

**POLICE PERFORMANCE AND  
RESOURCE MANAGEMENT SUB COMMITTEE**

**14 November 2012**

**Minutes of the meeting of the POLICE PERFORMANCE AND RESOURCE  
MANAGEMENT SUB COMMITTEE held at Guildhall, EC2 on Wednesday, 14  
November 2012 at 11 am.**

**Present**

**Members**

Deputy Doug Barrow (Chairman)  
Deputy Keith Knowles  
Kenneth Ludlam  
Don Randall

**Officers**

Neil Davies	Head of Corporate Performance and Development
Alex Orme	Senior Policy Officer
Ignacio Falcon	Policy Officer
Suzanne Jones	Business Support Director
Steve Telling	Chief Accountant

**City of London Police**

Ian Dyson	Assistant Commissioner
Eric Nisbett	Director of Corporate Services
Hayley Williams	Secretariat Manager

**1. APOLOGIES**

Apologies were received from Bob Duffield.

**2. DECLARATIONS BY MEMBERS OF ANY PERSONAL AND PREJUDICIAL  
INTERESTS IN RESPECT OF ITEMS ON THIS AGENDA**

There were none.

**3. MINUTES**

The public minutes and summary of the meeting held on 5 September 2012 were agreed.

**Matters Arising**

(p.2) Business Continuity Audit Exercise - The Assistant Commissioner confirmed that the next exercise was scheduled to be held on 10 December 2012.

**4. PERFORMANCE AGAINST TARGETS FOR THE POLICING PLAN 2012-15 –  
SECOND QUARTER 2012/13**

The Sub-Committee considered a report of the Commissioner detailing the Force's performance against the Policing Plan targets for the first and second quarters of 2012/13. Out of 18 targets, three had an 'amber' status.

There was a general discussion about factors that might have impacted on performance until the end of quarter 2, including the London 2012 games. Members also showed interest on the introduction of new shift patterns as part of the City First changes.

Joint CoLP and CoL initiatives to address issues relating to the increase in Night Time Economy were also discussed.

Members proceeded to make specific comments about the targets, as follows:-

**Target 11- Victim-based violent crime** – The target was expected to be back in 'green' by the end of quarter 3, seeing that the comparable period had experienced high levels in 2011-12.

**Target 13 – Road collisions** – Members expressed some concern over the Force's capacity to influence performance in this area. The Assistant Commissioner recognised the challenge, although he drew attention to the improving performance in the area (the target had been missed in the past).

RESOLVED – That the report be received and its contents noted.

**5. HUMAN RESOURCES MONITORING INFORMATION APRIL 2012 – MARCH 2012**

The Sub-Committee considered a report of the Commissioner setting out the Force's Human Resources monitoring data for the period April – September 2012.

There was a general debate about factors which might lead to low levels of staff morale, and whether these related to local (City First, etc.) or national changes (pension, Winsor review, etc.).

On a more specific issue, the Assistant Commissioner explained that the rise of fixed-terms contracts related to some funding streams, particularly in the Economic Crime Directorate, not being guaranteed in the long-term.

RESOLVED – That the report be received and its contents noted.

**6. QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**

There were none.

**7. ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT**

There were none.

**8. EXCLUSION OF THE PUBLIC**

**RESOLVED** – That under Section 100A of the Local Government Act 1972, the public be excluded from the meeting for the following items on the grounds that they involved the disclosure of exempt information as defined in Part 1 of Schedule 12A of the Local Government Act.

**Item No.**

9 – 11

**Exempt Paragraphs**

4

**ITEMS CONSIDERED WHILST THE PUBLIC WERE EXCLUDED**

**9. NON-PUBLIC MINUTES**

The non-public minutes of the meeting held on 5 September were agreed.

**10. BUDGETED WORKFORCE**

The Sub-Committee received a report of the Commissioner.

**11. CITY FIRST CHANGE PROGRAMME**

The Sub-Committee received a report of the Commissioner.

**12. QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**

There were none.

**13. ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT AND WHICH THE COMMITTEE AGREE SHOULD BE CONSIDERED WHILST THE PUBLIC ARE EXCLUDED**

There were none.

**The meeting closed at 12 noon**

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**CHAIRMAN**

**Contact Officer: Iggi Falcon**

**tel. no. 020 7332 1405**

**e-mail: ignacio.falcon@cityoflondon.gov.uk**