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**Police and Crime Commissioner
Management Meeting – March**

30th March 2015

1.30pm

Council Chamber, Mole Valley District Council Offices, Dorking

Attendees:

Kevin Hurley (PCC – Police and Crime Commissioner) (part)
Jeff Harris (DPCC – Deputy Police and Crime Commissioner)
Johanna Burne (Chief Executive – Office of the Police and Crime Commissioner)
Ian Perkin (Treasurer – Office of the Police and Crime Commissioner)

Nick Ephgrave (DCC – Deputy Chief Constable – Surrey Police)
Paul Bundy (HoF – Head of Finance – Surrey Police)
Ben Rowntree (CIO – Chief Information Officer – Surrey and Sussex Police)

Sarah Thomas (Minute Taker – Office of the Police and Crime Commissioner)

Agenda Item	Subject/Note	Action
Item 1	<p>Apologies – Chief Constable Lynne Owens (due to Force funeral)</p> <p>Matters Arising</p> <p>The minutes of the last meeting were accepted as a true and accurate record.</p>	
Item 2	<p>Surrey Police Progress Against the Six People’s Priorities</p> <p>The DCC reported that the Force continued to maintain a healthy reduction in acquisitive crime. There had however been a rise in the reporting of violent crime. Domestic burglary had shown a reduction of 19.3% or 565 offences. This had been a focus for the Force and the hard work had paid off. The Force now sat at 19th nationally. This focus would be maintained into the new financial year.</p> <p>Violent crime had increased but this was consistent across the country with 38 out of 43 forces also showing an increase. Half of all violent crime reported was domestic violence – there had been a 50% increase in incidents reported which was seen as positive as it showed that more victims were confident in reporting. Street based violent crime had also increased – this was mainly low level common assault incidents.</p> <p>Serious sexual offences were a concern for the Force. There had been a significant rise in reporting which again was seen as positive. However, the detection rate had fallen which was a current focus of the Crime and Performance Board and Specialist Crime Board.</p>	

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	<p>A lot of work was being done around Child Sexual Exploitation (CSE) to improve understanding of the issue. An awareness day had taken place on 18th March which was attended by officers, partners and the public. CSE had been designated as a national threat by the Home Secretary. ACC Cundy would be able to report back in April on the revision to the Strategic Policing Requirement (SPR).</p> <p>The overall burglary detection rate had improved. The Force was now ranked 10th in the country after being ranked the worst. There was a clear correlation between the volume of crimes reported and detection rates. With regards to violent crime the volume had increased and detection rate had decreased. The number of crimes detected had increased but the volume was also up which meant that the detection rate had fallen.</p> <p>There had been a rise in the reporting of serious sexual offences but the detection rate had fallen. A review was taking place but part of the reason was the historic nature of some of the incidents and the wishes of the victim not to take the case forward to prosecution. A backlog at the CPS was also contributing to the low detection rate. This would be a major focus for the Force in 2015/16 – to improve the detection rate and provide a better service for victims.</p> <p>There had been some recent success stories with regards to drug related offences. The report listed a number of examples of good work in this area.</p> <p>Following the national report on crime data integrity the Force was examining all aspects of crime recording. It had extended beyond the categories set by the Home Secretary. There were some categories that needed focus. The Force was now much more accurate at recording – it was not that crime had increased.</p> <p>The DPCC said that it had been reported that the Home Secretary would be putting some stricter guidelines around bail. He asked the DCC whether the time between arrest and charge was too long in some cases. The DCC explained that he had commissioned work to look at bail. One of the issues was the length of time it could take to gather evidence in some complex cases. The Force was sometimes bound by the practical considerations. Officers should be making as much use of the initial detention period rather than using bail if it was not needed.</p> <p>The CEX asked to see the results of the recent analysis of the rape detections rates work.</p> <p>ACTION: Provide results of rape detection rate analysis including the breakdown of current and historic cases and whether prosecution was pursued or not.</p> <p>The DCC explained that mental health was a big factor in whether victims wanted to pursue a prosecution.</p> <p>Resourcing – availability of staff remained high and sickness was</p>	<p>DCC</p>
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	<p>low. The Force showed the lowest level of sickness amongst its most similar forces.</p> <p>The Force had exceeded its £1m POCA aspiration by 20% as at January 2015. The report gave details of recent seizures.</p> <p>ACTION: Provide an update at the next meeting on what the Force has spent POCA money on.</p> <p>PCC Kevin Hurley arrives at meeting.</p> <p>The PCC gave an explanation of the Joint Enforcement Team (JET) pilot that was continuing in Reigate and Banstead and Spelthorne and thanked the leadership of both councils for being the pilot sites of the project.</p> <p>The performance of the non-emergency 101 number had improved as previously predicted. Performance was broadly on par with last year. There had been a reduction in the number of call abandonments. 63% was not good enough but the DCC was pleased with the trajectory of improvement.</p> <p>Victim care satisfaction rates were good with the Force being ranked 17th in the country. ASB satisfaction had fallen by 2.9%. This was currently being addressed by the Crime and Performance Board. One of the improvements that could be made was to keep people better informed and manage expectations more effectively.</p> <p>The DPCC said that the problems with the 101 number couldn't be solely blamed on the introduction of the new computer system Niche. The department had been carrying a vacancy rate which would have contributed to the problems. The DPCC was pleased to see that 40 new members of staff had been employed.</p> <p>The DCC explained that the Force had analysed call demand and 50% of calls that came into the police weren't actually police related matters. There was an opportunity to look at this problem and divert calls at the earliest opportunity.</p> <p>The Local Policing Boards (LPBs) were continuing with different methods of engagement being used. Virtual panels were very successful. A number of issues were being raised and dealt with.</p> <p>The unplanned attrition rate of officers was 75 officers over a rolling period. The Metropolitan Police was on a large recruitment drive and were able to offer officers a better pay package than Surrey. Police staff attrition was at 296 over a rolling 12 month period. The reason for half of staff leaving was due to other employment and better rates of pay.</p> <p>The PCC and DPCC said that this was a growing concern for the Force. The PCC started that the Force had made specific representations to the Winsor review that Surrey needed special attention due to retention issues.</p> <p>The report listed a number of recent misconduct cases and also details of recent letters of thanks received by the Chief Constable.</p>	<p>DCC</p>
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	<p>The PCC explained that the attrition rate put a huge training burden on the Force. It cost a lot of money to train an officer. The PCC was currently having conversations with the public about closing the funding gap by proposing that they pay more for policing in their council tax.</p> <p>The DPCC referred to a recent survey that showed that 79% of officers would leave the Force for an equal paid job. The DCC said this was a worrying issue for the Force and there were a number of factors that contributed to this result including the pay and reward package and also the way that police officers were represented in public. Unfortunately it was difficult to see an easy solution.</p>	
<p>Item 3</p>	<p>ICT Strategy</p> <p>The CIO presented the joint Surrey and Sussex ICT strategy. The report provided detail about the IT savings and the CIO explained that both forces would save £7.8m over the next five years. The plan included a reduction in the number of IT contracts and a reduction in the number of data centres from seven to three across both forces. Surrey would make £587k savings per annum on contracts which was more than Sussex. Sussex would make more savings on reducing staff as Surrey had already made a number of savings in this area.</p> <p>The CEX asked what the status of the disaster recovery plans were. The CIO explained that an IT technical author had recently been employed and was working to combine the Surrey and Sussex plans into one document. The plans had been tested and did work. There had been a number of competing priorities within the department so it was running slightly behind but it would be fully implemented by the end of April.</p> <p>The DPCC referred to the problems with the 101 number and suggested that part of the problem had been down to the service provider, BT. The CIO explained that an audit had taken place which had shown that the BT contract was not fit for purpose. The BT Chief Executive had retracted an earlier offer of additional compensation so a contract remediation partner had been brought in to resolve the issues. The outcome would be reported back.</p> <p>ACTION: Provide feedback at next meeting on BT remediation work.</p> <p>The DPCC said that mobile data was working well in Surrey but that there were some issues with officers/staff working in collaborated units as Sussex colleagues didn't have access to mobile data terminals. The CIO explained that Sussex was currently behind schedule in their mobile data work. As the forces were running a joint IT service discussions were taking place for Sussex to have access to Surrey terminals in certain departments such as Roads Policing Unit and ANPR.</p>	<p>CIO</p>

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<p>Item 4</p>	<p>Force Financial Report for Month 10 2014/15</p> <p>The HoF provided an update on the Forces position for revenue and capital expenditure against the budget. £5.4m of the £10.1m had been committed at month 10. Re-profiling of some schemes to the value of £2.8m into 2015/16 had been identified.</p> <p>The Force was working hard to meet austerity measures. There was a freeze on some staff posts which were under review for reduction. An underspend had been generated and the Force was looking to target these funds in other areas such as; 101, police staff pensions and employee restructure costs.</p> <p>The Treasurer expressed his surprise that the Force had only committed £5.4m of the capital budget. He asked whether there were plans to utilise the capital more fully in the future. The HoF explained that it was a matter of timing and resourcing – it didn't always fall within the 12 month period. The Force was planning to have quarterly reporting on capital spend so that each area/department could explain their spending on specific projects.</p> <p>The Treasurer referred to a previous agreement between the PCC and Chief Constable that reserves should run at 3% of the total budget which equalled £6.23m. The report showed that reserves were £10.7m which was almost twice the agreed rate. The HoF suggested that some of reserves could be brought into the Medium Term Financial Plan (MTFP) with the PCC's approval.</p> <p>ACTION: It was agreed that the Force would present a paper on the planned use of reserves in the context of the current reserves policy.</p> <p>The DCC said that the Force was prudently planning to deliver savings but could fall back on reserves if required. There was a justifiable reason to keep the reserves above 3% - plans were being progressed for the Force to move towards a more omni-competent workforce which would require more training.</p> <p>The PCC stated that Surrey had one of the smallest reserves across the country but the Force shouldn't lose sight that it shouldn't hold public money unnecessarily. The DPCC urged the Force to keep a tighter rein on its' underspend next year.</p>	<p>HoF</p>
<p>Item 5</p>	<p>Prudential Indicators</p> <p>The Treasurer explained that this was a statutory report which suggested the treasury management and cash flow limits that the PCC was required to set according to the CIPFA prudential code.</p> <p>The PCC approved the suggested limits set in the report.</p>	
<p>PART TWO – IN PRIVATE – NOT FOR PUBLICATION</p>		