

PERFORMANCE AND RESOURCE MANAGEMENT SUB (POLICE) COMMITTEE

Tuesday, 31 May 2016

Minutes of the meeting of the Performance and Resource Management Sub (Police) Committee held at the Guildhall EC2 at 11.30 am

Present

Members:

Deputy Douglas Barrow (Chairman)
Nicholas Bensted-Smith

Alderman Alison Gowman
Kenneth Ludlam

Officers:

Alex Orme	-
Amanda Thompson	- Town Clerk's Department
Steve Telling	- Chamberlain
Hayley Williams	-
Pat Stothard	- Head of Internal Audit and Risk Management
Alistair Sutherland	- Assistant Commissioner, City of London Police
Stuart Phoenix	- City of London Police
Connie Dale	-
Jeremy Mullins	- Chamberlain

1. APOLOGIES

Apologies for absence were received from Alderman Ian Luder and Deputy James Thomson.

2. MEMBERS' DECLARATIONS UNDER THE CODE OF CONDUCT IN RESPECT OF ITEMS ON THE AGENDA

There were no declarations of interest.

3. MINUTES

RESOLVED – That the minutes of the meeting held on 24 February 2016 be approved.

4. OUTSTANDING REFERENCES

City of London Police Claims

The Chairman reported that although at the last meeting the Chamberlain had advised that a detailed response to this outstanding reference would be circulated within two weeks, he had met with officers who had taken him through the very complex documentation which he agreed should be held back and included in the full report which was now on the agenda.

The outstanding reference could now be taken off the list.

Policing Plan Measures 2016/2017

The Sub-Committee had previously asked for the inclusion of a measure for victims of anti-social behaviour however at the request of the Commissioner of Police and due to the very low number of incidents it was agreed that this should just be kept under review.

5. INTERNAL AUDIT UPDATE REPORT

The Sub-Committee received a report of the Chamberlain updating on the work of Internal Audit that had been undertaken for the CoLP since the last report in February 2016.

The Sub-Committee was informed that work on the CoLP 2015-16 planned internal audits was being completed; nine full reviews and one brought forward from 2014/15 had been completed to a minimum of draft report stage. Five audits were complete, two were at final report stage and three were at draft stage.

In response to a question concerning why there were still reports only in draft stage, the Chamberlain advised that there had been some delay in responses from the CoLP, however this issue was being addressed by ensuring that all draft report recipients were included within the exit meetings so that early “buy in” to recommendations could be achieved.

Members raised a number of questions in relation to the assurance opinion ratings, invoices on hold, disaster recovery, the allocation of planned audit days and the use of consultants.

In response to a question concerning whether or not the Governance Framework review completion date of 31 March 2017 could be brought forward, the Chamberlain advised that this could be looked into.

A Member commented that while the Schedule of Internal Audit Planned Work 2016-17 at Appendix 3 was useful, it would also be helpful to have a 3 year overview.

RESOLVED – That the report be noted.

6. INSURANCE CLAIMS AND COSTS

The Sub-Committee received a report of the Chamberlain providing additional information on insurance claims history and costs being borne by the CoLP budget which had been requested by the Sub-Committee at its meeting in December 2015.

The Sub-Committee was informed that based on the six year period 2010/11 to 2015/16 the trend in the annual costs of both liability and motor claims was downwards, as was the average annual charges made to the CoLP revenue budget for excesses and premiums.

For liability and motor claims there was a downward trend in the cost of claims when analysed by date of occurrence and date of notification. However in contrast the

trend was upwards when costs were analysed solely by the annual payments made in each financial year.

RESOLVED – That the report be noted.

7. HMIC INSPECTION UPDATE

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

The Sub-Committee requested that in future the 'Summary' section of the report contain more detail and provide a short synopsis of the full report.

In response to a question asking if the targets were realistic the Commissioner reported that there would be an action plan for each recommendation with milestones for delivery.

The Sub-Committee advised that it needed assurance that things were being done rather than just an explanation of what needed to happen.

RESOLVED – That the report be noted.

8. 4TH QUARTER PERFORMANCE AGAINST MEASURES SET OUT IN THE POLICING PLAN 2015-18

The Sub-Committee received a report of the Commissioner of Police summarising Force performance against the measures in the Policing Plan 2015-18 for the period 1 April 2015 – 31 March 2016 and including a broad overview of wider Force performance.

The Sub-Committee suggested that an annual comparator would be helpful to give a better overall picture together, and a 3 yearly comparator would also enable trends to be identified where data is available.

RESOLVED – That the report be noted.

9. 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 CoLP.

The Commissioner reported that one new risk was included –

- Force Unable to dynamically respond to funding stream changes

And the following risks had been closed –

- Continued pressure on funding stream reducing overall budget
- Policy Approval and management process leaves Force open to potential litigation

RESOLVED – That the report be noted.

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

CoLP Website – Availability of Data

There was a question asking why the annual statistics on equalities were not available on the CoLP website and also that the website did not appear to be up to date.

The Commissioner reported that there had been a resource issue in the CoLP Communications team however there was currently a recruitment process underway to address the issue.

The Commissioner agreed to report back to the next meeting.

Increased Risk of Terror Threat – Recruitment of Additional Armed Officers

The Commissioner reported that an additional 10 armed officers would be joining the CoLP from other forces, the majority of whom would be in post by the end of June 2016.

The Chairman reported that the Metropolitan Police were trying to recruit an additional 600 armed officers which would impact on the CoLP's ability to recruit, especially as there was no additional pay for armed officers.

The Chairman asked if an update on the recruitment together with a presentation briefing on the current terrorist threat and the response plans in place could be reported to a future Police Committee.

11. ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT

Human Resources Monitoring Information

The Sub Committee received a report of the Commissioner of Police which set out the CoLP human resources monitoring data for the 12 month period 1 April 2015 – 31 March 2016.

The Sub Committee discussed recruitment and selection and noted that the CoLP had run 84 police officer campaigns which had included senior officer recruitment for Commander, Assistant Commissioner and Commissioner.

In response to a question concerning the decline of BME and female officers, the Commissioner advised that there was a comprehensive BME action plan in

place which was aligned to the national requirements in Policing of increasing the numbers of BME staff. This also aimed to target underrepresented groups.

The Sub-Committee asked if comparators with other forces could be provided in future.

The Sub-Committee expressed concern at the number of resignations and transfers and noted that the majority of these were a result of the changes to pay as well as increased opportunities with the Metropolitan Police. It was suggested that some work on succession planning needed to be undertaken.

RESOLVED – That the report be noted.

12. **EXCLUSION OF THE PUBLIC**

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

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

There were no questions.

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

There were no urgent items of business.

The meeting closed at 12.45 pm

Chairman

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