

## PEFORMANCE AND RESOURCE MANAGEMENT SUB (POLICE) COMMITTEE

### OUTSTANDING REFERENCES

No.	Meeting Date & Reference	Action	Owner	Status
15/2018/P	<p><b>23/11/18</b> Item 7 - <i>Internal Audit Update</i></p> <p><b>FOI Requests</b></p>	In response to concern expressed by a Member regarding the Red Assurance Rating of City of London Police Freedom of Information Requests 2017/18, the Head of Audit and Risk Management noted that the statutory period for acknowledgement was being met, but that there was a backlog of detailed responses.	City of London Police/City of London Internal Audit	<p><b>UPDATE AT JUNE 2019 MEETING</b></p> <p>The outstanding FOI requests have now been completed. However, yet to be followed up by Internal Audit which could not be completed before the Committee deadline. Once this has been done and Internal Audit is satisfied it will be marked as COMPLETE.</p>

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18/2018/P	<p><b>23/11/18</b> Item 5 - <i>HMICFRS Inspection Update</i></p> <p><b>Stop &amp; Search Training</b></p>	<p>In response to a question from a Member regarding stop and search training made available to City Police officers, the Commissioner of Police replied that all City Police officers had been graded for training.</p>	City of London Police	<p><b>COMPLETE</b></p> <p>As reported to the May Police Authority Board, all Priority 1 officers are now trained. There is an ongoing training programme for priority 2 and 3 officers. Any transferees who join the Force are trained according to the role that they have joined the Force to undertake. New recruits receive approx. 3 days of Stop and Search Training as it forms a large part of their Diploma. Unless there is a significant change in procedure or legislation then it is likely that a refresher programme for P1-3 officers would take place in 3-5 years' time.</p>
19/2018/P	<p><b>23/11/18</b> Item 6 - <i>HR Monitoring Information 1<sup>st</sup> April-30<sup>th</sup> September 2018</i></p> <p><b>BAME Action Plan</b></p>	<p>In response to a question from a Member, the Commissioner of Police agreed to provide the relevant recruitment strategy and action plan for boosting gender and Black and Minority Ethnic (BAME) representation in the Force.</p>	City of London Police	<p><b>COMPLETE – ON AGENDA</b></p>

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<b>20/2018/P</b>	<b>23/11/18</b> Item 6 - <i>HR Monitoring Information 1<sup>st</sup> April-30<sup>th</sup> September 2018</i>  <b>Staff Survey</b>	In response to a question from a Member, the Commissioner agreed to provide the action plan arising from the recent staff survey, once approved, and the headline messaging from the staff survey itself.	City of London Police	<b>COMPLETE</b>  Circulated by Town Clerk to Members of Performance and Resource Management Committee.
<b>21/2018/P</b>	<b>23/11/18</b> Item 6 - <i>HR Monitoring Information 1<sup>st</sup> April-30<sup>th</sup> September 2018</i>  <b>Staff Leavers data as a %</b>	In response to a comment from a Member, the Commissioner of Police noted that the Management Information Officer would be able to convert the numbers regarding officer and police staff leavers into percentages of total workforce for the next update to the Sub Committee.	City of London Police	<b>COMPLETE- ON AGENDA</b>  % figures for leavers are included on P6 of the HR Monitoring Report on the agenda.
<b>22/2018/P</b>	<b>23/11/18</b> Item 7- Internal Audit update report  <b>Police Bank Accounts</b>	The Head of Audit and Risk Management noted that the Internal Audit team was currently monitoring the reconciliation of police bank accounts and in particular the reconciliation between defendants' funds for deposit and the amounts credited to the bank accounts. An update on implementation could be provided to Members in January 2019.	City of London Police/ Chamberlain (Internal Audit)	<b>COMPLETE</b>  Following the reconciliation exercise with Internal Audit the 3 recommendations are presented within Appendix 3 of the Internal Audit Report on the agenda with 2 articulated as no longer valid and the third being shown as Implementation Evidenced.

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<b>23/2018/P</b>	<b>23/11/18</b> Item 7- Internal Audit Update Report  <b>Appendix – Format of Schedule of “live” recommendations</b>	In response to comments from Members, the Head of Audit and Risk Management agreed that the format and descriptors used for current internal audit reporting could be amended to enable Members to provide more effective scrutiny.	Chamberlain (Internal Audit)	<b>UPDATE AT JUNE 2019 MEETING</b>
<b>1/2019/P</b>	<b>6 February 2019</b> Item 5 – Revenue Budget Monitoring to December 2018	Additional mitigation Budget Schedule to be circulated to Members outside of the meeting.	Interim Director of Finance	<b>COMPLETE</b>  The Budget Mitigation Schedule was sent to the Town Clerk’s office to circulate to members of the P&RM Committee.
<b>2/2019/P</b>	<b>6 February 2019</b> Item 5 – Revenue Budget Monitoring to December 2018	Assurance to be provided that Overtime spend is being actively monitored/mitigated.	Commissioner of Police	<b>COMPLETE</b>  YTD Report on agenda detailing new processes for monitoring O/T
<b>3/2019/P</b>	<b>6 February 2019</b> Item 5 – Revenue Budget Monitoring to December 2018	Granular breakdown of Detailed Forecast to be provided.	Commissioner of Police	<b>COMPLETE</b>  YTD budget monitoring report on the agenda Forecast included in Appendix 1
<b>4/2019/P</b>	<b>6 February 2019</b> Item 5 – Revenue Budget Monitoring to December 2018	Review to be conducted to establish how Home Office funding and other income streams can be effectively accounted and reported to Members – detailed scheduled and risks to be reported to Members going forward.	Commissioner of Police	<b>COMPLETE</b>  Income streams shown and Risk Mitigation included in the Revenue Budget Monitoring Report due for YTD 19/20 on agenda.

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<b>5/2019/P</b>	<b>6 February 2019</b> Item 5 – Revenue Budget Monitoring to December 2018	Next and future revenue reporting to include analysis of security of income.	Commissioner of Police	<b>ON GOING</b>  At this point in the year (month 2) the Force is reassured that all income streams are stable but as the year moves forward this will be reviewed with the MTFP refresh due in the Autumn and future budget monitoring reports.
<b>6/2019/P</b>	<b>6 February 2019</b> Item 5 – Revenue Budget Monitoring to December 2018	Updated outturn 18/19 to be provided at next Sub-Committee meeting	Commissioner of Police	<b>COMPLETE - ON AGENDA</b>
<b>7/2019/P</b>	<b>6 February 2019</b> Item 5 – Revenue Budget Monitoring to December 2018	Business case for additional resources to be submitted to a future meeting of Police Committee.	Commissioner of Police	<b>COMPLETE</b>  This was submitted to the Police Committee on the 4th April 2019 and was dealt with by way of resolution to RASC and P&R Committee on 2 <sup>nd</sup> May 2019.
<b>8/2019/P</b>	<b>6 February 2019</b> Item 7 – HIMCFRS Inspection Update	Chairman of Police Committee to raise pace and frequency of HMICFRS inspections at next HMIC meeting	Town Clerk/ Head of Police Authority	<b>UPDATE AT JUNE 2019 MEETING</b>

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<b>9/2019/P</b>	<b>6 February 2019</b> Item 7 – HIMCFRS Inspection Update	Future reporting to include detail in the Summary on whether recommendations have been progressed, remain open, or are closed. Clarity to be sought on deadlines for delivery of open recommendations.	Commissioner of Police	<b>COMPLETE</b>  This has been addressed in the Summary to show progress from last update. All due dates and deadlines are shown in the appendix as appropriate.
<b>10/2019/P</b>	<b>6 February 2019</b> Item 8 – Q3 Performance against Policing Plan	More detailed breakdown and context of crimes being committed to be circulated to Members.	Commissioner of Police	<b>COMPLETE</b>  <b>Update 28<sup>th</sup> May-</b> Members already receive a complete and comprehensive breakdown and context of crimes within the Appendix of the Performance-v-Force Policing Plan Measures reported to this Committee.

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11/2019/P	<b>6 February 2019</b> Item 8 – Q3 Performance against Policing Plan	Report to be submitted to Members regarding assessment of Force performance against the Authority's four Ps.	Commissioner or Police	<p><b>Not completed for the reasons outlined in the update.</b></p> <p><b>Update 28<sup>th</sup> May-</b> The City of London Corporation has 4Ps which are Pride, Pace, Passion and Professionalism. Whilst there is nothing incompatible in that set with Force values/ Code of Ethics, they do not map across to the policing plan performance measures which are reported to the Authority. It is not, therefore, possible to report Force performance against the CoLs 4Ps. However, CoLP's tactical plans are developed using a standard which is recognised across <i>policing nationally</i>, and known as the 4Ps (Prevent, Pursue, Protect and Prepare). Historically, performance outcomes have not been broken down to each of these headings, but have been kept at a higher, overall level. There would be no particular value in breaking them down in this way.</p>
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12/2019/P	<b>6 February 2019</b> Item 8 – Q3 Performance against Policing Plan	Assessment of impact of transfer of staff from Economic Crime Directorate to other roles to be submitted to Members.	Commissioner of Police	<p><b>COMPLETE</b></p> <p>There has been no particular impact of staff transferring from ECD to other roles in the Force.</p> <p>7 officers have transferred from ECD to other roles since 1<sup>st</sup> April 2018- 31<sup>st</sup> March 2019 based on workforce changes and postings panels.</p> <p>2 to Business Support Directorate          4 to Crime Directorate          1 to Uniformed Policing Directorate</p> <p>However, the posts within ECD have been backfilled as appropriate from postings so this has not had a detrimental effect on the Directorate.</p>
13/2019/P	<b>6 February 2019</b> Item 10 – AOB – Internal Audit Update	Internal Audit to be conducted on budget mitigation measures undertaken by the Force.	Internal Audit	<p><b>UPDATE AT JUNE 2019 MEETING</b></p>