



**Lancashire  
Constabulary**

police and communities together

## **NOTES FROM THE JOINT MANAGEMENT BOARD HELD ON 7 JULY 2015 IN ROOM E14, COUNTY HALL PRESTON**

### ***Present:***

C Grunshaw, Police & Crime Commissioner  
S Finnigan, Chief Constable

### ***Office of the Police & Crime Commissioner***

A Harrison, Director  
S Freeman, Chief Finance Officer  
I Dickinson, Standards & Governance Officer

### ***Lancashire Constabulary***

A Rhodes, Deputy Chief Constable  
I Cosh, Director of Resources

### **Part I – Public items**

#### **NOTE OF THE LAST BOARD MEETING**

The Note of the last meeting held on the 12 June 2015 was accepted.

#### **PROFESSIONAL STANDARDS DEPARTMENT UPDATE**

The Board received a report providing an overview of exceptions highlighted on the accompanying PSD Complaint Allegation and Performance Update.

The Board noted that there has been a rise of 2% in the number of allegations recorded (per 1,000 employees), from 413 in the same period the previous year to 422 in the last quarter.

The Board received a progress report in relation to the current resourcing of the department and how organisational reviews and changes in demand have affected the department's capacity and capability in respect of timeliness and quality.

The Board acknowledged that concerns had been raised in respect of the ratio of complaints / investigations being conducted after previous data highlighted that the Constabulary is currently out of kilt with figures produced nationally and for MSF areas.

It was noted that this issue was a direct result of changes in process made in November 2012 following the introduction of the Police Complaints and Misconduct Regulations 2012. Since that date, and in line with the amended regulations, Lancashire withdrew the Non Special Requirements (NSR) investigation forms in respect of non "Misconduct" complaints that were now dealt with by the Local Resolution process. Therefore, complaints that would previously have been finalised as investigated were now finalised as locally resolved. This was not the case in other forces who had continued to record NSR investigations under "local investigation".

Accordingly, the Board noted the report.

## **HR UPDATE**

The Board received an update of current Human Resources issues and performance information.

It was noted that between 1 January and 31 May 2015 there have been 106 police officer appointments. In response to concern raised by the Commissioner at the low number of BME recruits the Deputy Chief Constable advised that the Positive Action Officers had continued to provide advice and support to applicants from a BME background. In addition they were attending recruitment events out in the divisions where they were encouraging individuals to apply for roles and answering any concerns or queries they had. The recruitment window for Specials Constables opened on 29<sup>th</sup> May 2015 and positive action would be offered to all BME applicants.

Additionally, in consultation with the College of Policing a BME Recruitment and Progression Action Plan was being produced and would be shared once complete.

The Board noted that within Contact Management sickness had reduced which in real terms meant there were 10 more CCAs at work each day in May than there was in January.

Accordingly, the Board:-

1. noted the report.
2. Asked for a BME recruitment and police recruitment paper to be presented to a future meeting in relation to the proposed 2016 intake to include a succession plan to backfill PCSO posts.

## **ESTATES STRATEGY UPDATE**

The Board received a report setting out the progress being made against the objectives set out in the Estates Strategy and provides the Board with an update in relation to the relocation of Accrington Police Station, the replacement of the Blackpool Divisional HQ and the review of Hutton HQ.

In relation to the Estates HQ review it was noted that consultation with interdependent review teams were being undertaken, which would ultimately define the scope of the review and provide the long term strategic direction for the HQ estate.

The Board noted that it was proposed to present the issues and opportunities report to COG & PCC in March 2016.

The Board queried the length of time to undertake the review and asked for further information on the proposed timeline.

## **NATIONAL DRIVER OFFENDER RETRAINING SCHEME (NDORS)**

The Board received a decision paper seeking authority to use of qualified advanced driving instructors and suitably qualified trainers to deliver the National Driver Offender Retraining Scheme (NDORS) courses to allow sufficient time to undertake a fully compliant procurement process for November 2016.

**DECISION 2015/24** - The Police and Crime Commissioner agreed to waive contract standing order 3.1.2 to permit the use of qualified advanced driving instructors and suitably qualified trainers to deliver the National Driver Offender Retraining Scheme (NDORS) courses for a period of 12 months from 2<sup>nd</sup> November 2015 to allow sufficient time to undertake a fully compliant procurement process for November 2016.

## **JOINT AUDIT COMMITTEE**

The Board were advised that the Joint Audit Committee had undertaken a review of its effectiveness against its terms of reference and objectives in line with national guidance and in doing so presented its Annual Report and a revised Terms of Reference to the Police and Crime Commissioner and Chief Constable.

**DECISION 2015/26** –The Police and Crime Commissioner and the Chief Constable approved the Joint Audit Committee's Annual Report and revised Terms of Reference.

**Mrs A Harrison**  
**DIRECTOR**