

**Title**

JOINT BUSINESS MEETING

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**Date**

18<sup>th</sup> May 2017

**Location**

Victory House, Balliol

**Duration**

10am – 12.05pm

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**Present:**

Ms Elaine Snaith – OPCC Chief Executive (Chair)  
Mr Steve Ashman – Chief Constable  
Mr Winton Keenen – Deputy Chief Constable  
Mrs Helen McMillan – Assistant Chief Constable  
Mrs Vanessa Jardine – Assistant Chief Constable  
Ms Joscelin Lawson – Director of Human Resources  
Mr Mike Tait – Director of Finance  
Mr Mike Mullen – Director of Asset Management  
Mr Peter Bent – Superintendent, Northumbria Police  
Mr Dean Lowery – Officer of the PCC

**Apologies:**

Mrs Vera Baird – Police and Crime Commissioner  
Mr Darren Best – Assistant Chief Constable

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**OPEN AGENDA**

**1. Minutes from the Previous Meeting**

The minutes of 4<sup>th</sup> May 2017 were agreed as a true and accurate record.

**2. Action Plan Response in Relation to HMIC PEEL 2016  
Effectiveness Inspection**

Deputy Chief Constable Keenan presented the Northumbria Police Action Plan that has been produced to address areas of improvement made by HMIC Inspectors following the PEEL Effectiveness Inspection.

The Deputy Chief Constable discussed specific work that has been undertaken in relation to the one area of concern raised in the inspection relating to Digital Forensics.

The Chief Executive highlighted that the HMIC Inspection had overall given an outcome of “Good” however, she queried whether the presented action plan would result in the force achieving and “outstanding” grade in the next inspection which she felt may not be the case.

The Chief Constable highlighted the positive work contained within the action plan, however was in agreement that further work should be undertaken to highlight areas

of good work being undertaken by the force during in preparation for the next HMIC Inspection.

The Chief Executive raised an a point in relation to Point 9b of the action plan where it stated that the VFN Board are monitoring progress of officers and staff being made aware of the work of VFN. The Chief Constable confirmed that feedback is given at the VFN Board meeting in relating to compliance with victims however it was acknowledged that the action plan wording may need to be amended.

The Chief Executive and Deputy Chief Constable confirmed that work was to be undertaken on a new reporting format in relation the HMIC Inspection Action plan Updates with the possibility of including these within structured performance meetings.

**ACTION:** That further discussions are undertaken between the Chief Executive and Deputy Chief Constable in relation to a suitable reporting mechanism for HMIC Inspection updates.

### **3. Action Plan Response in Relation to HMIC PEEL 2016 – Efficiency and Legitimacy Inspection**

Deputy Chief Constable Keenan presented the Northumbria Police Action Plan that has been produced to address areas of improvement made by HMIC Inspectors following the PEEL Efficiency and Legitimacy Inspection.

The overall judgement for the force was “good” and with no areas of concern identified or specific recommendations made. There were however ten areas for improvement were identified with Deputy Chief Constable providing a briefing on the work that was undertaken to address the issues raised and confirmed that all actions within the plan had now been completed.

As discussed in minute 2 of these minutes, the comments made by the Chief Executive in relation to further work that is needed to achieve an “outstanding” grade also applies to this action plan.

The Chief Executive and Deputy Chief Constable confirmed that work was to be undertaken on a new reporting format in relation the HMIC Inspection Action plan Updates with the possibility of including these within structured performance meetings.

**ACTION:** That further discussions are undertaken between the Chief Executive and Deputy Chief Constable in relation to a suitable reporting mechanism for HMIC Inspection updates.

### **4. Demand Risk Resource 2 Counter terrorism Funding position**

The Deputy Chief Constable and T/Supt Dave Anderson presented an update in relation to the Demand Risk Resourcing Funding Position relating to Counter Terrorism.

T/Supt Charlton specifically highlighted the creation of a hub model and movement of resource management to the Regional Senior Ports Officer at the North East Counter

Terrorism Unit (NECTU). Further information and explanation was given relating to consultation meetings that were undertaken between the seven regional forces NECTU where a draft conceptual operating model was put forward.

T/Supt Anderson discussed current funding arrangements and confirmed that Northumbria had received a growth in funding with the range of posts specified. It was also highlighted that the conceptual model put forward does propose that Northumbria Police Ports Officers will be a regional resource which could potentially see them being tasked anywhere in the region as directed by NECTU.

**ACTION:** The report was noted with further updates to be added to the OPCC forward plan.

## 5. Recruitment Update

The Director of Human Resources and HR Delivery Manager presented an update in relation to the current Northumbria Police Recruitment campaign.

Action undertaken to improve the recruitment process including targeted marketing, refreshing of governance arrangements for equality and the formation of a positive action team to drive engagement activity in relation to recruitment.

The Chief Executive discussed in detail the work undertaken to increase recruitment from underrepresented groups. The Chief Constable confirmed that in relation to the gender target, he is happy with the current figures and felt that over the coming years this target will be met. He did however highlight difficulties in relation to attracting BME candidates to the role however recognised that positive work is being undertaken to rectify this.

The Chief Executive raised an issue relating to figures provided for the number of recruits appointed in 2016/17 and requested that this figure be broken down to show recruits in the protective strands.

The Chief Executive also queried whether the sexual orientation information requested during the recruitment process is used for any specific purposes. The Director of HR confirmed that this information is used to make sure that appropriate support is provided to the workforce.

The Chief Executive also highlighted the cost associated with the introduction of "Police Now" and asked for further clarity in relation to this. The Director of HR confirmed that a further update in relation to apprenticeships will be provided in the coming weeks which will include this information.

**ACTION:** That the Director of Human Resources provides the Chief Executive with a breakdown of the number of recruits who have undertaken their role in 2016/17 that relate to the protective strands.

## 6. Forward Plan

It was confirmed that the following reports will be brought to the next JBM meeting:

- Quarterly risk management report
- Further update on staff survey results

## **7. Any other Business**

There was no further business to discuss.

## **8. Future Meeting Date**

The next meeting of the JBM will take place on 1<sup>st</sup> June 2017 at 10am, OPCC Office, Victory House.