

**FORCE LEADERSHIP GROUP**  
**MINUTES OF MEETING**  
**HELD ON 13<sup>TH</sup> NOVEMBER 2018**

10/18.1 **ATTENDANCE**

Mr D Orford	Assistant Chief Constable
Mr G Ridley	Assistant Chief Officer
Ch. Supt. A Green	Safeguarding Neighbourhood Command
Ch. Supt. J Spraggon	Business Innovation and Development
Supt V Fuller	Professional Standards
Supt C Williamson	CDSOU
Ch Insp C Clarke	Crime, Justice & Response
Mrs A Gardiner	Tasking & Co-ordination
Mr T Kearney	Tasking & Co-ordination
Mrs J Clewlow	Support Services
Mrs M March	Support Services
Mrs C Jackson	Support Services
PC K Wilson	Federation
Mr R Collins	Unison
Mr J Carling	OPCVC
Canon A Gatrill	Force Chaplain
Mr P Loveday	Health & Safety Adviser
Observers:-	
Ms R Thompson	Support Services
Ms L Blockley	Crime, Justice & Response
PC A Wearmouth	Crime, Justice & Response

**APOLOGIES FOR ABSENCE**

Mr M Barton	Chief Constable
Mrs J Farrell	Deputy Chief Constable
Mrs G Routledge	Tasking & Co-ordination
Ch. Supt. P Beddow	Crime, Justice & Response
Supt J Ward	Crime, Justice & Response
Mr R Hogg	OPCVC
Ms X Tait	Evolve, Director of Legal
S/CO Checksfield	Special Constabulary
Mr G Pearson	Tasking & Co-ordination

10/18.2      **MINUTES OF MEETING HELD ON 16<sup>th</sup> OCTOBER 2018**

The minutes previously circulated were accepted as a true record.

Mr Orford opened the meeting by congratulating Mrs Gillian Routledge on her recent success in passing the police national assessment centre.

10/18.3      **PRESENTATION – FEMALES AND THE CRIMINAL JUSTICE SYSTEM**

This presentation was deferred to a later date.

**ACTION**

Supt K Weir

10/18.4      **PLAN ON A PAGE PERFORMANCE UPDATE**

Mrs Gardiner gave an update on performance highlighting the following areas:-

- Outcomes –  
Satisfaction – direction of travel remains upwards.  
It would suggest that the work undertaken by the Total Victim Care group has had a positive impact.  
Confidence – the figures from the British Crime Survey have just been released. Durham's position has fallen down the league tables.
- Core Deliverables  
Anti-social behaviour incidents are reducing  
Domestic abuse arrest rate remains stable  
Hate crimes are increasing  
Missing from Home continues to fluctuate  
CSE general direction of travel is fluctuating, with the highest number of incidents during October.  
Mental health incidents are fluctuating  
Repeat victims of crime continues to decrease

Percentage change in all crime, victim based crime and burglary continue to decrease. The solved rate for Theft from motor vehicles is fluctuating

- Enabling factors  
Number of 999 calls answered within target increasing.  
Number of SNEN calls answered remains stable  
Response rates for immediate decreasing and priority incidents fluctuating.
- Resources  
Availability of all staff is fluctuating. A piece of work is ongoing to look at this and is being reported through threat and risk.  
Number of volunteers direction of travel is increasing.  
Special Constabulary numbers are decreasing. A recruitment process is currently underway.  
Sickness levels continue to increase.  
Toil and RDIL balances are reducing.

Mr Ridley gave an update as follows:-

- The DCC will be holding a meeting next week with the Ch Supt's to discuss the financial challenges facing the force
  - Additional funding required by April 2019 to cover pensions
  - Police officer overtime is overspent by £0.5 million. Mr Ridley thanked colleagues for looking at the overtime in custody. SMT members are looking at overtime in CDSOU, Neighbourhood and Safeguarding. Ch Supt Green advised that the cover provided to response by Neighbourhood and the resultant overtime which is currently not budgeted for would need to be taken into account.
- The annual grant figure will be published on 6<sup>th</sup> December.
- The PCVC has received £270,000 funding for the relocation of the SARC
- NERSOU expansion is ongoing
- Peterlee custody will be closed during November 2018
- Sickness absences – OHU referrals are still not being received. HR will start capturing and prompt referrals.
- Concern was expressed by the staff associations that there is very little command/departamental representation and in some cases none at all when considering officers/staff at the sick pay

panel. Commanders were asked to reiterate the importance of submitting timely updates. To assist, Mrs Clewlow advised that she was looking at introducing a process whereby as soon as a member of staff has been issued with a standard letter of liability a request for representation will also be issued to Commanders/Heads of Departments.

- Recruitment of police officers will commence in January 2019
- Voluntary severance for 23 officers has been approved and is currently being worked through. Ideally the officers will not be released until backfills are in place.
- Thanks to colleagues for giving up vacant posts. There will be more reductions in police staff numbers over the next 12-18 months, although compulsory redundancy is not being considered at this time.
- A demand presentation was delivered at the threat and risk meeting by T/Ch Supt John Ward and further scanning work is being undertaken.
- Mr Ridley will prepare a brief on the IT challenges.

### **ACTION**

Standing item

10/18.5

### **HEALTH AND SAFETY REPORT**

Mr Loveday gave a presentation on health and safety. He outlined the drivers for health and safety management, where we are as a force and what the next steps are, in particular to establish health and safety advice to management levels for management system and establish a systematic, auditable, evidence based approach to management.

PC Wilson and Mr Collins both requested a meeting with Mr Loveday and the staff association health and safety representatives as soon as possible.

Mrs Clewlow advised that there was currently limited buy in to the Health Management Group with no command decision makers in attendance. If HMG continues it is key that decision makers attend. It was agreed to revisit the agenda and focus on the key health and safety issues at a strategic level.

### **ACTION**

Mrs Clewlow/Discharged

10/18.6

**EXCEPTION REPORTS (INC. AFE UPDATE) TO INCLUDE GOOD NEWS AND ANY OTHER BUSINESS**

The following were reported:-

- The press Emergency Services law had been passed, although there was still a lot of work to do.
- Sherburn Police Office refurbishment will be completed in the next few weeks. The official opening will be taking place early in the New Year.
- Volunteers had been requested to provide welfare support for officers/staff subject to misconduct proceedings. The volunteers will be required to attend a one day training event in January and commanders/heads of departments were asked to encourage the release of the staff.
- Tickets for the Blue's and Two's Charity event are on sale and attendance is encouraged
- Thanks was given to all those involved in the remembrance parades across the force area.
- Brexit – Tasking and Co-ordinating are pulling together a proportionate approach to Brexit. Any issues/thoughts to be fed into Mrs Routledge/Supt Bird
- Supt Alistair Simpson is taking over as head of NERSOU
- A meeting of SRG will be arranged by Mrs Keveney to discuss/arrange the development moves/posts over the next 12 months as requested by substantive Sgt's/Insp's

**ACTION**

Standing item

10/18.7

**TEAM DURHAM BRIEF**

The following items were identified:-

Health and Safety

Remembrance Parades

**ACTION**

Standing Item

10/18.8

**DATE AND TIME OF NEXT MEETING**

The next FLG meeting will be held on Tuesday 11<sup>th</sup> December 2018 at 9 a.m. Items for the agenda to be forwarded to the Strategic Planning Manager by no later than 30<sup>th</sup> November, 2018.