

OFFICE OF POLICE AND CRIME COMMISSIONER FOR GWENT
STRATEGY AND PERFORMANCE BOARD
24th NOVEMBER 2020

Present: **Office of the Police and Crime Commissioner (OPCC)**
Mr J Cuthbert - Police and Crime Commissioner (PCC)
Ms E Thomas – Deputy Police and Crime Commissioner (DPCC)
Mr D Garwood-Pask – Chief Finance Officer (CFO)
Mrs S Curley – Chief Executive (CEX)
Ms J Robinson – Head of Strategy (HoS)
Mr R Guest – Head of Communications and Engagement (HoCE)
Mrs N Warren – Governance Officer (GO)

Office of the Chief Constable (OCC)

Ms P Kelly – Chief Constable (CC)
Mrs A Blakeman – Deputy Chief Constable (DCC)
Mr N Stephens – Assistant Chief Officer, Resources (ACOR)
Mr N Mclain – Chief Superintendent – Head of Continuous Improvement (HoCI)
Ms N Brain - Chief Superintendent, Head of Crime and First Point of Contact (HoC&FPoC)
Mr J Edwards - Assistant Chief Constable – (ACC) All Wales Specialist Operations - (ACC)
Mr I Roberts – Assistant Chief Constable (ACC) – Head Quarters (ACCHQ)
Ms L Brustad – Superintendent – Head of Professional Standards Department (HoPSD)
Mr M Hassell – Chief Inspector – Civil Contingencies (CC1)
Ms M Booth, Superintendent – First Point of Contact (FPOC)
Mr R Fuller – Inspector, Staff Officer (SO)
Mr D Trew – Sergeant, Staff Officer (SO1)

Staff Associations

Ms J Everson (Unison)
Ms N Ryan (Police Federation)

The meeting commenced at 10:00am.

APOLOGIES

Action

1. Apologies for absence were received from Mr Steven Thorpe, Police Federation, Mrs N Brennan, Head of Joint Legal Services, Mrs J Regan, Head of Assurance and Compliance and Mrs E Lionel, Principal Finance and Commissioning Manager.

MINUTES

2. We received and confirmed the minutes of the meeting held on the 3rd

September 2020.

Action

We noted the following amendment on page 4, 'established with RASU lawyers' should read 'established with Rape and Serious Sexual Offence (RASSO) lawyers.

GO

ACTIONS

3. We received and noted the actions from the meeting held on the 3rd September 2020.

Further to his comments at the previous meeting, the PCC asked that all acronyms be expanded in all future reports.

CC

Action 2, 3rd September 2020, Joint Risk Register

The CEx provided an update regarding the potential development of an issues register. Arrangements were being made for Joint Risk Management training for Chief Officers and the OPCC Executive team by the Institute of Risk Management using the new policy and risk structure.

Action 3, 3rd September 2020, Gwent Roads Policing Review

We asked that the action remained open until a report had been provided to the Commissioner's office in response to the Gwent Roads Policing Review. The ACC advised us that a report would be provided following completion of the Force Wide Operating Model review.

EXCLUSION OF PRESS AND PUBLIC

4. The information contained in the report(s) below has been subjected to the requirements of the Freedom of Information Act 2000, Data Protection Act 2018 and the Office of the Police and Crime Commissioner for Gwent's public interest test and is deemed to be exempt from publication under section 7.

JOINT STRATEGIC RISK REGISTER

5. We received the Joint Risk Register for monitoring.

The DCC advised us that the Risk Register contained a large amount of data and in order to ensure the risks could be identified and analysed easily, the register had been revised with the assistance of the Commissioner's office. A copy of the new format was included in the papers. We agreed the new format was an improvement and easier to follow.

The CEx assured us that the Commissioner's office had been fully sighted on the risk register during the Scrutiny Executive Board (SEB) and were satisfied with the decisions made.

COMPLIANCE WITH SAFEGUARDING PRESENTATION

Action

6. We received a presentation on Compliance with Safeguarding.

The following key areas were highlighted:

The New Wales Safeguarding Procedures 2019 had been introduced, which had resulted in significant increased demand for the Force; the legislation incorporated the Safeguarding of adults as well as children. However, we were assured the Force had coped well during the impact of Covid19 and were able to comply with all Safeguarding legislation.

Historically the Regional Strategic Safeguarding Structure had not been represented by the Force, however, over the past 12 months Force representatives had attended the relevant Governance Boards and facilitated learning points to the appropriate departments to inform change.

The Management structure for Safeguarding had been established to streamline the safeguarding processes and it was anticipated that the five Safeguarding hubs for each of the Local Authority areas would be live by January 2021. The CC thanked all involved in the process and emphasised the importance of partnership working and raising awareness of the new structure.

A new streamlined Domestic Homicide review process had been piloted and approved by the Home Office (HO). The review would enable swift conveyance of learning outcomes to families of victims as opposed to a long drawn out process. It was very likely that other Forces would also adopt the process going forward.

Caseloads with the Public Protection Unit (PPU) were at a manageable level and the department were complying with the relevant training requirements. Training preparations were being made in readiness for the uplift in staff as a result of Operation Uplift.

The PCC asked if any changes had to be made to Safeguarding procedures due to the impact of Covid19. The HoC&FPoC informed us that the initial multi-agency response was not as expected. Therefore, the Force initiated the establishment of a monthly Covid Implications Board to ensure partner agencies were working cohesively.

The PCC requested an update the Safeguarding of Children from Domestic Abuse (Operation Encompass). We were informed that prior to the onset of Covid19, the process was well embedded within the Force and Officers were recording Domestic Abuse (DA) incidents alerting the education authorities where children were involved. During the initial stages of Covid19 schools were closed and there was confusion as to whether incidents were to be recorded. However,

this was swiftly rectified and the level of recorded DA incidents had almost normalised.

Action

The CC assured us that the monitoring of sex offenders had continued as normal throughout Covid19.

The DPCC informed us that the Force had received recognition during the recent HMICFRS Covid19 debrief for their achievements for being agile, adaptive and creative in relation to vulnerable children and the work of the Safeguarding Board.

The PCC queried if any changes had to be made as a result of the Covid19 impact in terms of equality and inclusion to ensure the Force was responding to all communities. The HoC&FPoC explained that there had been no changes required as the Force was able to continue with business as usual.

We were advised that weekly dial in sessions with minority ethnic communities had been established to make sure the Force was able to receive feedback from the community and this ensured that any Safeguarding concerns could be identified and acted on. The dial in process received positive feedback for good practice during the HMICFRS Covid19 inspection.

It was suggested that future Compliance and Safeguarding reports included data on equality and protected characteristics.

ACC

We thanked the HoC&FPoC for her comprehensive presentation.

THE MEETING WAS REOPENED

ORGANISATIONAL PERFORMANCE REPORT AGAINST THE POLICE AND CRIME PLAN PRIORITIES – QUARTER TWO

7. We received the organisational performance report against the Police and Crime Plan (the Plan) Priorities for Quarter Two.

There had been a 7.9% decrease in crime compared to the same period in the previous year; this was higher than the national average of 5.3% and Crime Solved Rates had increased by 2.3%.

There were 9.1%, (229) fewer Residential Burglaries compared with the previous year. As the reduction was not happening as quickly as other Forces in the county, work was ongoing to reduce the level further.

As areas such as Residential Burglary had been of particular focus for the Force, the HoS asked if there were adequate resources to protect the most vulnerable in our society, such as Victims of Domestic Violence. The HoC&FPoC assured us that there would be no impact

on Victims of Domestic Violence and Rape as the resources responsible for reviewing the Burglary investigations were not involved in any of those type of investigations.

We noted there had been a reduction in Victims of Crime but the number of Repeat Victims had increased. The HoS asked what Force activity was taking place to improve this issue. The HoCI assured us that although proportionally the number of Repeat Victims appeared to be higher, there were fewer victims in total. There had actually been a consistent fall in Repeat Victims since December 2019, as there were fewer crimes.

As the Force was an outlier in terms of Public Order with an increase of 4.4% incidents compared to the previous year, the PCC asked what the contributory factors were and what was being done to address them. The DCC explained the increase was mainly due to public order resulting during Covid19, such house parties and large gatherings. Following investigation, it had been identified that some reported incidents were not Public Order offences as initially described. The Force was focussing on re-categorising the Public Order incidents to establish the areas affected, in order to utilise the problem solving hubs to resolve the issues.

There had been an increase of 7.9% in the Most Serious Violent Crimes compared to the previous year. Although the numbers remained low, work was being progressed with the Crime Prevention Unit to implement a robust strategy in order to reduce the levels further. However, the Crime Solved Rate for Most Serious Violence crime had increased by 1.2%.

There was a significant decrease of 16.7% in Neighbourhood Crime, although it was acknowledged that the Covid19 outbreak had contributed to the decrease. The new 'We don't buy Crime' project funded by the Commissioner's Office should assist in maintaining the decrease following the lifting of restrictions. Crime solved rates in this area had increased by 1.2%.

The number of reported Rape cases had fallen by 24.7% which was substantially more than national average decrease of 5.8%. Having triangulated with other public sector organisations and agencies it could be seen that the number of Rape incidents was increasing. The Force acknowledged there was more work to be done to encourage Victims to report Rape incidents. However, Crime Solved Rates in this area had increased by 2.2%.

There had been an increase of 6.9% in reported DA incidents which was a reflection of the significant amount of work that had been undertaken by the Force to encourage reporting in this area.

We were informed that the both Commissioner's Office and the Force

had recently received recognition from Dame Vera Baird, the Victim's Commissioner for their work in relation to the White Ribbon DA campaign.

The number of Anti-Social Behaviour (ASB) incidents had risen sharply since the onset of Covid19. Following a review of ASB, it was identified that a number of incidents had been recorded as general ASB which were actually Covid19 related incidents, such as large groups congregating during lockdown restrictions.

Our attention was drawn to the missing person's risk category. We noted there was an increase in the number of missing persons who had not received a risk assessment and the DCC assured us that the in these instances the missing person was found so there was no requirement for the risk assessment to take place but other processes such as referrals still took place if required. This would be clarified in the report in future.

The Force was focussing on offenders released under investigation (RUI), particularly older cases to ascertain if all lines of enquiry had been identified and exhausted prior to closing them down.

The level of arrests had normalised and the number of voluntary attendees had risen above average levels for the first time in eight months. The increase in voluntary attendance was likely to be due to strengthened scrutiny and supervision of the voluntary attendance booking in process.

Ethnicity of Police Officer and Staff was continually monitored and it we noted the highest Black, Asian and Minority Ethnic (BAME) representation could be seen at a Police Constable level. Representation was higher within the Police Specials and Police Community Support Officer (PCSO) ranks.

The PCC queried why there was higher level of representation within the Police Specials and PCSO ranks than other ranks. We were advised that whilst it was recognised there was more work to do to increase BAME representation many people joined the Force as Police Specials or PCSOs with the intention of progressing to Police constable if they felt it was the right career path for them, so this could be seen as a step in the right direction. Vetting processes had also changed to ensure that every opportunity to employ BAME community members was undertaken where appropriate. More work was underway to increase numbers further.

The PCC asked what activity was being undertaken to address disability related Hate Crime and to understand the reduction in Modern Day Slavery (MDS) in Gwent as MDS figures had increased nationally.

The DCC informed us that the Force had conducted surveys with community members including those with disabilities in order to gauge public confidence and accessibility in the reporting of Hate Crime incidents and acknowledged there was more work to do in this area. We were advised the numbers of arrests relating to MDS could have fallen due to Covid19, as MDS may not have been as transparent during this time, although this didn't explain the difference nationally. Extensive work had been undertaken to ensure MDS incidents were being recorded properly to enable appropriate investigation. The DCC agreed to provide a supplementary document containing comparative data between Gwent and England on MDS including what Force activity was being conducted to address the issue.

Action

DCC

We noted the percentage of Sergeants on long term sick in Gwent was significantly higher at 3.9% in comparison to the national average of 1.6% in England and Wales. However, the DCC assured us that Gwent was smaller than many other Forces, so proportionally the actual number of Sergeants on long term sick equated to three in total and overall, there was an improving picture in the levels of sickness.

The decline in total 101 calls to the Force Control Room (FCR) could be attributed to the introduction of a switchboard replacement system in December 2019 which facilitated the direction of non 101 calls to the relevant area of the Force; In actual fact the number of 101 calls had increased by 9% when compared to Quarter 1.

We agreed to take item 6e 'Stop and Search Bi-Annual Report' next.

STOP AND SEARCH BI-ANNUAL REPORT – APRIL TO OCTOBER 2020

8. We received and noted the Stop and Search Bi-Annual Report.

The following key points were highlighted:

In order to provide confidence to the general public that the use of Stop and Search was being monitored and used appropriately, the existing Governance structures had been revised and effective scrutiny arrangements had been implemented.

A Coercive Powers Scrutiny Board had been established, supported by Independent Advisory Group (IAG) members to monitor and scrutinise the use of stop and search powers, searches within the custody environment, the use of Body Worn Video (BWV) and the use of force, including Taser. It will act in both an advisory capacity, setting strategic direction for stop search and use of force and a supervisory capacity ensuring that these powers are used fairly and effectively.

The Force was also able to draw on the expertise of an officer who had recently returned from secondment at Her Majesty's Inspectorate

of Constabulary and Fire Rescue Services (HMICFRS) to further improve practices.

Action

Following research, data indicated that Stop and Search was being used in the right areas at the right times. However, a significant amount of Stop Search activity (47%) was being undertaken in the Newport area where the BAME community was far more concentrated, so work was being progressed to ensure the level of Stop and Search was proportionate according to crime in this area and all other areas, supported by the IAG. This would assist the Force in understanding why there was disproportionality in the use of Stop and Search in minority communities.

Although members of the BAME community were 3 times more likely to be Stop Searched in Gwent, it was one of the lowest Race Disproportionality Rates (RDR) in England and Wales.

We noted the Stop Search report did not include the RDR find rates and asked that they were included in the next report.

ACC

The Force had recruited six PCSOs to engage with the BAME community to identify issues of concern for resolution.

The compliance rate in the use of BWV had improved significantly to 91.8% in comparison to 78% in Quarter 4 the previous year. Force messaging and training had contributed to the increase. The rationale for non-use could be justified in the remaining cases, such as loss of power, faulty cameras and on occasions where Officers were able to use their discretion when it was not appropriate to use them.

We noted Ystrad Mynach had been added to the wards where most Person Stops had occurred. The PCC asked if the Force could provide information why the increase had occurred. The ACC agreed to provide details to the PCC outside out the meeting.

ACC

COVID19 RECOVERY UPDATE REPORT

9. We received and noted the Covid19 Recovery Update Report

Daily Force Gold meetings were taking place to inform policy and decision making in relation to Covid19 supported by the Commissioner's Office.

The Force was continuing to chair the local Strategic Coordination Group with local partner organisations, to ensure a cohesive approach could be maintained in response to Covid19.

The Force had conducted joint enforcement work with Local Authorities in the Monmouth and Caerphilly areas, which had resulted in an increase in fixed penalty notices.

The University of South Wales were to link in with 72 members of staff to review operational processes to ascertain what lessons could be learned.

The lessons learnt as a result of Covid19 had been shared through weekly meetings with other Forces and Gwent had led of many of the approaches that were adopted by other Forces. The Force received recognition from the HMICFRS for good practice.

The PCC thanked the CC and the Force for their hard work throughout the Covid19 pandemic which was reflected in the feedback from the Joint Audit Committee and the recognition within the HMICFRS Covid19 Inspection De-Brief.

THE PROFESSIONAL STANDARDS PERFORMANCE REPORT – QUARTER 2 2020-21

10. We received and noted the Professional Standards Performance Report Quarter 2, 2020-21.

The following key points were highlighted:

The Independent Office of Police Conduct (IOPC) National Police Complaints Data Bulletin was still under development due to the changes brought about by the changes to the complaint regulations in 2020; it was expected to be published early next year.

There were five IOPC reviews in Quarter 2, which was low compared to other Welsh Forces. This was seen as positive and was likely to be due to the configuration of the department consisting of a Dissatisfaction Team and Local Area Sergeants in East and West who aim to resolve complaints as soon as possible.

The number of vetting checks had increased due to the recruitment of Police Officers for Operation Uplift and vetting of Contractors for the New Headquarters build. A request had been made for an additional resource at the recent Workforce Resource Meeting, which had been agreed.

The Vetting Panel conducts a review of all cases where applicants with protected characteristics fail the vetting process. During the recent Panel, vetting appeals were granted for 2 BAME appellants and only 1 BAME appeal was rejected in the last period.

We noted since the issuing of the report the awareness sessions on Abuse of Position for Sexual Purpose and other priorities had been delivered virtually to partners across Gwent in November 2020.

The CEx informed us that PSD had received positive feedback from both Sancus Ltd and the IOPC regarding their work, particularly with

the change in complaints regulations.

Action

COMPLIANCE WITH THE CODE OF ETHICS

11. We received the Compliance with the Code of Ethics Report for monitoring.

We were informed that New Force Values had been developed by Officers to be embedded within the organisation, supported by Force training.

Significant activity had been undertaken to ensure the Code of Ethics was understood by Staff Members and Officers and formed part of their daily decision making and Officer training.

The Code of Ethics Committee led by Detective Inspector Bartley was made up of Officers and members of the public who were responsible for reviewing all aspects of policing within the Force. The Committee discuss current ethical dilemmas from across the organisation, such as Covid19 issues and the information is fed back to the Chief Officer Team for review and acted on where appropriate.

The PCC emphasised the importance of transparency in terms of the public being made aware of how the Code of Ethics was being embedded within the Force.

The CEx asked for an update on when the Code of Ethics was to be embedded within internal Force Governance.

ACC

CHIEF CONSTABLE'S BUDGET BID 2021/22

- 12 We received and noted the CC's Budget Bid for 2021/2022.

The PCC thanked all involved for developing the draft report and acknowledged that it required refinement prior to the Police and Crime Panel (PCP) meeting on the 11th December 2020, at which the Chief Constable would present the Force's Operational Context to their budget requirements. The PCC's final budget and precept request would be presented to the PCP in January 2021.

The ACOR informed us that the Budget Bid had been founded on a number of assumptions, as the Autumn budget announcement had not taken place and Government Grant funding for Public Services was unclear.

The total budgetary requirement for policing services for 2021/22 stood at £146.050m reflecting the significant Change Programme, including the New Policing Operating Model.

The 2025/26 financial gap stood at £7.527m at the end of the 5-year

Medium Term Financial plan (MTFP), which following the release of £3.778m of savings and based on the assumptions built in over the 5 year MTFP, would leave a recurrent deficit of £3.749m by 2025/26.

The MTFP accommodated the £86m Capital Strategy including; the New Headquarters build project; digital provisions and the Emergency Services Network (ESN). In order to fund the Capital Strategy there was a total borrowing requirement of £4.0m over the 5-year period.

The 2021/22 funding gap stood at £3.295m. In order to fund the gap, the ACOR proposed utilising £0.676m of Identified Savings, transferring £2.619m from reserves funding and increasing the precept to 6.99%.

The planned programme for the financial year 2021/22 articulated in the bid was developed following the review of operational delivery through both the Force Management Statement, HMICFRS Inspection and Audit Wales findings, whilst incorporating the uncertainties around policing demand due to EU Exit and Covid19 implications.

As the UK Government had provided initial funding for Operation Uplift for 165 Officers, the Force had been able to review their Operating Model and prioritise developments in order to deliver service improvement and value for money. The ACOR referred to the key area priorities within the report, including the development of Multi-agency Safeguarding Hubs, Crime Prevention Hubs, the new Inspector Model, Centralisation of the Area Support Unit, a revised Custody unit resource model and an additional 10 PCSOs.

In addition to this, the Force was to maintain their Continuous Improvement approach to ensure efficiency savings could be identified through service reviews. Collaborative opportunities would also be realised to further enhance efficiency. The National Enabling Programme (NEP) such as Office 365 and Single On-line Home would be fully implemented by April 2021. These programmes would see significant beneficial change through the Force in the delivery of service both to the public and the staff.

The following assumptions had been made in the budget:

- a. The funding for Operational Uplift 2021/22 and the long term consequential costs of recruiting the new officers would be provided by the Government;
- b. The £1.325m shortfall in Police pensions would be funded through the Comprehensive Spending Review (CSR);
- c. There would be a loss of £2m a year between 2023/24 to 2025/26 as a result of the new funding formula;
- d. Policing operations relating to the International Convention Centre would be cost neutral; and
- e. An expected loss of 1% in precept collection equated to circa

£900,000.

Action

Reserve funding for the Capital programme exhausts during 2021/22 and borrowing would be necessary to fund the programme. It was proposed in the MTFP that the recurrent transfer of £2,575,000 from revenue to fund the Capital Programme was maintained to offset the borrowing requirement.

The forecast underspend from this financial year was to be transferred to Reserves and Committed Funds and utilised to fund the temporary over-establishment of PCSOs that commence in January 2021; and to also create an 'invest to save' fund.

The ACOR informed us that the HMICFRS Value for Money Profiles indicators provided the Force with information on expenditure comparisons between Forces and indicated which areas of the Force could be reviewed to enhance efficiency. However, the information was not yet published due to the impact of Covid19 and was expected in February 2021. The report would be reviewed by the Force following publication.

The anticipated saving of £1m in the overtime budget in the 2020/21 budget had not been realised due to vacancies in specialised areas requiring overtime cover and also due to the impact of Covid19. However, the rollout of the electronic timesheet was approaching phase two at which time all staff would be using the system. The system would enable Senior Officers to manage resources more efficiently, as it runs in real time.

Home Office funding for Police Apprenticeships was a risk for the Force, as Gwent had a significant funding shortfall due to the cost of tuition fees. Gwent had been allocated £190,000 of the £1m share of the Welsh Force funding this year but this funding would be lost the following year unless the Government announced that further funding would be provided. The current gap in funding for the Force stood at £500,000.

There was an expectation that employer contributions to Police Pensions were to increase from 31% to 46% from 2023/24. An assumption had been made that the impact would be met by additional Government Grant of £8.8m.

The CC raised concerns regarding the use of reserves and borrowing and on the number of assumptions on which the budget was based, due to the level of uncertainty of funding. Many areas of the Force could be impacted should the funding not be forthcoming, such as Aviation, Serious Organised Crime, Forensics and Operation Uplift; as officer numbers have yet to be confirmed for year two and three of the uplift and also the impact on pensions costs.

The CC advised us that the request to increase the precept to 6.99%

would also support the addition of 10 PCSOs to deliver parity with Welsh Government funded posts; and the proposed budget was focussed on sustainability of services in Gwent as opposed to growth.

Action

The CC asked that the Commissioner's Office meet with the Force to discuss Commissioning Services in order to reduce demand on front line Officers.

CFO

The CFO thanked the ACOR and CC for the bid and acknowledged that the context was appropriate and assured us the bid would be scrutinised by the Commissioner's Office taking into consideration the clarification of funding from the Home Office's Provisional Settlement and the announcement of the Spending Review. The Budget Bid would be refined accordingly to ensure the risks raised had been addressed, in order to build the best possible proposal for policing and the general public in Gwent.

We were advised that the growth in Precept would need to be taken into context against English counterparts and Government capping requirements and also the ability for taxpayers to pay.

The CFO emphasised the importance of maintaining flexibility in terms of efficiency planning, a prime example being the evolving Covid19 efficiency plan to accommodate the uncertainty of future funding.

The CFO acknowledged that the cost pressures were unavoidable and the use of reserves was a concern, but he had been assured that there should be sufficient reserves in order to balance the budget the following year.

The PCC informed us that he would consider the Budget Bid on the basis on what funding the Force required to provide an efficient service and what the people of Gwent could afford to pay as in previous bids, but many communities may be feeling the negative economic impact of Covid19. This had to be taken into consideration and the PCC reiterated the rationale for any increase in precept should be clearly articulated to the PCP in terms of value for money and effectiveness.

The PCC asked who would be responsible for funding the shortfall for the International Convention Centre for Wales if it was classed as cost neutral. The ACOR confirmed the cost of security would be incurred by the client hiring the Centre and they would be provided with a proportionate Policing Requirement Assessment by the Force. There was a risk in managing the process, as the requirements varied for those hiring the Centre.

We referred to the Home Office's requirements to reduce Procurement costs by £120m and the PCC asked what proportion of the costs related to Gwent. The ACOR confirmed the costs related to an announcement by the HO in the previous Spending Review for the digital plan 2025 to be progressed. Gwent's share had equated to

1% at £1.2m and the HO expectations had been met by the Force.

Action

Unison asked what assurance could be provided to Staff Members regarding job security, particularly when the Force was investing in various departments; and cuts may need to be made in the future, should funding be reduced.

The PCC assured Unison he considered the role of Police Staff equally as important as to the role of Police Officers and this would be considered as part of the bid. The CC informed us that she had recently been voted onto the Police Staff Council and had supported letters to the Home Secretary and the Policing Minister explaining the concerns of Police Staff members and the importance of their roles within the Force; a prime example being the nine Police Staff Investigators recently appointed. The CC assured Unison that the Force would be open and transparent and do everything possible to manage vacancies should there need to be a reduction in roles.

The CEx requested an update on the Police Injury Pensions review. The ACOR advised us that work was planned on an all Wales basis to meet the requirements of the review during this financial year, however, Covid19 had halted the process as Occupational Health had to focus on daily activities and the Police Pension Remedy also had to take priority. The Welsh Forces' Finance Directors would review arrangements in the next six months to agree a timeline for the process to commence.

The DPCC suggested the opportunities to maximise any financial support and return regarding Covid19 expenditure should be included in the refinement of the bid for all areas of the Force. The CFO agreed to include the indirect impact of Covid19 through other services areas in the refinement of the bid.

CFO

COMMISSIONING SERVICES UPDATE REPORT

13. We received and noted the Commissioning Services Update Report.

The CFO informed us that the Commissioning Report was presented to the Joint Audit Committee periodically to apprise them of Commissioning work.

Although the Commissioning function was the responsibility of the Commissioner's Office, Commissioning was conducted in unison with other Force departments as indicated within the report to ensure the appropriate services were commissioned.

The CFO informed us that Commissioning Services should be aligned to the Police and Crime Plan, Force Management Statement and the Force Delivery plan as articulated by the CC.

The CFO confirmed that he had recently agreed with the ACC to

discuss commissioned services at the Operating Model Programme Board in December 2020, in order to provide assurance that commissioning activities were aligned for both organisations.

Action

The PCC emphasised that the commissioning must be directed by the priorities within the Police and Crime Plan.

ANY OTHER BUSINESS

14. There was no other business discussed at the meeting.

TO IDENTIFY ANY RISKS ARISING FROM THIS MEETING

15. No new risks were identified in addition to those noted during the meeting.

The meeting concluded at 12.42