



Creating a safer
Cambridgeshire

MINUTES OF MEETING

SUBJECT: Force Executive Board (FEB)
HELD ON: Monday 9 April 2018
AT: Conference Room 3, Force HQ
PRESENT: Alan Baldwin, Deputy Chief Constable (Chair)
Dan Vajzovic, Assistant Chief Constable
Niki Howard, Chief Finance Officer
Sarah Cooper, Head of Corporate Communications
Sharon Carman, Unison Chair
Colin Luscombe, Director of Estates
James Sutherland, Supt Contact Management
Oz Merrygold, Federation Secretary and Treasurer
Anita Fiddy, Head of What Works

ACTION

1. APOLOGIES

Apologies were received from the Chief Constable, Federation Chair, Head of CDD, Local Policing Commander, Head of Investigations, Head of ICT, T/ACC JPS, ACC Malik, CC's Staff Officer, HR Business Partner and Director of Information.

2. MINUTES OF THE MEETING HELD ON 5 MARCH 2018

The minutes were approved.

3. MATTERS ARISING

3.1 Item 5.1 FEB 5 February – NPAS

Superintendent Sutherland provided a brief summary of the results of a study of Cambridgeshire's use of air support over a two month period.

NPAS support was requested 119 times, and lifted on 26 occasions. On those occasions it achieved a positive result (in terms of locating the subject of the request) on 3 occasions.

He informed colleagues that he had met with ACC Malik and Chief Inspector Mike Hills, who are working on the NPAS HMIC AFI, and had proposed an algorithmic-based ICT solution to a number of the NPAS problems, e.g. consistency, efficiency and auditability. **ACTION CLOSED**

3.2 Item 5. FEB 5 March – Op Moonshot

The Northern Area Commander will continue to develop operational links with forces surrounding Cambridgeshire, including Norfolk, and ensure our ANPR data sharing is effective. ACTION CLOSED

3.3 *Item 'closed due to operational sensitivity'.*

4. RISK AND BUSINESS CONTINUITY

The Deputy Chief Constable provided an update on the current risks and issues, as detailed in the FEB Risks & Issues Executive Summary.

5. STANDING FINANCIAL REPORTS

5.1 *Item 'closed due to operational sensitivity'.*

5.2 Capital Monitoring Report

Members noted the Capital Programme Monitoring Report, which provided an overview of the eleven months ending 28 February 2018.

61.4% of the 2017/18 Capital Programme had been spent and committed at the end of February. Principal spends during the year have been the Vehicle Replacement Programme (£1,329k), the Demand Hub Scheme (£875k) and the Major Repairs Planned Scheme (£746k).

Capital resources received to date include grants from Central Government (£380k), receipts from the sale of vehicles (£194k) and the sale of properties (£705k).

The Board approved the transfer of £5k to the 2017/18 Capital Programme for additional fingertip scanners as part of the tuServ biometric project, which is to come from ICT revenue and be funded by RCCO within the Chief Constable's delegated limit.

The Board noted an addition to the 2017/18 Capital Programme of £120k for fixed wiring testing which will be proposed to the PCC and be funded from the Budget Assistance Reserve.

It was also noted that the Constabulary has received an additional Athena grant of £155k.

6. STRATEGIC PERFORMANCE

Performance Update

The Assistant Chief Constable referred colleagues to his performance report in relation to data to the end of February which had been reviewed at a recent Outstanding Public Service meeting.

Positive results had been achieved from the continuing days of action. A further burglary day had been held in March and the DAISU had held several days of action throughout January.

There was a reduction in the volume of 999 and 101 calls received in February, compared to 2017. Over the last two months there have been at least 70 charges from ongoing burglary investigations, which has brought the number of possible prosecutions to the highest amount in any single month since December 2014.

7. ORGANISATIONAL DEVELOPMENT

7.1 CDD Update

The Head of What Works provided a summary of the key points of the CDD update report.

The Constabulary's PEEL Effectiveness report was published on 23 March, with an overall judgement of 'Requires Improvement'. There were three areas for improvement for investigation and four areas for improvement for vulnerability. The single biggest organisational challenge highlighted in the report relates to prompt call attendance times, particularly for victims of domestic abuse and the safeguarding that needs to be completed when there are delays in attendance.

The Constabulary is expecting to receive a request for a full effectiveness, efficiency and legitimacy data collection in May, to inform the next round of integrated PEEL inspections. A request has been submitted for Cambridgeshire to be excluded from the first tranche of data collection.

Phase 1 of the staff survey went live on 5 March and has been extended to run until 9 April due to low response rates.

7.2 Internal Non-Financial Audit Report

Members noted the report.

No new force audit reports have been issued in draft or final format during the last month. Work is currently ongoing to finalise the internal audit schedule for 2018/19.

A full review of all outstanding internal non-financial audit actions was completed in March 2018.

7.3 Seized Property & Controlled Drugs Audit

The Assistant Chief Constable referred colleagues to a report which provided an update on progress with an action plan which followed the seized property and controlled drugs internal audit carried out in 2017.

The report was noted.

7.4 HR Update

Members noted the paper, which provided an update on HR issues and activity, including progress towards delivery of the People Plan objectives and current risks.

The Deputy Chief Constable informed colleagues that at a recent Joint Chief Officer Board more investment/additional posts in the area of wellbeing and Occupational Health was agreed, which would need to be discussed at Finance Sub-Group.

Additional funding has also been agreed to support recruitment activity across Beds, Cambs & Herts.

The Federation Secretary raised concern about the number of officers they were referring to the BCH Employee Assistance Programme (EA), in view of the 40% increase in calls to the BCH Employee Assistance Programme (EAP) that was recorded last year.

7.5 Corporate Communications Update

The Head of Corporate Communications provided a summary of the key issues contained in her paper, which provided an update on the delivery of the 2016-18 Corporate Communications strategy.

The new force website went live in October 2017 and the new intranet is due to be implemented in 2018/19.

The department's Major Incident Plan has been updated and is reviewed regularly following the CT incidents in London and Manchester.

A new reward and recognition structure, aligned to the Force Mission, Vision and Values, has been implemented. The lack of nominations for the new annual awards ceremony was discussed and colleagues were asked to remind senior managers to consider nominating worthy members of staff.

The Board noted the paper.

8. ITEMS FOR INFORMATION

8.1 Visibility Campaign Update

Members noted the report from the Head of Corporate Communications, which provided an update on the Visibility Campaign and associated Communications Strategy.

Five new roles have been created to support local implementation of the strategy. A copy of the Visibility Campaign Strategy was circulated with the paper.

8.2 Data Protection Reform Project Update

Members noted a paper which provided an update on the Data Protection Reform Project. ACC Malik will be asked to present an up-to-date version of this at the next FEB meeting, and in the interim provide an update to the Chief Officer Group.

9. ANY OTHER BUSINESS

9.1 **Chairman's Items**

The Chairman did not have any additional items.

9.2 **Items Notified at the Start of the Meeting**

There were no additional items.

10. DATE OF NEXT MEETING

The next meeting will take place on Tuesday 8 May at 11am.