

NORTHUMBRIA PCC MINUTES

Title

JOINT BUSINESS MEETING

Date

29th November 2018

Location

PCC Office, Victory House

Duration

10am– 10;40

Present:

Vera Baird – Police and Crime Commissioner (Chair)
Winton Keenen – Chief Constable
Ruth Durham – Chief of Staff, Office of Police and Crime Commissioner
Mike Tait – Director of Finance and IT and Joint Chief Finance Officer
Joscelin Lawson – Director of People and Development
David Felton – Assistant Chief Constable (Local Policing)
Scott Duffy – Director of Governance and Communications
Dean Lowery – Officer of the PCC

Apologies:

Darren Best – Deputy Chief Constable
Rachel Bacon – Assistant Chief Constable (Citizen Focus)

OPEN SESSION

1. MINUTES OF THE OPEN SESSION OF JOINT BUSINESS MEETING 15th NOVEMBER 2018

ACTION: In relation to Minute 4, ACC Bacon was to liaise with the OPCC regarding attendance at future review meetings. The Commissioner confirmed that contact has not yet been made regarding future dates and requested that this be actioned.

ACTION: In relation to Minute 5 – Action 4 and 12 – The Commissioner requested that feedback relating to the discussions are provided.

2. SPECIAL POLICE SERVICES

The Joint Chief Finance Officer presented a key decision and report which set out the proposed increases of Special Police Services by 2%.

The Joint Chief Finance Officer confirmed that a comparison of costs utilised by other forces has been undertaken with this showing rises of between 2 and 3%.

The Commissioner agreed the key decision as presented.



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AGREED: That the proposed Special Police Service Charges increase of 2% was agreed

3. IMPLEMENTATION OF THE APPRENTICESHIP FRAMEWORK

The Director of People and Development presented a progress update report on the implementation of the apprenticeship framework.

The Commissioner was informed that progress has been made with the Police Constable Degree Apprenticeship (PCDA) with the Northumbria Police being the first to deliver the course out of the official trailblazer group.

Contracts have been signed with Northumbria University to deliver the PCDA and for use of the university facilities. Talks are however ongoing with Sunderland University regarding the delivery of further courses which will be more accessible for those attending who reside in the southern area of the force.

The Director of People and Development also discussed the use of the levy within the bulk recruitment of police officers and contact handlers with the addition of specialist areas and in terms of development apprenticeships. These would normally have been financed through training budgets however will now be financed through the apprenticeship levy.

It was noted that internal accredited courses are now being delivered resulting in £42k in additional income having being generated.

The Director of Governance and Communications queried the Emergency Services Call Handler apprenticeships and whether existing staff currently employed could access training and development. The Director of People and Development confirmed that opportunities are open to all staff however the current focus on apprenticeships relates to the key areas and bulk recruitment is addressed first. It was noted that the Development Apprenticeships will be prioritised in key areas and will be open to both officers and staff and linked to Personal Development Reviews with approval to be given by the Strategic Resourcing Board for agreement.

The Commissioner queried whether there had been any impact or issues relating to staff or officers being out of post when attending training and courses. The Director of People and Development confirmed that there has been no significant gap that has attracted any additional costs as the majority of courses has been provided in the workplace.

The Commissioner requested that equality information relating to the take up, success and the costs saved through the utilisation of the levy be reported to a future JBM meeting.

ACTION: The Director of People and Development confirmed that an update be provided regarding the take up and success of the apprenticeship scheme at the appropriate juncture following the conclusion of the police officer SEARCH assessment centre in February 2019.



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AGREED:

- *That the report was noted*
- *That a report be provided following the February 2019 SEARCH Assessment Centre relating to the success, uptake and the funding utilised relating to the levy*

4. FORWARD PLAN

The forward plan was agreed as presented.

5. ANY OTHER BUSINESS

The Joint Chief Finance Officer presented a paper providing an update on the recent meeting of the Joint Independent Audit Committee in November 2018.

AGREED: That the report was noted.

6. DATE AND TIME FOR NEXT MEETING

10th January 2019, 10am, Victory House, Balliol Business Park



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