



## MINUTES

### YORKSHIRE & HUMBERSIDE JOINT POLICE AUTHORITIES COMMITTEE (YHJPAC)

28 JUNE 2007

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#### MEMBERS PRESENT

Bill Baugh  
Alene Branton MBE  
Mark Burns-Williamson (Chair)  
Reg Littleboy

Ann Liston  
Charles Perryman  
Clive Richardson

**Alternates**  
Steven Rollinson  
David Wainwright

#### OFFICERS PRESENT

Gill Bardsley  
Janet Clitheroe  
Karen Grey  
Judith Heeley  
Jeremy Holderness

Meredydd Hughes  
Shahin Ismail  
Alan Lees  
Derek Mann  
Susan Reid

Ian Roberts  
Mike Sanderson  
Claire Sykes  
Mark Walton

Mark Burns-Williamson welcomed everyone to the meeting, and congratulated Alene Branton and Charles Perryman on their appointments to Chairs of their respective Police Authority. Mark also welcomed Derek Mann and Ian Roberts.

#### 112. APOLOGIES

Received from Catherine Archer, John Bates, Jim Fender, Andy Ford, Jane Kenyon, Mark Kirk, John Kirman, Clive Palmerley, John Parkinson, Ruth Potter, Andrew Smith and Bill Wilkinson.

#### 113. DISCLOSURES OF INTEREST

None.

#### 114. MINUTES OF THE YORKSHIRE AND HUMBERSIDE JOINT POLICE AUTHORITIES COMMITTEE HELD ON 16 MAY 2007

These were agreed as a correct record.

## **115. MATTERS ARISING**

Members were referred to a pre-prepared sheet outlining progress with the actions from the last meeting.

Janet Clitheroe provided an update on progress with responses to Tony McNulty's letter. The microanalysis that had been done in North Yorkshire would be replicated in the other three forces within the next month to identify gaps in all seven areas of protective services. These would then be combined to provide a regional position by September 2007. Janet added that, instead of a formal response, the Home Office was expecting regional leads such as Andy Ford to link in with the action planning in order to make an assessment of progress. It was agreed that the regional position would be provided to the September JPAC meeting.

When asked if there was any news about the protective services demonstrator bids, Janet Clitheroe replied that no decisions had been made as yet.

### **RESOLVED**

**That members noted the progress of actions and other matters arising.**

### **ACTION**

**A paper on the regional position on protective services to be programmed for the September JPAC meeting.**

## **116. CHAIR'S URGENT ITEMS**

None.

## **117. EXCLUSION OF PRESS AND PUBLIC**

### **RESOLVED**

**That the press and public be excluded from the meeting for consideration of Agenda Item Nos. 15a, 15b, 16 and 17 (Minute Nos. 126 to 129 refer) on the grounds that they are likely to involve the disclosure of exempt information as defined in Part 1 of Schedule 12A to the Local Government Act 1972 and in accordance with the requirements of Part 2 of the same schedule.**

## **118. WORKFORCE MODERNISATION**

Derek Mann, National Policing Improvement Agency (NPIA) Programme Director for the Workforce Modernisation Programme and Ian Roberts, NPIA Workforce Modernisation Programme Field Officer provided members with an overview of the Workforce Modernisation Programme and the 11 demonstrator sites.

Derek explained that the purpose of the programme was to enable forces to unlock efficiency savings through increased police productivity. A structured approach using a business toolkit adapted from other sectors, provided for an iterative process involving four steps. The steps included unpicking of policing processes to identify efficiency gains, resource matching to identify the elements that need police officer powers and those that could be done by other members of staff, efficiency projection to identify the cost returns and risk management to identify planning issues.

The programme comprised two elements. In addition to the demonstrator sites work had been undertaken to develop a strategic employment framework, based around four core policing capabilities: neighbourhood policing, response policing, investigative work and intelligence. The framework provided a transparent career structure for advancement or moving sideways.

Derek moved on to talk about the demonstrator sites, saying they were building on evidence and lessons learnt from some previous pilot work in 10 forces. The aim of the demonstrator sites was to prove the methodology and generate evidence for the police service. He added that the sites would be independently evaluated, with the success criteria being agreed upfront. Derek finished by encouraging members to look at the website [www.workforce-modernisation.org](http://www.workforce-modernisation.org) and that the demonstrator sites would be launched at an event at the new Wembley stadium on 12 July.

In response to questions, Derek outlined the consultation that had been undertaken to date, and how being in the same directorate as the people responsible for training had assisted the programme's development. He also outlined how the programme was being kept informed of other similar work happening within forces and at the Home Office.

Concern was expressed by a number of members in relation to the timing of the programme, in that the budget deficit was prompting the need for action sooner than the programme was likely to deliver. Derek explained that having the toolkit and other resources on the website would assist forces and authorities in the meantime.

## **119. EQUALITY AND DIVERSITY PROJECT BUSINESS CASE**

Members received a report from the Chief Executives containing a business case resulting from the joint equality and diversity project. The business case provided an overview of the activities undertaken by the project team to determine the minimum standards, the gaps in compliance that were identified and the range of joint working proposals that would improve compliance with existing legislation, and increase efficiency and effectiveness, whilst still allowing authorities to retain their own individuality.

The covering report highlighted that major areas of non-compliance had been exposed by the project work, but concluded that lack of confidence, expertise and time were the hindering factors. The degree of non-compliance had led the project team to recommend that the four police authorities would benefit

most by jointly funding the employment of a specialist resource to be shared equally. In addition to improving compliance the officer, assisted by a joint officer network would look at how some of the best practice identified in each police authority could be adopted throughout the region.

The item was introduced by Bill Baugh, link member for the project. He highlighted the good working relationship that had already been achieved between the lead officers from each authority for the project to reach this stage. He reminded members that the project initiation had been approved originally on the basis of a 'blank slate' philosophy and agreed that the recommended solution was needed to prevent equality and diversity issues remaining at the bottom of the work stack.

Issues raised by members during the discussion included whether each authority would receive an equal share of the officer's time, if the proposed grading for the officer would attract someone to such a specialist role, a preference for an initial temporary appointment and a recognition that the arrangements would need to be reviewed on a regular basis.

The Chief Executives felt there was a need to remain flexible about the amount of time the officer spent with each authority, and that it would be their role to ensure each authority benefited from the appointment. Shared trust and confidence was seen to be a key factor in the success of the project.

Members then questioned the timescales for implementation within the business case, and agreed that Chairs and Chief Executives could be asked to implement the recommendation without delaying the project until each individual Authority had approved the recommendation.

## **RESOLVED**

**That members of JPAC:**

- a) Approved the recommendation outlined in paragraph 5 of the covering report to have one authority employ an additional resource, on a temporary basis initially, to carry out the tasks outlined in the business case on behalf of all police authorities in the Yorkshire and Humber region, subject to regular review.**
- b) Agreed to delegate responsibility for implementation of the above recommendation to the Chairs and Chief Executives.**

## **120. JOINT VISION AND PRINCIPLES**

Members received a joint report of the Chief Constables and Chief Executives which presented a joint vision and principles documents for approval by the Committee.

The joint document had been formed from the Regional Chief Constables Group (RCCG) vision document and the joint JPAC/RCCG principles to guide

joint working document. Both had been amended to reflect the debate at the visioning session held prior to the last JPAC meeting. The joint JPAC/RCCG document had replaced the key operational principles in the RCCG document.

## **RESOLVED**

**That Members:**

- a) **Noted and commented on the contents of the paper.**
- b) **Supported the proposal to include the guiding principles as the key operational principles within the RCCG vision document.**

### **121. MARKETING/COMMUNICATIONS ACTION PLAN**

Members received a report of the Chief Constables which provided an overview of a marketing/communications action plan approved by the RCCG in June.

The aim of the plan was to communicate the purpose and future strategy for joint working. In support of the plan quarterly themes had been agreed: the vision statement for joint working, microanalysis and the regional strategic assessment, workforce modernisation and a review of successes. Hard copy leaflets were to be distributed to frontline officers and staff and Humberside Police will host a website. A brand proposal was also provided to members, which attempted to emphasise joint working rather than merger. Finally the paper outlined a proposal to include a dedicated officer for marketing/communications on the Joint Regional Programme Team.

In response to a question, Janet Clitheroe said that quarter 1 would commence at the end of July. Chief Constable Mr Hughes provided some further information about the proposed brand, particularly the chequered band which was the new UK standard.

Members felt that external communications would be required very quickly following the start of the internal communications. Members also queried when the Joint Regional Programme Team structure would be seen by JPAC. Janet Clitheroe replied that the RCCG would see the proposed structure at the beginning of July, and it was suggested that this be presented to the all member event on 26 July, in order that arrangements were not held up.

## **RESOLVED**

**That members considered the Marketing/Communications Action Plan and supported the decisions of the RCCG in principle.**

### **122. INVOLVEMENT WITH LOCAL GOVERNMENT YORKSHIRE AND HUMBER**

Members received a report of the Chief Executives which outlined recent involvement with Local Government Yorkshire and Humber (LGYH).

The paper explained that officers attended the LGYH Service Delivery Advisory Group, plus a number of other events. Included in the report was an account of a meeting held with the assistant Chief Executive of LGYH on 22 May 2007. The discussion at the meeting covered relevant topics to police authorities such as Local Strategic Partnerships, Local Area Agreements, Crime and Disorder Reduction Partnerships and community engagement. The report concluded with some detail on relevant present and forthcoming police authority issues that had been discussed with LGYH.

Jeremy Holderness introduced the paper and said that whilst the Chief Executives were a little frustrated with the slow progress to date, they believed the capacity to deliver benefits existed and recommended continued dialogue. He added that police authorities were leading the way on areas such as community engagement. Jeremy drew members' attention to the final recommendation which was a suggestion that police authorities might be able to exert more influence if they become formal or associate members of LGYH.

Members felt strongly that formal membership was worth pursuing, in order to have a clear voice round the table, and also to champion the role of police authorities generally, and to local authorities with police accountability on their radar.

## **RESOLVED**

### **That Members:**

- a) Noted the report.**
- b) Agreed to the continuation of current liaison arrangements and requested officers to continue providing progress reports to future meetings of the Committee.**
- c) Agreed that formal membership of LGYH be explored.**

## **123. NOTES OF THE CHIEF EXECUTIVES' MEETING HELD ON 13 JUNE 2007**

Members were provided with the notes of the Chief Executives' meeting held on 13 June 2007.

Jeremy Holderness drew members attention to the discussion held about the visioning session held prior to the May JPAC meeting, particularly the paragraph which suggested the need for dedicated support for JPAC should joint working activity increase. He said that this would be discussed further at the all member event on 26 July.

Jeremy also highlighted the new members' induction session planned for 9 July in Barnsley.

**RESOLVED**

**That the notes were received.**

**124. NOTES OF THE REGIONAL CHIEF CONSTABLES GROUP MEETING HELD ON 8 MAY 2007**

Members were provided with the notes from the RCCG meeting held on 8 May 2007.

**RESOLVED**

**That the notes were received.**

**125. REPORT OF THE REGIONAL CHIEF CONSTABLES GROUP MEETING HELD ON 8 JUNE 2007**

Chief Constable Mr Hughes provided a verbal report on the items discussed at the RCCG meeting that had not been covered during the rest of the meeting.

Mr Hughes said there had been a drive for action at the meeting. Some operational matters had been agreed, and ACC John Sampson had been authorised to allocate resources from all four forces to deal with level 2 crime. The other Chief Constables had formally agreed to cede control on this area.

The Assistant Chief Officer from Humberside Police had agreed to explore joint working opportunities in respect of custody, which was a critical area of risk to the police service.

RCCG has agreed to an Office of Government Commerce Gateway Review of the two joint working projects, to assess their likely successful delivery. No additional work will be necessary for this to take place.

The RCCG had agreed that link members needed full involvement with the two projects, and had advised project teams of this.

Mr Hughes finished by advising of the forthcoming paper on the Joint Regional Programme Team structure and that more work on prioritisation would be taking place at the September RCCG meeting.

**IN PRIVATE**

**126. SERIOUS AND ORGANISED CRIME PROJECT UPDATE**

Members received a report of the Chief Constables which outlined the current position regarding the Serious and Organised Crime Project.

Members discussed and noted the budgetary implications arising from the recommendations for the 2008/09 financial year.

**RESOLVED**

**That Members:**

- c) **Noted and commented on the contents of the paper and supported the decisions of the RCCG.**
- d) **Considered and approved, in principle, recommendation 2 of the Interim Report.**

**127. SERIOUS AND ORGANISED CRIME PROJECT – REPORT OF LINK MEMBER**

Members received a report from the link member to the Serious and Organised Crime Project.

**RESOLVED**

**That members noted the report.**

**128. STRATEGIC ROADS POLICING PROJECT UPDATE**

Members received a report of the Chief Constables which outlined the current position regarding the Strategic Roads Policing Project.

Members requested that additional information be provided on the rationale for the project recommendations when the project came to be discussed at the individual police authorities.

**RESOLVED**

**That members considered and noted the contents of the report.**

**129. GOVERNANCE OF COUNTER TERRORISM**

Members received a verbal report on matters arising since the last meeting.

**IN PUBLIC**

**130. ANY OTHER BUSINESS**

Members were reminded that the all member event would be held on Thursday 26 July 2007 at the Parsonage Country House Hotel, Escrick, York.

**CHAIR**