

**RESOURCE, RISK & ESTATES (POLICE) COMMITTEE**  
**Wednesday, 6 September 2023**

Minutes of the meeting of the Resource, Risk & Estates (Police) Committee held at  
on Wednesday, 6 September 2023 at 11.00 am

**Present**

**Members:**

Alderman Timothy Hailes (Chair)  
Deputy James Thomson  
Helen Fentimen  
Michael Landau (External Member)  
Paul Singh

**Officers:**

Blair Stringman	- Town Clerk's Department
Richard Riley	- Police Authority Director
Alistair Cook	- City of London Police Chief Finance Officer and Police Authority Treasurer
Alix Newbold	- City of London Police
Paul Betts	- Assistant Commissioner City of London Police
Kelly Glazebrook	- City of London Police
Martin O' Regan	- City of London Police
Steven Reynolds	- City of London Police
Mark Paddon	- City of London Police
Hayley Williams	- City of London Police

**1. APOLOGIES**

Apologies were received from Randall Anderson and Dawn Wright.

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

There were no declarations.

**3. MINUTES**

**RESOLVED** – That, the public and non-public summary of the minutes of the meeting held on 22 May 2023 be agreed as a correct record.

**4. PUBLIC OUTSTANDING REFERENCES**

The Committee received a report of the Commissioner and Town Clerk on the outstanding references from the previous meeting.

**RESOLVED** – That, the report be noted.

**5. CHIEF FINANCIAL OFFICER UPDATE**

The Committee received a report of the Commissioner which provided the Chief Finance Officer update.

Officers noted that the Home Office had pledged extra funding to support policing nationally and make certain awards more manageable. However, officers explained that the plan to distribute this funding for 2023-2024 seemed to put cities at a disadvantage, as it is based on core funding, causing concern among national policing stakeholders. Officers noted the main issue over the past three months for the organisation was the significant number of job vacancies, however, it was noted that steps were being taken towards filling these positions.

Members noted that the Committee had previously had presentations before this about the complex nature of the funding sources. Members were informed of traditional funding through the precept. However, due to the City of London Police's role as a national lead force (NLF) and the various responsibilities the organisation hold as a police force, the Corporation also has significant dependencies on funding from the Home Office and central government.

In response to a question raised by a Member, officers noted the demand placed on finance and other corporate functions due to NLF activities is disproportionately high. This is partly due to the complexity of funding related to NLF work. Officers added that capacity building was needed to manage the high number of exceptions in transactional work effectively. Members were informed a cultural shift towards getting things right the first time was essential to avoid inefficiencies in the finance function dealing with numerous exceptions. Building capacity in these areas is crucial, especially concerning the successful implementation of the ERP system.

**RESOLVED** – That, the report be noted.

**6. Q1 REVENUE AND CAPITAL MONITORING UPDATE -2023/24**

The Committee received a report of the Commissioner of Police concerning the City of London Police's revenue and capital monitoring position at quarter one for 2023/24.

In response to a question raised by a Member, officers emphasised the need to manage officer numbers carefully and maintain a tight control on headcount. They also addressed the issue of overtime, acknowledging its historical challenges in police budgets noting that scrutiny and focus on day-to-day overtime management is essential.

In relation to a discussion on workforce forecasting, officers informed Members that they review the outturn forecast monthly to adapt to changes in workforce numbers and ensure they operate within available funding. They also referred to a table on page 36 in the report that listed mitigations with RAG ratings. It was noted that most of the mitigations are expected to be achieved by the end of the financial year, but a couple, such as the reduction in action fraud exceptional costs and the officer rank ratio saving, are marked as amber and require finalisation and further examination.

In response to a Member officers clarified that the Q1 spending on page 42 and represents cash expenditure as it is happening, but it does not necessarily reflect the final expected position for the year. It was noted that some spending is not yet reflected in the Q1 figures.

**RESOLVED** – That, the report be noted.

7. **Q1 WORKFORCE MONITORING REPORT- 2023-24**

The Committee received a report of the Commissioner of Police concerning the City of London Police Human Resources Monitoring Data for quarter one 2023/24 between April 2023-June 2023.

In response to questions raised by Members officers explained that owing to the intake of probationer constables in 2022-23, some departments, like local policing, have more officers than needed as they go through their probationer training, while others are understaffed. The challenge they face is that many of the new recruits lack experience and need training, which is primarily within the local policing arena. They have enough officers for all posts but cannot fill all vacancies due to this experience gap. Officers reassured Members that they thoroughly assess these operational risks through tactical and strategic policing boards. Specific roles and skill sets causing operational risks are identified, influencing priority postings.

Regarding a query raised by a Member on Health and Safety, it was noted by officers that this is currently managed by HR and biannual reviews are conducted of certain data and presented to the Police Authority Board. It was noted that the head of health and safety reports to an internal City of London Police board. Members requested specific aspects of health and safety information such as Near Misses and RIDDOR in future be included in the report, with a suggestion to provide more details about injuries and their impact on sickness.

**RESOLVED** – That, the report be noted.

8. **CITY OF LONDON POLICE RISK REGISTER UPDATE**

The Committee received a report of the Commissioner of Police concerning current profile of force risks.

**RESOLVED** – That, the report be noted.

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

There were no questions.

10. **ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT**

There were no items of urgent business.

11. **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.

12. **NON-PUBLIC MINUTES**

**RESOLVED** – That, the non-public minutes of the meeting held on 22 May 2023 be agreed as a correct record.

13. **NON-PUBLIC OUTSTANDING REFERENCES**

The Board received a joint report of the Commissioner and Town Clerk on the non-public outstanding references from the previous meeting of the Committee.

14. **PACCTS AND NPCC BUDGET SURVEYS, 2023/24**

The Committee received a joint report of the Commissioner of Police & Police Authority Treasurer.

15. **NON-PUBLIC APPENDICES**

The Committee received non-public appendices from item 8.

16. **MIDDLESEX STREET, CAR PARK, MIDDLESEX STREET, E1 7AD**

The Committee received a report of the City Surveyor.

17. **FUTURE POLICE ESTATE- UPDATE DASHBOARD**

The Committee received a joint report of the Commissioner of Police & City Surveyor.

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

There were no questions.

19. **ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT AND WHICH THE COMMITTEE AGREES SHOULD BE CONSIDERED WHILST THE PUBLIC ARE EXCLUDED**

There were no items of urgent business.

20. **CONFIDENTIAL MINUTES**

**RESOLVED** – That, the confidential minutes of the meeting held on 22 May be agreed as a correct record.

21. **CORPORATE SERVICES REVIEW UPDATE**

The Committee received a report of the Interim Director HQ Services.

**The meeting ended at 1.40pm**

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Chairman

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