

NORTHUMBRIA PCC MINUTES

Title

JOINT BUSINESS MEETING

Date	Location	Duration
21 st March 2019	PCC Office, Victory House	4pm – 5pm

Present:

Dame Vera Baird-	Police and Crime Commissioner (Chair)
Darren Best -	Deputy Chief Constable
Ruth Durham -	Chief of Staff, OPCC
Dean Lowery -	Officer of the PCC
Winton Keenen-	Chief Constable
Mike Tait-	Director of Finance and IT and Joint Chief Finance Officer
Joscelin Lawson	Director of People and Development
Rachel Bacon -	Assistant Chief Constable

OPEN SESSION

1: Minutes of the 21st February 2019

The minutes of the meeting held on the 21st February 2019 were agreed as a true and correct record.

2: New Staff Survey – Headline Results

The Director of People and Development presented a paper to the meeting which provided the Commissioner with the headline results of the recent staff survey undertaken by Northumbria Police.

The report highlighted that the survey was different to previous surveys undertaken and this new approach will see focused surveys being undertaken on a more regular basis. This will allow for a more focussed approach to gather and react to staff feedback that has been received.

The survey was completed by 52% of the force with Issues that were raised by staff such as resourcing, demand and workplace environment discussed in detail and confirmation given that work will be undertaken to address the issues raised with future surveys being used to assess whether improvements put in place have addressed staff issues as referenced within the survey.

The Chief Constable highlighted the work and positive changes introduced following the previous staff survey and confirmed that further work will be undertaken to improve on the issues raised by staff within the current survey.

The Commissioner queried whether the survey allowed staff to enter comments freely in the form of



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open text and if so she would like to see a selection of the comments made. It was agreed that the Commissioner was to be supplied with this information.

AGREED: That the report was noted.

3: Recruitment Positive Action and PCDA Update

The Director of People and Development presented an update paper relating to Police Officer Recruitment and the work undertaken to increase BME representation.

It was noted that through the targeted work undertaken 20 BME candidates were successful from 65 applications and are currently undertaken final employment checks with the Commissioner welcoming this news.

In relation to the Police Degree Apprenticeship Scheme with Northumbria University has now passed all pre delivery scrutiny assessments and delivery is expected on the 25th March 2019 with the first cohort of student officers.

The Commissioner was presented with a key decision requesting approval for the adoption of a single starting salary point for all student officers as “Pay Point 1”. It is felt by introducing the starting pay point for all new officers that this would support the Force to improve reward and recognise talent from entry, bringing PCDA officers in line with those from other entry routes. The Joint Chief Finance Officer gave assurance that there would be no financial impact with the approval as the costs at this level are already included within the budget.

The Commissioner agreed the decision to adopt pay point 1 as the starting point for all Police Officer recruits.

AGREED:

- **The report was noted.**
- **The Commissioner agreed the adoption of a single starting salary point for all student officers as pay point 1.**

4: Protecting Children from Criminal Exploitation, Human Trafficking and Modern Slavery

ACC Bacon presented a report which provided an update and summary of the findings from the three joint targeted area inspections carried out in 2018 by Ofsted, Car Quality Commission and Her Majesty’s Inspectorate of Constabulary and Fire and Rescue Services and HMI Probation.

ACC Bacon provided further context on the key themes within the report and the work being undertaken by Northumbria Police to address these with the Commissioner being fully supportive of the action being undertaken.

AGREED:

- **The report was noted.**



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5: Response to Domestic Abuse

The report was deferred to a future Joint Business Meeting.

6. Forward Plan

The forward plan was agreed as presented.

7. Any Other Business

There was no further business to discuss.

8. Date and Time of Next Meeting

4th April 2019 at 10am



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