



## CHIEF OFFICER GROUP MINUTES

16 July 2019

Northwich Police Station, Briefing room

### **Attendance:**

Mr D Martland	Chief Constable (Chair)
Ms J Cooke	Deputy Chief Constable
Ms J Gill	Assistant Chief Officer
Mr M Burton	T/Assistant Chief Constable
Mr M Welsted	T/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
Mr S Roscoe	Head of Strategic Change
Mrs N Bailey	Head of Human Resources
Mr A Duggan	T/Chief Superintendent Crime
Mr B Dutton	T/Chief Superintendent Local Policing
Mr J Betts	Superintendent Force Control Centre
Mr C Taylor	Sergeant, Staff Officer

### **Observers**

Mr B Kennedy	Federation Secretary
Ms J Moorcroft	Unison Secretary
Mr R Rees	Superintendent Local Policing
Ms S Edgar	Chief Inspector, Northwich LPU
Officers, PCSOs and Staff from Northwich LPU	

### **Apologies:**

Ms D Worth	Chief Superintendent Public Protection Department
Mr C Jones	Chief Officer, Specials

### **1. Minutes and action updates (Part two)**

The minutes of the last meeting held on 18 June 2019 were agreed as a true record without amendment. The actions were updated.

**2. Chief Constable update**

CC Martland explained the purpose of Chief Officer Group coming to the Local Policing Units, which is for visibility of specific implications for policing and decisions.

CC Martland asked for an update on a report that was at COG last month – Chief Constable’s Police Property Act Fund, Cheshire Crimebeat request (COG Action 009/2019, 18 June 2019). T/ACC Welsted provided an update following his meeting with the Cheshire Crimebeat Co-ordinator. A discussion followed about the request, wider use of funds and applications from other charities and local initiatives. At this time there are no funds available for release from the Chief Constable’s Police Property Act Fund. Ms Bebbington explained that funds have to be kept for a set period of time following the sale of property, before they can be released. Funds available in the Misuse of Drugs Fund.

**DECISION COG/D/021/2019 – The Chief Constable agreed to release £20k from the Misuse of Drugs Funds for Cheshire Crimebeat. T/ACC Welsted to advise the Cheshire Crimebeat Co-ordinator.**

Mr Bryan advised that there are specific criteria for the use of money from the Misuse of Drugs Act and it should be made clear to Cheshire Crimebeat that the money is to be used for fighting crime. Also it should be made clear to applicants that there should be no reliance made that money will be available in future years.

CC Martland spoke about the ‘We care’ roadshows and said Chief Officers have listened to people and feedback has been collated from each event. Sergeant Taylor will present the findings later in the meeting.

**3. Finance**

Ms Bebbington advised that the Commissioner at 3 July 2019, Joint Management Board, had approved the 2018-19 Revenue and Capital Outturn, which reported a carry forward of £1.1m, and included £700k of collaboration reserve funds, £270k for the PCC and his community fund, as well as an element of money for Legal and Fleet.

As part of the 2019-20 budget setting, the Commissioner has set aside £315k to spend on neighbourhood policing, of this £117k has been identified and the remainder will be allocated. Work is due to commence next week on the first quarter budget review for 2019-20.

A discussion followed about the precept increased monies and how they will be spent.

**Other Business**

**Items for Decision**

**4. Community Area and PCSO Allocation Option**

T/ACC Welsted provided an overview. In 2017, the Constabulary commenced a new model of working for PCSOs, with some paired community areas/wards, Community teams and 8 coaches. A review has taken place and it is proposed a number of Community areas are unpaired. In addition some Local Authority

electoral ward boundaries have changed in Cheshire West and Chester, Halton and Warrington. The Constabulary is to consider if it aligns with these ward boundary changes or remain with what is currently in place. Consultation has taken place with the Commissioner at the Neighbourhood Board on the proposed changes to paired community areas and the consideration by the Constabulary to transition to the new electoral ward boundary changes. The Constabulary needs to consider the impact of these changes on the LPUs, for example some Chester Community areas will move to Northwich LPU, therefore some relationships will change, as well as social media accounts.

The recommendation is to transition to the new electoral ward boundaries and for a number of community areas to be unpaired.

A discussion followed about the number of new Community areas, paired wards, PCSO numbers at LPU level and impact of increased costs. T/ACC Welsted advised that following conversations at the Neighbourhood Board there will be a more realistic approach to community bases – concentrating on bases rather than signage.

T/ACC Welsted asked if the Constabulary wished to align to the new electoral ward boundaries and that the proposed Community bases are unpaired, as detailed in the report. T/Chief Superintendent Dutton said that the Constabulary do not have to go ahead with the electoral ward boundary changes, as the Force has not done so in the past. Chief Inspector Edgar said that the impact of the proposed electoral ward boundary changes will be on the largest wards and she would like the discretion to pair wards, because some of the wards will become 2 and there would not be enough work for 2 PCSOs. At present there is no flexibility as the terms say one named PCSO per ward. The LPU would like the flexibility to allocate PCSOs and provide additional support when required. A number of points were raised by the PCSOs,

- not allowed to change shift pattern to be able to attend /accommodate parish meetings. T/Chief Superintendent Dutton will take this to the next LPU meeting.
- are you expecting PCSOs to move from Northwich to Chester. T/ACC Welsted advised that the PCSO contract was changed in 2018 to LPU based.
- Pool PCSO spends majority of time in town centre but could do with an additional PCSO to assist and will Beat Management Teams be increased to support PCSOs. – There are no plans to increase teams, but looking to invest in problem solving.

**DECISION COG/D/022/2019 – Mr Martland agreed in principle but requested first that an Implementation plan is progressed, following consultation with LPUs, PCSOs and then speak with partners. To come back to COG in November 2019 with the Implementation Plan and include the Community bases that are recommended to be unpaired.**

**5. Rural Crime Team Proposal**

T/Chief Superintendent Dutton provided an overview of the proposal to introduce a Rural Crime Team, which will take on some of the work from Beat Teams. At present rural crime is dealt with in a number of ways, which includes 2 officers who

deal with illegal hunting. Rural Crime is broader and includes serious acquisitive crime, rural isolation and impact on lives etc. The proposed team of 1 Sergeant, 6 police officers, 1 Detective Constable supported by 3 PCSOs (rural crime specialists) and a volunteer coordinator, will form a dedicated team to police rural crime across the Force area.

The report seeks approval to establish the team and thereby deliver the Rural Crime Strategy. Funding for resources will come from the precept increase achieved in April 2019. The funding was previously allocated for 10 Domestic Abuse Officers, but the pilots at Chester and Crewe LPUs have shown improved way of dealing with Domestic Abuse. This will allow the money to be re allocated to create a Rural Crime Team. It was noted that the proposal is at an increased cost of £15k, (as 2 of the 10 Domestic Abuse officers will remain in post) but due to the late start of the proposed Rural Crime team, the increased cost is covered for this year, but not for future years.

CC Martland said there is much more involved in rural crime than illegal hunting; and a dedicated team will deal with the broader aspects of rural crime, and provide resilience during the hunting season.

T/ACC Welsted supported the proposal, as officers need the right skills to deal with rural crime and therefore a specific team is the right investment. Mr Roscoe said the team will require justification at the budget review stage, as the Force may need to reduce resources in the future. Superintendent Rees suggested that the proposed new team could work on Op Aviator.

CC Martland noted the comments and said that in January 2020 he will be asked to demonstrate how the increased precept has been spent and the Rural Crime team will deal with a wide range of rural issues.

**DECISION COG/D/023/2019 – The Rural Crime Team was agreed. The Line Manager will be Chief Inspector Meegan.**

- 1. A Rural Crime Team to be established composed of 1 Police Sergeant, 7 Constables, and 3 PCSOs.**
- 2. That the team be supplemented by Police Service Volunteers to provide Coordinator and Liaison capabilities.**

**6. Joint Strategic Risk Register**

Mr Woods provided an overview of the Strategic Risk Register, which is joint with the Commissioner. It records areas that are of significant risk to the Constabulary and records how risks are being managed and mitigated. It will be considered at COG then goes to Joint Management Board for decision and then to Audit Advisory Committee who scrutinise the risk management arrangements.

Mr Woods spoke about the new risk and its reason for inclusion. CC Martland explained that the Risk Register is an important document and asked that the latest updates are included, before the Strategic Risk Register goes forward to Joint Management Board in September 2019.

**ACTION COG/A/010/2019 Mr Woods to arrange for the latest updates to be included in the Risk Register prior to going forward to 3 September Joint Management Board. Mr Roscoe to review a number of the risks, as they potentially could be managed at COG.**

An LPU Officer asked about electronic day books and what would be put in place if they don't work when required. T/ACC Welsted said the point was very relevant as it's a critical system, and work is ongoing to review what is available. CC Martland said that a lot of Forces are using electronic notebooks. Pocket note books are a risk, if they are lost, the Information Commissioner can impose high fines.

**7. Counter Terrorism Policing North West Collaboration Agreement**

T/ACC Burton provided the background to Counter Terrorism Policing, which commenced in 2005. Mr Bryan advised GMP had drafted the updated agreement which is at COG for review prior to submission to Joint Management Board, as all collaboration agreements are signed by the Commissioner.

**DECISION COG/D/024/2019 The Counter Terrorism Policing North West Collaboration Agreement was approved to go forward to 3 September 2019 Joint Management Board for signature by the Commissioner.**

**Items for Discussion**

**8. Precept Money allocation and benefits – updates from all Chief Officers**

This item was deferred, due to time constraints.

**9. Roads and Crime Unit – Shift Review**

CC Martland said he had asked for a review following the changes to the shift pattern for the Roads and Crime Unit. T/ACC Welsted explained that the review had been completed by Chief Inspector Wrigley, which provided a high level overview of the changes. In Cheshire, response was on a 5 week variable shift arrangement (VSA). A number of different options had been considered and following consultation, the Roads and Crime Unit in April 2019 moved from 5 to 4 teams on 10 hour shifts - earlies, nights and some teams deviate to different times in the day. The shift was brought in to better meet demand. At review there was nearly 100% response rate, with positive feedback. A concern raised was isolation, which relates to the 4 booking on locations and different shifts. T/ACC Welsted recommended further work with the Federation. T/ACC Welsted supported recommendation one but was not supportive of the 11 hour shift proposal.

CC Martland confirmed that there is to be no change in shift hours, they will remain at 10 hours.

A Northwich LPU Officer asked about shift changes for other officers. T/ACC Welsted said that the shift pattern is very different for response officers, he

wished to review and it would require consultation, this could not be until next year.

**DECISION COG/D/025/2019 – It was agreed not to change the core shift pattern and impact days. The Shift pattern will remain at 10 hours and not increase to 11 hours. Further work to be carried out on booking on locations, sickness and work with RMU/ Federation to increase flexibility in deviations from 0700-1700 and 2100-0700**

**ACTION COG/A/011/2019 T/ACC Welsted to bring a further review back to COG in 12 months – July 2020.**

10. **Operational Fund Updates – Taser, Mobile Phones etc.**

This item was deferred due to time constraints.

11. **'We Care' – debrief and next steps**

An update was provided under AOB.

**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 Decision**

6. **Joint Strategic Risk Register (Item 6 from open minutes)**

A discussion took place about Risk 9 to look at different solutions at various costs.

**PART TWO - DECISION COG/D/026/2019 The recommendation to elevate Risk 9 to the Strategic Risk Register was agreed.**

**Items for Information**

12. **Performance Update from Collaborations**

NPCC NW Joint Oversight Committee – Decisions noted for North West Regional Organised Crime Unit (ROCU) underspend and North West Region Information Coordination Centre (RICC) contribution request of £8,040. for a dedicated coordinator for RICC Finance aware.

**DECISION COG/D/027/2019 It was noted that the ROCU underspend of £19,268 for Cheshire will be held in reserves. RICC - £8,040 contribution from Cheshire for a dedicated Co-ordinator. Head of Finance confirmed these 2 amounts have been included in the Outturn report.**

13. **Exception Reporting**

- No updates.

14. **Joint Management Board Decisions –3 July 2019 –**
- Alliance Dogs Unit – Staffing proposal Deferred
  - Revenue and Capital 2018-19 Outturn - Agreed
  - Joint Strategic Risk Register – Agreed
  - Treasury Management Outturn 2018-19 - Agreed

15. **Any Other Business**

CC Martland said that following the 'We care' road shows, feedback was positive but concerns were raised by officers and staff about three areas of business. Key themes have been identified and every question asked was captured and will be answered individually. Each Chief Officer has an area to address and they will update via the website.

CC Martland expressed his thanks the LPU staff for their presentations, time and questions they had raised. He found it informative and helpful and he will the questions raised today. He asked for feedback via Chief Inspector Edgar.

Meeting ended at 16.10