



## **STRATEGIC SCRUTINY MEETING**

### **NOTE OF THE STRATEGIC SCRUTINY MEETING HELD ON WEDNESDAY, 22 OCTOBER 2014 COMMENCING AT 1.00PM CONNOLLY ROOM, POLICE HEADQUARTERS**

#### **PRESENT**

**Mr C Grunshaw – Police and Crime Commissioner  
Mr S Finnigan – Chief Constable**

#### **IN ATTENDANCE**

**Mrs A Harrison – Deputy Monitoring Officer  
Mr I Dickinson – Standards & Governance Officer**

**Mr M Bates – ACC (Territorial)  
Mr I Cosh – Director of Resources  
Superintendent M Horn**

## **STRATEGIC/CORPORATE RISK REGISTER**

The Police and Crime Commissioner received an update on the Constabulary's Strategic/Corporate Risk Register.

#### **Information/Data Security**

In relation to a query around the risk categorisation 'Information/Data Security' the Director of Resources advised the Committee that the level of risk had been reduced from 20 to 8 following reflecting the robust governance and audit arrangements in place.

#### **Disclosures and Vetting**

It was noted that the net loss of 6 posts within the disclosure unit, together with the loss of key individuals at a time of increasing demand, had resulted in a significant number of outstanding case files. It has become clear that the notion of combining the vetting team with disclosure had not worked as they were entirely separate processes and vetting also had a high backlog. The risk from failing to disclose was currently assessed as high from the timeliness of disclosure and the number of outstanding disclosures in the system

A monthly Gold Group had been convened to provide governance and oversight of the issue. Additionally, the Futures Programme was exploring long term solutions around an improved structure to provide better resilience. Short term measures included ACPO level discussions with Probation Service re previous recommendation for them to supply a post to fulfil Probation PNC checks. Consideration was also being given to temporarily deploying

additional staff into the unit, perhaps from restricted duties and action to fill vacant admin post.

## ICT Sustainability & Data Security

Demand on ICT services had exceeded capacity and this had been exacerbated by the impact of the recent organisational review. There was a risk to people and performance as a result.

## People

It was noted that Police Staff were facing increasingly uncertain futures due to the changes that had been implemented across the Constabulary, including redundancies arising from the implementation of reviews and in the reduction in opportunities for progression. Staff were also affected by the changes to pensions, pay and conditions arising from both external and internal reviews. Resourcing 'gaps' following restructure and redeployment process causing significant operational impact.

## **HMIC INSPECTION ACTIVITY**

The Police and Crime Commissioner received an update in relation to HMIC Inspection activity.

It was recognised that currently there was significant oversight by HMIC. This would form the basis for an annual assessment known as PEEL( police efficiency, effectiveness and legitimacy ) and would assess how well each force cuts crime, provides value for money and provides a service that was legitimate in the eyes of the public.

In response to a query from the Commissioner in relation to the implementation of recommendations identified through a HMIC inspection, the Chief Constable advised that an action plan would be drawn up and progress against the implementation monitored.

Accordingly, the Police and Crime Commissioner noted the report.