Force's readiness for capturing, recording and monitoring sickness absence, disability related absence and recuperative and restricted duties.

Issues discussed during consideration of this item included:

- All Forces are required to be compliant with the new recording and reporting arrangements by 1 April 2005.
- The Management Computer System currently in use by the Force will eventually be replaced by the Force Integrated Management System. However, this will not be live by 1 April 2005. The Management Computer System will not allow the Force to be compliant with the new

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arrangements. The Force contacted the Home Office for guidance on this issue. The Home Office advised that changes to MCS should be made to ensure compliance by the due date.

- The Force will be fully compliant for these new requirements by 1 April 2005.

**RESOLVED**

- (a) That the report be noted

**The meeting closed at 1550 hours.**