

NOTTINGHAMSHIRE POLICE AND CRIME PANEL

15th April 2013

COMMISSIONER'S UPDATE REPORT

PURPOSE OF THE REPORT

- 1.1 This report presents the Police and Crime Panel (Panel) with the Police and Crime Commissioner's (Commissioner) second update report.
- 1.2 In accordance with section 13 of the Police Reform and Social Responsibility (PR&SR) Act 2011 and subject to certain restrictions, the Commissioner must provide the Panel with any information which the Panel may reasonably require in order to carry out its functions. The Commissioner may also provide the Panel with any other information which the body thinks appropriate.
- 1.3 This report provides the Panel with a short overview of current performance, key decisions made and his activities since the last report in February 2013.
- 1.4 It also provides Members with an update on changes to the Police Command Team, information on the Chief Constable's extension of contract and planned governance arrangements.

EXISTING POLICING PLAN

- 2.1 The Performance data contained in this report has been taken from the Force's detailed and validated unrestricted bimonthly Performance and Insight Reports and Commissioner's weekly performance reports in respect of key Policing Plan priorities.
- 2.2 The Commissioner has a statutory duty to ensure that the Force is efficient, effective and provides value for money. A range of performance indicators relating to the three priority areas contained within the current Policing Plan are monitored by the Office of Commissioner and where performance is identified as a risk the Commissioner holds the Chief Constable to account to seek assurances that action is being taken to address the performance concerns.
- 2.3 The Commissioner will do this through bi bilateral weekly meetings with the Chief Constable and through an extended monthly Resource and Performance meeting with the wider Chief Officer Team.

Priority 1 – To Cut Crime & Keep You Safe (February 2013)

- 2.4 The Force has a current target annual target (2012-13) to reduce crime by 8% and antisocial behaviour (ASB) by 10%; in this respect at the end of **February 2013** crime had reduced by **12.5%** and ASB **33.7%** compared to the same period in the previous year.
- 2.5 In the County crime saw a reduction of **13.8%** and **9.8%** in the City. The main reason for the difference in performance is theft from person (TFP) in the City centre which increased by **34.5%** (+403) compared to a reduction of **39.7%** in the County (-162). In response to this increase the Force initiated Operation Accelerate which aims to tackle areas of high volume across the City and the County. The first phase will end in February 2013 with the second phase due to finish at the end of March 2013. This Operation stemmed the rise in TFP and is now in decline.
- 2.6 The Force has a target to reduce:
- Violent Crime Offences by 8% and is currently achieving a **4.1%** reduction
 - Burglary Dwelling Offences by 8% and is currently achieving a reduction of **8.1%**
 - Robbery Offences by 8% and is currently achieving a **18.8%** reduction
 - The number of First-Time Entrants (FTE) into the Youth Justice System by 10% in 2012/13 and is currently exceeding target i.e. **41.8%** (or 343 FTEs).
 - The number of people killed or seriously injured (KSI) on roads in Nottinghamshire by 17.4% in 2012/13 and is currently achieving a reduction of **9.5%** or (43 KSI) (January to September 2012¹). This is the same data as previously reported due to reporting time lag.
- 2.7 Planning for 2013/14 road safety operations is already underway. A two month fatal enforcement campaign will begin on the 1st April which will encompass the Summer Drink Drive campaign in May. Additional work on motorcyclists and pedal cyclists is already being planned. The relationship with Nottinghamshire County Council, as the Highway Authority, is being strengthened.
- 2.8 The Force has no target set for the following crimes but is achieving:
- Vehicle Crime - down **8.3%**
 - Criminal Damage down **21.4%**
 - Theft & Handling Offences - down **13.9%**
- 2.9 The Force has a target to increase:
- The total (all) crime detection rate to 36%. It is currently achieving **35.4%** (includes Restorative Justice Disposals).
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- The Value of Assets recovered from the Proceeds of Crime Act by 10% and is currently achieving **28.1%** (i.e. £7,720 per order) with a total of **£1,320,155.31** from 171 recovery orders.

Priority 2 – To spend your money wisely (February 2013)

2.10 As at 28th February 2013, the forecast budget position for 2012-13 shows an estimated underspend of **£3.658m**

2.11 As detailed in the Force budget for 2012/13, **£10.3m** of efficiency savings were planned for this financial year – this has now been revised to **£9.2m**. In the November Medium Term Financial Plan (MTFP) the original breakdown was as follows:

- Confirmed Efficiencies - £4.300m
- Planned Efficiencies - £1.800m
- A19 2012/13 Effect - £2.200m
- Officer Retirements/Leavers - £2.000m

Total= £10.3

2.12 As at the end of February 2013, the Force is forecasting to achieve **£10.216m** savings, including Vacancy Management.

2.13 Confirmed Efficiencies (**£4.3m**) - will be made through staff savings in ICT, Crime and Justice (C&J), Operational Support (OS), Demand Management (DM) and other Corporate Services departments together with savings from the Fleet, Estates and Collaboration. This area is now showing as above target due to the recalculation of savings in OS and an increase in savings in Collaboration. Latest forecast £4.687m

2.14 Planned Efficiencies (**£0.6m**) - will be made from the regionalisation of the Procurement department. Procurement is forecasting a reduction in savings to **£0.924m** for this year. Potential savings from the Independent Review of Police Officer and Staff Remuneration and Conditions by Tom Windsor² were also removed in July 2012 and none will be made in the year.

2.15 A19 2012/13 (**£2.0m**) - Regulation A19 of the Police Pensions Regulations 1987 provides for the compulsory retirement of a police officer, (up to and including the rank of Chief Superintendent), on the grounds of efficiency of the Force; these are the savings that will be realised in 2012/13 from Officers that left the Force in 2011/12 under A19. Revised costings have been calculated on A19 and it is now likely that the Force will save **£2.380m**.

Employment Tribunal cases brought by the Police Federation and the Superintendents Association are reaching their conclusions. Decisions are expected later in the Summer.

- 2.16 Officer Retirements/Leavers (**£2.0m**) - these savings will be made on the assumption that there will be an **85%** retirement rate of those eligible for retirement during the year, together with 15 other leavers. There is currently a predicted increase in savings of **£0.225m** in Retirement/Leavers due to a higher number of Officers leaving than expected.
- 2.17 Sickness rates have improved consistently since December 2011, which reported 10.8 working days. At the end of February 2013, the rolling year sickness rate from Police officers was **4.55% (10.1 working days)** against a target of 3.7% (8.2 days) and Police staff was **4.01% (8.9 working days)** against a target of 3.7 (8.2 days). Performance has therefore improved since December 2011.
- 2.18 The new absence management triggers in managing short term absence will support line management efforts to reduce absence.

Priority 3 – To earn your trust and confidence (February 2013)

- 2.19 The Force has been set a number of targets intended to increase trust and confidence. Currently:
- **87.5%** of victims of crime are very or fairly satisfied with the service they have received. However, although it is 2.5% short of the 90% target, it is ranked 10th nationally and 2nd in its group of most similar forces (MSG).
 - Victims of crime will share their personal experiences with all Inspectors in the Force in a series of briefings to further improve customer satisfaction. The 'Valuing Victims' briefings will be delivered in the coming months and will be cascaded down to all officers in the force. The briefings will also involve guest speakers from Victim Support and information about changes to working practices and the use of Management Information.
 - The Force has a target to attend 90% of all crimes (where required) and is currently achieving **89.9%**.
 - Currently **56.7%** of people agree that local issues are being dealt with, this is less than previously reported and short of the Force target of **58%** for 2012-13 and short of 2015 target of **60%** but not too far short of its MSG (**59.6%**).
- 2.20 Other performance indicators falling within this priority area are monitored and the Chief Constable is held to account by the Commissioner to ensure that appropriate action is being taken especially where targets are not being met or trends show a risk to performance.

DECISIONS

- 3.1 The Commissioner has the sole legal authority to make a decision as the result of a discussion or based on information provided to him by the public, partner organisations, members of staff from the Nottinghamshire Office of the Police and Crime Commissioner (NOPCC) or Chief Constable.

Extension of Chief Constable's Contract

- 3.2 The update report presented to the Police and Crime Panel meeting on 6th February 2013 referred to the Chief Constable's contract having been extended. Following the Panel Away Day event held on the same date, Members asked the Commissioner for some additional information in relation to this decision.
- 3.3 The decision was made in recognition that strong sustainable leadership is a key driver for the continuing success of Nottinghamshire Police. With regard to current and historical performance and impressive achievements delivered under Chris Eyre's leadership, on 21st December 2012, the Commissioner extended the Chief Constable's contract until August 2017.

The Panel will be aware that most Chief Constable posts are appointments for longer periods of 5 years.

Significant Public Interest Decisions

- 3.4 The Commissioner's web site provides details of all significant public interest decisions. Such decisions have been in respect of:
- Consultation and engagement with regard to the development and publication of the 2013-17 Police and Crime Plan and setting the 2013/14 Police budget and precept.
 - A Communications Protocol between the Nottinghamshire Office of the Police and Crime Commissioner and Nottinghamshire Police.
 - A Consultation and Engagement Strategy
 - A Publication Scheme which sets out the Commissioner's commitment to make certain classes of information routinely available, such as policies and procedures, minutes of meetings, annual reports and financial information.
 - A Section 22a Collaborative Agreement for Derbyshire and Nottinghamshire Information Services approving four regional investment projects:
 - Information Technology: £335,000

- Information Assurance: £88,000
- Human Resources: £19,000
- Regional Vetting Database: £19,000
- A business case and Section 22a agreement for EMSOU Fraud and Financial Investigation (FFI) Collaboration.
- The setting up of an Integrated Services Project with Broxtowe Borough Council and Nottinghamshire Police at Broxtowe Civic Centre.
- The Precept of 1.95%, 2013-14 Budget Plan and 4 year MTFP
- The 4 year Capital Programme, Treasury Management Strategy and Reserve Strategy.

ACTIVITIES OF COMMISSIONER

- 4.1 Since the last report, the Commissioner and Deputy Commissioner have been engaged in a number of activities and meetings in relation to strategic matters, media activities, conducted numerous walkabouts and engaged with partners and various communities. These extensive activities reflect the Commissioner's commitment and pledge to be the People's Commissioner. A copy of the Commissioner's latest partnership newsletter is attached as **Appendix A**.

CHANGES TO THE FORCE COMMAND TEAM

- 5.1 The Chief Constable is currently advertising two vacancies for a Deputy Chief Constable (DCC) and Assistant Chief Constable (ACC) the closing date being 2nd April 2013 with interviews and assessment taking place on 19th and 25th April 2013 respectively.
- 5.2 The vacancies have arisen following the retirement of ACC Paul Broadbent in December 2012 and more recently following notice of intention to retire from DCC Paul Scarrott.
- 5.3 In accordance with the Police Reform and Social Responsibility (PR&SR) Act 2011, the Chief Constable is responsible for recruitment and selection of all staff under his direction and control. Previously, the Police Authority would be responsible for the recruitment and selection of all the Chief Constable, Deputy and Assistant Chief Constables.
- 5.4 The remaining ACC Susannah Fish OBE returned to the Force over 6 months ago following a 3 year secondment to the Home Office.

POLICE OFFICER AND PCSO RECRUITMENT

- 6.1 The recruitment drive for 150 Police Officers was launched early March. This has been very successful, hundreds of calls were received and over 25,000

hits were recorded on the website. This has resulted in 2049 applications being received which are now going through the next stages of the recruitment process. Of these, 155 (7.56%) applications were received from members of the BME communities.

- 6.2 Following the success of the Police Officer recruitment, the recruitment of 50 PCSO's has also just been launched.

PLANNED GOVERNANCE ARRANGEMENTS

- 7.1 The Police and Social Responsibility Act 2011 and the Policing Protocol Order 2011 gives the statutory responsibility to Police and Crime Commissioners for the totality of policing within their force area. It further requires Commissioners to hold the Force Chief Constable to account for the operational delivery of policing, including in relation to the strategic policy requirement published by the Home Secretary.
- 7.2 On 21st March 2013 the Commissioner approved the Governance meeting structure as set out in **Appendix B**, including monthly Strategic Resources and Performance meeting and Community Stakeholder Forums be established from 1st April 2013.
- 7.3 The purpose of the governance structure is to provide a mechanism for ensuring that the Commissioner is able to efficiently maintain oversight of all aspects of policing, set the strategic direction for the Force and holding the Chief Constable to account for the delivery against the Police and Crime Plan.
- 7.4 It is proposed that bi-lateral meetings between the Commissioner and Chief Constable will continue to take place on a weekly basis. The focus of these meetings will be on short term performance, briefings on incidents and events and to maintain an oversight of Force and Commissioner's office communication activity. These meetings will also be used as pre-agenda meetings for the proposed bi-monthly strategic performance and resources meeting.
- 7.5 In order for the Commissioner and Deputy Commissioner to discharge their statutory responsibility and deliver on the priorities, targets and activities as defined in the Police and Crime Plan they will need to work in partnership and influence a range of strategic public sector partnerships, who have a common interest and responsibility helping to achieve a 'safer community' for Nottingham and Nottinghamshire. It is proposed that these meetings will take place on a quarterly basis to enable a two way dialogue to take place.
- 7.6 In order to encourage a greater alignment and co-operation the Commissioner is considering holding a meeting on a quarterly basis with Chairs of the key public sector strategic partnerships across Nottingham and Nottinghamshire. These partnerships include:
- Safer Nottinghamshire Board

- Nottingham Crime and Drug Partnership
- District Community Safety Partnerships
- Health and Wellbeing Boards (City and County)
- Safe Guarding Adults Boards (city and County)
- Nottinghamshire Criminal Justice Board
- Nottingham and Nottinghamshire Youth Offending Team Boards

7.7 The proposed governance arrangements will enable the Commissioner to hold the Chief Constable to account for the delivery against the Police and Crime Plan priorities, targets and activity.

OTHER OPTIONS CONSIDERED

8.1 None.

REASONS FOR RECOMMENDATIONS

9.1 To provide the Panel with information so that they can review the steps the Commissioner is taking to fulfil his pledges and provide sufficient information to enable the Panel to fulfil its statutory role.

RECOMMENDATIONS

10.1 The Panel to note the contents of this update report.

Background Papers and Published Documents

- Draft Police and Crime Plan 2013-2017
- Force Performance and Insight Reports – February 2013

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APPENDIX A

INSERT COMMISSIONERS LATEST NEWSLETTER

APPENDIX B

Commissioner's Governance Meeting Structure

