

PERFORMANCE AND RESOURCE MANAGEMENT SUB (POLICE) COMMITTEE
Tuesday, 30 June 2015

Minutes of the meeting of the Performance and Resource Management Sub (Police)
Committee held at Committee Rooms, 2nd Floor, West Wing, Guildhall on Tuesday,
30 June 2015 at 11.30 am

Present

Members:

Deputy Douglas Barrow (Chairman)
Alderman Alison Gowman
Deputy James Thomson
Kenneth Ludlam (co-opted)

Officers:

Alex Orme	Policy Officer
Katie Odling	Town Clerk's Department
Neil Davies	Town Clerk's Department
Chris Harris	Chamberlain's Department
Jeremy Mullins	Chamberlain's Department

City of London Police:

Ian Dyson	Assistant Commissioner
Eric Nisbett	Director of Corporate Services
Hayley Williams	Chief of Staff

1. **APOLOGIES**
Apologies for absence were received from Deputy Henry Pollard and Deputy Joyce Nash.
2. **MEMBERS' DECLARATIONS UNDER THE CODE OF CONDUCT IN RESPECT OF ITEMS ON THE AGENDA**
There were no declarations of interest.
3. **MINUTES**
The Minutes of the meetings held on 4 December 2014 and 18 March 2015 were approved.
4. **OUTSTANDING REFERENCES**
The list of outstanding references was noted.

Police IT Disaster Recovery Rating – The Assistant Commissioner informed the Sub Committee that the IS Division had submitted a report which set out the planned work to mitigate the risk identified in the audit report. The importance of ensuring the Force was not operationally at risk was recognised by the Sub Committee.

5. **HUMAN RESOURCES MONITORING INFORMATION - 1 APRIL 2014 - 31 MARCH 2015**

The Sub Committee received a report of the Commissioner of Police which set out the City of London Police human resources monitoring data for the 12 month period 1 April 2014 – 31 March 2015.

The Sub Committee discussed recruitment and selection and noted that the City of London Police had run three recruitment campaigns aimed at recruiting the vacant posts for Police Probationers, Police Officers and Detective Constables. However, the number of campaigns run, against the number of staff or officers recruited would differ as a result of individuals failing the vetting process.

Members were informed that a significant amount of work had been undertaken in relation to workforce planning through the Budgeted Post Board. It was noted that a robust framework was implemented to reduce the number of Agency staff used to cover supernumerary roles by 31 March 2015.

RESOLVED – That the report be noted.

6. **PERFORMANCE AGAINST TARGETS IN THE POLICING PLAN 2014-17 FOR THE PERIOD 1ST APRIL 2014 - 31ST MARCH 2015**

The Sub Committee received a report of the Commissioner of Police which summarised performance against the Policing Plan 2014 – 2017 for the 2014-2015 financial year.

Members noted that at the end of March 2015, of the 18 policing plan targets, 14 had been achieved and 4 were not achieved. Measure 1.4.1c was to monitor levels of satisfaction and therefore a grading of achieved or not achieved was not appropriate.

The Assistant Commissioner advised that he was developing a report for future meetings of the Sub Committee which would need to show how the Force was assessing its performance to identify the direction of travel with reference to the measures for 2015-16.

With regard to 1.3.1a 'Meet all national requirements for public order mobilisation to support the SPR' – further information would be provided in relation to numbers of officers trained in Public Order after a decrease in numbers was noted in Nov- Dec 2014.

RESOLVED – That the report be noted.

7. **CITY OF LONDON POLICE: RISK REGISTER**

The Sub Committee received a report of the Commissioner of Police regarding the Force Strategic Risk Register which had been reviewed as part of the quarterly assurance process maintained within the Force.

The Assistant Commissioner reported that two new risks were to be included –

- 'Inadequate response to cyber investigations

- 'Scale of change'

RESOLVED – That the report be noted.

8. HMIC INSPECTION UPDATE

The Committee received a report of the Commissioner of Police which provided an overview of the City of London Police response to Her Majesty's Inspectorate of Constabulary (HMIC) continuing programme of inspections and published reports.

The Sub Committee discussed the outstanding actions contained in the report and was informed that issues would additionally be monitored by the internal Performance Management Group going forward.

It was agreed to provide clarification regarding the time table for HMIC VfM profiles.

RESOLVED – That the report be noted.

9. INTERNAL AUDIT UPDATE REPORT

The Sub Committee considered a report of the Head of Internal Audit which provided an update on the work of Internal Audit that had been undertaken for the City of London Police since the last meeting.

Members were informed that an indicative framework had been produced for years 2, 3, 4 and 5 and resources were under some pressure, however, Officers were looking at ways of improving the efficiency of the audit process and would ensure that audit work was closely aligned to the key risks identified in the risk register.

With regard to the payroll system, this is audited corporately as part of the City of London Audit Plan and testing would include Police Payroll transactions.

The Head of Internal Audit agreed to provide a list of the areas which were being audited where the Police used Corporate City of London systems.

RESOLVED – That the report be noted.

10. QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE

The Town Clerk informed the Sub Committee that the process for the recruitment of a new Commissioner was being led by the Corporation's Human Resources Department and had begun.

11. ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT

There were no items of urgent business.

The meeting ended at 1.00 pm