

## **SUSSEX POLICE AUTHORITY**

### **RESOURCES SCRUTINY COMMITTEE**

Minutes of a meeting of the Resources Scrutiny Committee (RSC) held on Tuesday, 2 March 2010 at County Hall, Lewes.

Present: Mr S Waight (Chairman), Prof G Bull (Vice-Chairman), Dr L Bush, Mr B Duncan, Mr P Evans, Mr P Jones and Mr B Tidy.

In attendance:

Mr M Baker, Director of Finance, Sussex Police

Mr J Cartwright, Head of Facilities, Sussex Police

Mrs K Coakes, Press and Public Relations Officer, Sussex Police Authority

Mr J Eagles, Deputy Treasurer, Sussex Police Authority

Mrs M Fanthorpe, Director of Human Resources, Sussex Police

Ms S George, Head of Corporate Comms & Public Engagement, Sussex Police

Dr J Godfrey, Chief Executive, Sussex Police Authority

Mr A Mowle, Business Support Manager, Sussex Police

Mr P Welch, Deputy Chief Executive, Sussex Police Authority

Mr N Wilkinson, Assistant Chief Constable, Sussex Police

### **APOLOGIES FOR ABSENCE**

88. Apologies for absence were received from Mr P Bratton and Mr A Price.

### **URGENT MATTERS**

89. No urgent matters were raised.

### **DISCLOSURE OF PERSONAL INTERESTS**

90. No disclosures of personal interest were made.

### **MINUTES**

91. **Resolved** – that the minutes of the last meeting of the Committee held on 17 November 2009 be confirmed and signed by the Chairman.

### **REPORTS**

92. Copies of the reports referred to in the minutes below are included in the Minute Book.

### **LOCAL POLICING PLAN PERFORMANCE: OCTOBER, NOVEMBER AND DECEMBER 2009**

93. The Committee received a report on the Local Policing Plan Performance covering the period October - December 2009.
94. The Committee welcomed the report and notification that the environmental targets had been met and exceeded. It was acknowledged that improvement was required in other areas, such as maintaining the improvement in employee turnover. The Director of Human Resources highlighted that the October figure for 'Increase proportion of female employees in the workforce' should have read 42% instead of 29.9%.
95. **Resolved** – that the report be noted as the context for the other items on the agenda.

### **BUDGET MONITORING REPORT TO 31 JANUARY 2010**

96. The Committee received a report on budget monitoring to 31 January 2010.
97. The report set out the Authority's financial position to the end of January 2010, which forecasted an underspend of £1.3m, after accounting for planned transfers to reserves of £0.8m.
98. It was reported that underspends on building maintenance costs, a windfall saving on utilities costs and an over-achievement of income were all listed as key reasons for the variance to date.
99. At the end of January 2010, outstanding debts totalled £3.2m and outstanding debts over 60 days old totalled £148,519 which represented 5 per cent reduction against a target of 10 per cent. This was a decrease of £29,895 on the balance as at 31 December 2009. During the examination of the significant debtors, the Committee expressed concern that some debts were from other public bodies. The Director of Finance reassured the Committee that existing procedures were currently being reviewed to work towards the reduction of the current problem.
100. **Resolved** – that
- (1) the latest position on revenue and capital budgets for 2009-10 be noted;
  - (2) the actions being taken to reduce the revenue overspends be noted;
  - (3) the latest position on outstanding debtors be noted; and
  - (4) the performance on the BCU grant as set out in section 10 of the report be noted.

### **PRIVATE FINANCE INITIATIVE ANNUAL REPORT 2009-10**

101. The Committee received a report which updated members on the performance of the Private Finance Initiative (PFI) Custodial Services contract and other related issues.

102. Members were reminded that a 30 year PFI contract had been entered into on 23 August 2001 which provided for new custody facilities in Worthing, Chichester and Brighton and for custodial services in those sites and at existing facilities in Crawley, Hastings and Eastbourne. A further contract had been signed on 30 March 2004 for the provision of a facility in Eastbourne and a secure pedestrian access to the centre in Brighton. The Investigation and Detainee Handling Centres (IDHCs) in Worthing, Chichester, Brighton and Eastbourne were opened on 22 September 2002, 30 September 2002, 21 October 2002 and 1 August 2005 respectively.
103. It was reported that detainee numbers had risen steadily over the first five years of the PFI arrangements, peaking at 51,347 in 2007-08. However, there was a drop in detainee throughput to 44,101 during 2008-09 which represented a reduction of 14 per cent (7,246). In the current 2009-10 performance year, detainee numbers have continued to fall and have averaged a decrease of 9 per cent, month on month. It was further reported that the Authority has been charged a unitary charge for the provision of custody by the PFI provider and that there would be budgetary implications should the detainee numbers fall below 42,000 for the performance year as credit refunds would be issued.
104. **Resolved** – that Private Finance Initiative update reports be made annually to the Committee.

## **WORKFORCE DIVERSITY**

105. The Committee received a report that provided an overview of current strategy and delivery on workforce diversity within Sussex Police.
106. The diversity and equality programme of work has underpinned the Local Policing Plan and the 'Serving Sussex', Policing Pledge and 'Hallmarks' commitments. The Committee was advised that the Equality Standard for the Police Service (ESPS) had been recently introduced as a performance tool and a means of integrating equality and diversity into policing activities. The ESPS had been developed by the National Police Improvement Agency and Sussex Police was one of the pilot forces pioneering the use of the Standard.
107. It was reported that the main aims of mainstreaming diversity and equality into day to day people management activities of the Force was the reinforcement of the culture and behaviours which promoted customer service, provided services that met different peoples' needs and built relationships with communities.
108. The Committee welcomed the fact that the 2009 target (of 2 per cent) for the proportion of BME employees within the Force had been reached for the first time.
109. It was agreed that detailed update reports on workforce diversity would be presented to the Committee on a bi-annual basis.

110. **Resolved** – that the position and progress made on workforce diversity be noted.

## **DEVELOPMENT OF CORPORATE COMMUNICATIONS AND PUBLIC ENGAGEMENT**

111. The Committee received a report which detailed the developments of the Corporate Communications department following recent substantial investment by the Authority.
112. The Committee welcomed the report and recognition was given to the Authority's Press and Public Relations Officer, Mrs Katie Coakes, who had already significantly increased the media coverage on the Authority and forged strong relationships with key members of the local press. The recent redevelopment of the website was also commended.
113. It was reported that evaluation of the publication 'High Viz', which had superseded the former Sussex Police publication 'PATROL' would be undertaken which would measure effectiveness and ensured delivery to the specific outcomes set at the beginning of the project.
114. A range of key deliverables for 2010 were detailed in the report, and the Committee welcomed the development of engagement strategies and campaigns for young people. It had been agreed at the recent Neighbourhood Policing Scrutiny Committee held on 25 February 2010, that a proposal to set up a Young Persons' Police Authority would be presented to a future meeting of that Committee.
115. **Resolved** – that the progress made so far within the development of the corporate communications and public relations department, the key challenges and future direction of the department be supported.

## **FLEET REVIEW – INTERIM REPORT**

116. The Committee received an update report on the Fleet Review, as requested at its previous meeting held on 17 November 2009.
117. A final proposal for the operationally led review was presented to the Force Transport Committee (FTC) on 3 February 2010 which also agreed the terms of reference for the review. As agreed at the previous meeting of the Scrutiny Committee, Mr A Price, lead member for fleet issues had been invited to join the review team. The Committee considered the terms of reference (Appendix A to the report) and suggested that the aims of review should make reference to the target of reducing emissions as stated in the policing plan.

118. It was noted that the initial results of the review would be presented for consideration by the FTC in July 2010 with the final review undertaken by the Resources Scrutiny Committee in September 2010. The final draft of the Fleet Asset Management Plan will be presented to the Authority at its meeting in October 2010.
119. **Resolved** – that the approach and timetable for the Fleet Review be approved.

### **ESTATE ASSET MANAGEMENT PLAN UPDATE**

120. The Committee received a report that detailed progress with the implementation of the Estate Asset Management Plan (AMP).
121. The Estate AMP is updated every year with an Estate Review, led by the Director of Finance, being undertaken to identify any adjustments required to ensure the estate had continued to support operational requirements in an affordable and cost effective way.
122. The latest report from the Force's building consultants stated that funding for planned maintenance was insufficient with a back-log of maintenance experienced, year on year.
123. It was reported that a business case which recommended a staged redevelopment programme at Kingstanding had been approved by the Best Use of Resources Board in February 2010. A separate exercise would be undertaken to identify the most cost effective way to meet the Authority's obligations for the maintenance of the Grade Two listed building at Kingstanding (known as the cinema).
124. **Resolved** – that the update in the context of the Capital Strategy, as agreed by the Police Authority at the meeting on 11 February 2010 be noted.

### **HMIC VALUE FOR MONEY PROFILES**

125. The Committee received a report which set out information in response to the publication of HMIC Value for Money Profiles.
126. The profiles published by the HMIC were based on data supplied by Sussex Police annually and have reflected the situation as at 31 March 2009. The data covers full time equivalent (FTE) numbers for staff broken down by rank and functional areas, as well as turnover and sickness levels. It was reported that, overall staffing levels were in line with the Most Similar Force Group (MSG), with the exception of Police Community Support Officers (PCSOs). The Committee welcomed that Sussex was above average for PCSOs per 1000 population (0.26 in Sussex against the average 0.23.)

127. It was reported that there had been a recent decline in the turnover of officers with Sussex falling to 6.2 per cent, well below the MSG average of 7 per cent..
128. **Resolved** – that the report prepared by Human Resources for the Performance and Development Board be shared with the Committee as required.

### **AIRWAVE REFRESH PROJECT – INTERIM REPORT**

129. The Committee considered a report that detailed progress of the Airwave Refresh Programme as requested by Professor Gordon Bull, Lead Member for Airwave.
130. It was reported that the programme has been scheduled for completion on 31 March 2010. The report detailed the planned installations and identified the contingency plans should the programme not complete on time.
131. **Resolved** – that a further update report be presented to the next meeting of the Resources Scrutiny Committee at its meeting on 15 June 2010.

### **EXCLUSION OF THE PRESS AND PUBLIC**

132. **Resolved** – that the public and press be excluded from the meeting for the remaining business on the grounds that if the public and press were present there would be disclosure to them of exempt information as specified in paragraphs 14 (information relating to any action taken or to be taken in connection with the prevention, investigation or prosecution of crime) and 11 (information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relating matter arising between the authority or a Minister of the Crown and employees of, or office-holders under, the authority) of part 1 of schedule 12 (a) of the Local Government Act 1972

STEVE WAIGHT  
Chairman