

FORCE LEADERSHIP GROUP
MINUTES OF MEETING
HELD ON 1st APRIL 2019

OPEN SESSION

3/19 .1

ATTENDANCE

| | |
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| Mrs J Farrell | Deputy Chief Constable |
| Mr D Orford | Assistant Chief Constable |
| Mr G Ridley | Assistant Chief Officer |
| Supt C Curtis | Safeguarding Neighbourhood |
| Supt D Ashton | Safeguarding Neighbourhood |
| T/Ch Insp S Honeyman | Safeguarding Neighbourhood |
| Ch. Supt. J Spraggon | Business Innovation and Development |
| T/Ch. Supt J Ward | Crime, Justice & Response |
| D/Supt K Weir | Crime, Justice & Response |
| T/Supt C Clarke | Crime, Justice & Response |
| Insp J Meecham | Crime, Justice & Response |
| Mrs A Armstrong | Crime, Justice & Response |
| Supt. V Fuller | Professional Standards & Legal Services |
| Mrs G Routledge | Tasking & Co-ordination |
| Supt M Bird | Tasking & Co-ordination |
| Ch Insp M Kirtley | Tasking & Co-ordination |
| Mrs A Gardiner | Tasking & Co-ordination |
| Miss F McGinn | Tasking & Co-ordination |
| Mrs C Wigham | Tasking & Co-ordination |
| Mr T Kearney | Tasking & Co-ordination |
| Ms X Tait | Evolve, Director of Legal |
| Mrs J Clewlow | Support Services |
| Mrs S Keveney | Support Services |
| Mrs M March | Support Services |
| Mrs C Jackson | Support Services |
| Sgt A Jackson | Federation |
| Mr R Collins | Unison |
| Mr S White | OPCVC |
| Mr J Carling | OPCVC |
| Canon A Gatrill | Force Chaplain |

Also present were:-

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| Mr S Carter | Internal Audit |
| Helen Hall | Police Authority Ireland |
| Margaret Tumltey | Police Authority Ireland |

APOLOGIES FOR ABSENCE

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|---------------------|-------------------------------------|
| Mr M Barton | Chief Constable |
| T/Ch. Supt. A Green | Safeguarding Neighbourhood |
| Supt J Blackwell | Business Innovation and Development |
| Ms J Edgar | Business Innovation and Development |
| Supt C Williamson | CDSOU |
| Mrs S Urwin | Crime, Justice & Response |
| T/Supt R Allen | Safeguarding Neighbourhood |
| Supt U Cuzzo | Crime, Justice & Response |
| Mr I Gulliver | Support Services |
| PC K Wilson | Federation |
| Mr R Hogg | OPCVC |
| S/CO Checksfield | Special Constabulary |

3/19.2

STRATEGIC ASSESSMENT PRESENTATION

The strategic assessment which had been prepared using the Morile risk assessment model and identified a number of areas for consideration specifically; complexity; volume; capacity and capability; partnership working and areas requiring further intelligence development was presented to members for information.

ACTION

Discharged

3/19.3

FINANCE AND HUMAN RESOURCES UPDATE

Mr Ridley gave an update on Finance and HR covering broad themes as follows:-

- Sickness absence – changes to sickness liability letter, referral to HMU Pers 222 form to be tweaked.
- HR system – new system to be progressed – timescales - at least 18 months
- Mental health and wellbeing – a number of discreet pieces of work/training has been progressed, further work is required to identify those which are most beneficial
- Wellbeing Strategy on a Page is being developed
- Gender pay gap

- Fitness tests
- Budget – assumption of 2% pay rise
- Requirement to manage the overtime budget in the new financial year
- Vehicle accidents and 3rd party claims have increased
- Use of off site fuelling has increased
- Level of workforce mix of police officers/police staff

ACTION

Discharged

3/19.4 **PLAN ON A PAGE 2018/19 HEAT MAP**

Members considered the plan on a page and agreed to close it for 2018/19 with no changes to the heat map assessment.

ACTION

Standing item

3/19.5 **NEW PLAN ON A PAGE 2019/20**

Members discussed the proposed new plan on a page and provided suggested amendments. The document will be revised and brought back to FLG in May 2019 to define the KPQ's and to determine the heat map assessment.

ACTION

FLG – May 2019

3/19.6 **DATE AND TIME OF NEXT MEETING**

The next FLG meeting will be held on Tuesday 14th May 2019 at 9 a.m. Items for the agenda to be forwarded to the Strategic Manager by no later than 3rd May 2019.