



CHIEF OFFICER GROUP MINUTES

21 January 2020
Conference Room 8, HQ

Attendance:

Mr D Martland	Chief Constable (Chair)
Ms J Cooke	Deputy Chief Constable
Ms J Gill	Assistant Chief Officer
Ms J Sims	Assistant Chief Constable
Mr D Bryan	Head of Legal Services
Mr P Woods	Head of Planning and Performance
Ms W Bebbington	Head of Finance
Ms L Marsh	Head of Corporate Communications
Mrs N Bailey	Head of Human Resources
Ms D Worth	Chief Superintendent Public Protection Department
Mr M Welsted	Chief Superintendent
Mr A Duggan	T/Chief Superintendent Crime
Mr B Dutton	T/Chief Superintendent Local Policing / Superintendent Association
Ms J Marshall-Bell	Superintendent Roads and Crime

Observers

Ms J Moorcroft	Unison Secretary
Mr A Condon	Federation Representative
Ms E Gibson	HR Programme Manager
Mr T Sykes	Head of Fleet Services

Apologies:

Mr M Burton	T/Assistant Chief Constable
Mr J Thompson	Federation Secretary
Mr S Roscoe	Head of Strategic Change
Mr C Jones	Specials Chief Officer
Mr J Betts	Superintendent Force Control Centre

1. Minutes and action updates (Part two)

The minutes of the last meeting held on 17 December 2019 were agreed as a true record without amendment. The actions were updated.

2. Chief Constable update

CC Martland introduced the meeting and its purpose, he said that information in part two of the reports is confidential to COG.

CC Martland welcomed ACC Sims and Ms Gibson to the Constabulary.

An overview was provided from the recent National Police Chiefs' Council meeting:

- NPAS – a review has taken place. Mr Martland has asked NPAS to review charging for smaller forces, due to high cost.
- Serious and Organised Crime Review, due by end February 2020.
- Officer and Staff safety review, 43 recommendations – five subject areas – which include training, CJ, FCC, equipment. CC Martland to chair a regular Force meeting.
- Pay Reform, Pension challenges – national approach.
- Uplift programme, 20k officers – no funding yet.

COG template – Chief Officers checklist –revised template to be used going forward.

3. Finance

Ms Bebbington said that the Government is expected to announce the grant settlement tomorrow afternoon, 22 January 2020.

Budget 2020-21 - The PCC has consulted on a precept of up to £24. Normally the precept cap is known before January. Ms Bebbington said that if the precept is £10 and should the PCC wish to ask for this amount and there is no increase in government funding, then the Constabulary would be £5m short, but if given an uplift in funding of £4.4m then the books should balance.

There are additional late challenges to the budget - Insurance costs have increased by £300k and discussions have taken place about increasing the excess. It was suggested that Forces could consider a national approach for future insurance provision.

The budget for the current financial year 2019-20, has forecast an underspend of £700k, which is due in part to the following - police pay underspend has reduced, as recruitment has progressed, and a higher number of high ranked officers have retired sooner than forecast. Civilian investigators - a report has been included on the agenda for an increased budget to deal with unprecedented demand.

Forensics - due to market conditions there was an increase agreed to the Forensics budget, which has not been spent.

CC Martland asked that the PCC's consultation on the precept is cascaded to officers and staff, for them to complete as residents of Cheshire. Mr Woods said that about two and a half thousand residents have responded so far to the survey.

Other Business

Items for Decision

4. HADECS Planned Enforcement Options

ACC Sims gave an overview of the report and said that the recommendation is for Option one, which is based on the timeframe that shows the highest number of collisions during the day/week and it could be a phased approach. The other

options are a risk to the Force, because they necessitate staff numbers being increased straight away, the high costs of which may not be recouped. Supt Marshall-Bell explained the recommendation and evidence based approach. Implementation can be phased in and the Force can monitor the data monthly and consider how it can be stepped up, based on demand which is road safety based. ACC Sims said that the communication plan is key. CC Martland said that a number of discussions have taken place about this proposal and it seems the logical and proportionate approach.

Chief Supt. Dutton asked that the recommendation on the first page of the report is amended to include 'red rings'. Supt Marshall-Bell would like to commence from the end February 2020.

DECISION COG/D/052/2020 CC Martland approved the recommended option one. See part two

ACC Sims advised she will provide monthly oversight to COMB and will chair a regular meeting on HADECS. A communications plan will be produced. A discussion followed about which other forces have implemented enforcement and the public's perception of enforcement.

ACTION COG/A/025/2020 CC Martland asked ACC Sims to contact the national lead for Roads Policing and advise Cheshire stance.

Supt Marshall-Bell left meeting.

5. Joint Strategic Risk Register

Mr Woods said updates had been completed for all risks for the current period. The report is due to go to the next Joint Management Board, for approval by the PCC and then to Audit Advisory Committee in February 2020. A discussion took place about the de-escalation of a number of risks on the register.

DECISION COG/D/053/2020 – The Joint Strategic Risk Register was agreed and will go forward to 31 January 2020, Joint Management Board for approval by the PCC.

6. Provision of Authorised Firearms Officer Training for Metropolitan Police

CC Martland said Cheshire Constabulary delivers Firearms training to Metropolitan officers under a contract and the MET has asked that the contract is continued. Chief Supt. Welsted provided an overview and explained that from 2017, the Government funded an uplift of firearms officers, which has impacted the MET's training provision. The present contract with the MET is due to expire at the end of March 2020 and the MET are keen to continue the contract for another 12 months. A review of regional firearms training has been undertaken by the Collaboration

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Superintendent. Relevant staff are on temporary contracts and the MET has confirmed they will cover any redundancy costs. C/S Welsted recommended that the contract is continued and has included an amendment to include training for GMP officers. Mrs Bailey confirmed that there is no impact on training Cheshire Firearms officers as a result of this proposal. CC Martland confirmed consultation and summarised the proposal.

ACTION COG/A/026/2020 CC Martland asked for a review after 2 months into the new contract to come to COG.

DECISION COG/D/054/2020 The recommendations were agreed by CC Martland

1. To continue supplying the training to MPS from the Alliance venues
2. To add in the facility for regional training to be incorporated within the 12 month programme, hence reducing the numbers of those trained from the MPS and supporting the Regional National Uplift Demand
3. Management of the Training programme and associated staff to be managed by the NWAPC
4. Continue the temporary employment of the current trainers and additionally allow recruitment of 2 trainers to replace those who have left.
5. Continue the secondment of a Sergeant (currently from the Alliance) to the team for daily management

7. MCD Budget expenditure – Civilian Investigators (additional spend) to support critical investigations.

T/Chief Supt Duggan gave an overview and said that the part two report is confidential to this meeting. This area of operational business is under constant review, due to the unprecedented demand, 18 homicides in 12 months. He advised there is an anticipated shortfall of just over £500k and at a recent meeting between T/ACC Burton and the Head of Finance, funds have been identified. Ms Bebbington said £500k had been set aside and included in the third quarter review report, which will go to the PCC for approval of the carry forward to 2020/21. CC Martland spoke about consultation and no questions were raised. The Federation are supportive –wellbeing for detectives. Unison are supportive and mentioned demand, look at job families and risks.

DECISION COG/D/055/2020 The recommendation was agreed by CC Martland.

- **Funding is set aside for the current 12 x Civilian Investigators at a cost of £326,270 together with a further uplift of 6 x Civilian Investigators at a cost of £173,865 in recognition of the unprecedented demand on major investigations.**

8. Stalking Protection Orders – Staffing Proposal for Legal Services

Mr Bryan explained that the proposal for temporary staffing, is due to the implementation of the Stalking Protection Act 2019, which came into force

yesterday, 20 January 2020. He explained that it includes civil applications in the Magistrates' courts and the national guidelines say Forces should consider such an application at inception of an investigation into potential offences under sections 2 and 4 of the Protection From Harassment Act 1997. Current projections for volumes are in the region of 13 per month. The proposal is for a fixed period of 12 months, which will be evaluated, as there has been no national pilot. It is proposed that it will be an operational lawyer at PO1/2 at £46,211 including on costs, to draw up papers and present the application in front of the District Judge at a Cheshire Court. The proposal is asking for court fees of £56k, as the Home Office have asked Forces to find the budget. A breach of the order is a criminal matter. A discussion followed about expected numbers, the process, a designated superintendent will authorise before being referred to Legal services, what other forces are doing and governance of temporary staff. Ms Bebbington said if happy to agree, she would include in the third quarter review report to recognise the commitment and carry forward request. If the proposal is to become permanent it will need to be included in the PBB Budget book for 2021/22.

DECISION COG/D/056/2020 CC Martland approved the recommendation and temporary 12 month increase to the staff establishment subject to governance through the OPCC and budget approval by the PCC.

1. The staffing establishment in Legal Services be varied by an additional 1.0 fte Operational Lawyer post for a period of 12 months at a cost of £46,211 including on-costs.
2. The Court Costs budget be increased by £56,000 to cover the expected cost of applications for Stalking Protection Orders.

ACTION COG/A/027/2020 Mr Bryan to bring an update to COG in 3 months.

9. **Constabulary Insurance Arrangement**

Ms Gill asked Mr Woods to provide an overview. In March 2019 at COG, a report proposed that a tender process for insurance arrangements was commenced, which included other Forces. Cheshire have now been through the tender process and asked for excesses at previous levels. Bids have been received for all insurance lots and insurance has been agreed, but it is at an increased cost of £275k. Mr Woods asked if the Constabulary is happy to purchase insurance at the cost requested. He explained that the cost for insurance is higher than that which has been included in the PBB workbooks for 2020/21. There is still time to review the premiums and consider any changes to the provision. A discussion followed about future insurance arrangements and if a letter should be forwarded to the National Finance group.

CC Martland asked for any questions. Mrs Bailey said that the insurance does not cover liability for Occupational Health Services.

DECISION COG/D/057/2020 CC Martland agreed the recommendations. See part two for full details.

PART TWO - PRIVATE ITEMS

That the following matters be considered in private on the grounds that they involve the likely disclosure of exempt information as defined in the Freedom of Information Act 2000. Section 31 Law Enforcement and Section 43 Commercial Interest.

Items for Discussion

10. **COG Decisions January to December 2019 - updates**

CC Martland explained that the COG decisions from 2019 have been reviewed and updates provided.

ACTION COG/A/030/2020 CC Martland asked that Chief Officers review the updates and feedback any issues to Mr Woods who will discuss at the next COG pre meet.

11. **Ministry of Defence Taser Training Update**

Mrs Bailey said that this is for information only and provides an update on the discussion at COG in November 2019. It can be accommodated within the budget for this financial year, as it is for 3 months and not 2 / 3 years as previously discussed.

12. **Performance Update from Collaborations**

- NWROCU – for information

13. **Exception Reporting**

- MFSS – First part of Gen 2 to go live this weekend to address issues from the cloud go-live.
- Bluelight – service and budget close to sign off.

14. **Joint Management Board Decisions** – no decisions to record due to the following meeting changes - 4 December 2019 deferred to 18 December 2019, meeting cancelled. 15 January 2020 deferred to 22 January 2020, meeting cancelled.

15. **Any Other Business**

No items raised.

Meeting ended at 15.05 hrs