



MEETING OF HERTFORDSHIRE POLICE AND CRIME PANEL

17 November 2022 – 6 pm

Hertfordshire County Council
County Hall
Pegs Lane
Hertford
SG13 8DQ

AGENDA

1 WELCOME

2 APOLOGIES

3 MINUTES OF THE MEETING ON 23 JUNE 2022 (*attached*)

If members of the public have any comments on the draft minutes, please email pcp@broxbourne.gov.uk

4 MATTERS ARISING FROM MINUTES

5 QUESTIONS TO THE PANEL FROM THE PUBLIC

Questions are to be sent to pcp@broxbourne.gov.uk by 10 NOVEMBER 2022, seven days in advance of the meeting to allow for a quicker and more complete response. (*20 minutes are permitted*)

6 QUESTIONS TO THE POLICE AND CRIME COMMISSIONER FROM THE PUBLIC

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The following question for the Commissioner has been received:-

I would like to submit a question to David Lloyd the PCC for Hertfordshire via the Police and Crime Panel. The question is:

“The arrest of journalists covering the Stop Oil Protests on trunk roads and motorways within Hertfordshire force area by its officers is well documented both online and on the mainstream news. As a former colleague of David Lloyd’s I am appalled at this unethical use of Police powers in a disproportionate fashion and I would like to know how David intends to scrutinise Hertfordshire Police action on behalf of the public not only in Hertfordshire but across the country”

- 7 HMIC INSPECTION OF CUSTODY REPORT – PCC UPDATE**
- 8 QUARTER TWO BUDGET MONITOR**
- 9 AOB**
- 10 DATE OF NEXT MEETING 2 FEBRUARY 2023 – BROXBORNE BOROUGH COUNCIL**



MEETING OF THE HERTFORDSHIRE POLICE AND CRIME PANEL

Thursday 23 June 2022- 6:00pm

East Hertfordshire District Council

MINUTES

(Please note the minutes are a brief summary of the discussion and not intended to be verbatim)

Members Present: Cllr S Monaghan (Chair) - Broxbourne Borough Council
Cllr P Choudhury (Vice Chair) - Hertsmere Borough Council
Cllr J Taylor - St Albans City and District Council
Cllr A Scarth -Three Rivers District Council
Cllr R Trigg - Welwyn Hatfield Borough Council
Cllr R Fernando – East Herts District Council
Cllr R Ranger – Hertfordshire County Council

Also Present: Mr David Lloyd, Police and Crime Commissioner
Mr Lewis Cocking, Deputy Police and Crime Commissioner
Mr Chris Brace, Chief Executive, PCC
Dr Amie Birkhamshaw, Assistant Chief Executive, PCC
Mrs N Boateng, Clerk to the Police and Crime Panel
Mr Ibrahim Balta, Deputy Clerk to the Police and Crime Panel
Mr Elliot Free, Legal Apprentice, Broxbourne Council

ACTIONS

1. Item 11 – PCC to look into the benefits of PCC becoming White Ribbon accredited.

2. Item 11 – PCC to look into providing a Prevention 1st 'briefing' to Panel to show how Officers are implementing this initiative.

3. Item 13 – PCC to give feedback to the Panel on the HMIC report on the Independent Custody Volunteers scheme.

1. WELCOME

The Clerk welcomed everyone to the Hertfordshire Police and Crime Panel meeting. The Clerk invited nominations for the position of Chair of the Panel.

2. APPOINTMENT OF CHAIR

Cllr Monaghan was voted in by the Panel as Chair of the Panel

APPOINTMENT OF VICE CHAIR

Cllr Choudhury was voted in by the Panel as Vice Chair of the Panel

3. CONFIRMATION OF INDEPENDENT MEMBERS

Mr Malcolm Ramsay and Mr Ian Laidlaw-Dickson were confirmed by the Panel as independent members.

4. APOLOGIES

Apologies were received from Mr Ian Laidlaw-Dickson, Dr Malcolm Ramsay, Cllr Imarni, Cllr Saffery, Cllr Jackie Hollywell, and Cllr North.

5. WELCOME TO THE NEW MEMBERS FROM HERTFORDSHIRE AND EAST HERTS

The Chair welcomed the two new Panel members Cllr Ranger and Cllr Fernando.

THANK YOU TO CllRS THOMSON, CURTIS AND IMARNI

The Chair thanked Cllr Imarni, Cllr Curtis and Cllr Thomson on behalf of the Panel for their work on the PCP.

6. MINUTES OF THE MEETINGS HELD ON 17 March 2022

The minutes were agreed

7. MATTERS ARISING FROM THE MINUTES

It was noted that Cllr Danny Clare's surname was misspelt in the minutes.

8. PUBLIC QUESTIONS TO THE PANEL

None

9. PUBLIC QUESTIONS TO THE POLICE AND CRIME COMMISSIONER

None

10. INDEPENDENT STOP & SEARCH SCRUTINY PANEL ANNUAL REPORT

Mohammad Islam-Ruman (Deputy Chair of the Independent Stop and Search Panel) introduced the report. He confirmed the purpose of the Panel was to provide independent scrutiny that Officers had reasonable grounds for stop and searches, he confirmed the Panel has no investigative powers. The Panel meet once a month. The Panel picks randomly from all the stop and searches. The Panel provides feedback on its findings to the constabulary. Of the 337 records reviewed, 66% the Panel were confident of the findings and 34% the Panel were not confident. This has gone down from last year. The records where the Panel were not confident, do not mean the stop and searches were not done properly, but that the recording of the stop and search needs improving.

Cllr Choudhury asked about recruitment to the Panel from younger age groups.

AB – indicated that an external agency had been appointed to undertake a 'health check' on the Panel; part of their work will include improving recruitment in the 18 – 24 age group.

Cllr Scarth – commented that the Panel needed a greater spread of ethnicity.

Cllr Trigg - asked if Sergeants attend Panel meetings.

AB – confirmed that Sergeants do attend, which is rotated around the ten districts. The Chief Inspector is also in the room and feeds comments back to Officers.

Cllr Ranger – asked about local engagement in the work of the Panel.

Mohammad – confirmed that following Covid the Panel had re-started community meetings for local engagement.

AB – also confirmed that engagement is undertaken through OWL, Twitter, Facebook and a programme of ‘in person’ meetings.

Cllr Fernando – asked whether any trends had been noticed by the Panel.

Mohammad – The Sergeants who receive feedback look for trends i.e. if problems are identified with the same Officers.

Cllr Choudhury – have there been any cases where the body worn camera has been switched off.

Mohammad – not found any cases of this.

AB – Body worn cameras are mandatory for stop and searches.

11. POLICE AND CRIME COMMISSIONER ANNUAL REPORT

DL introduced report. Confirmed crime in Hertfordshire has continued to remain low with a 10.3% reduction from 19/20.

Cllr Monaghan – asked if crime reduction was due to Covid, i.e. burglaries are down because people were at home, shop lifting’s down because shops were closed.

DL – I have used the figures from 19/20 just before Covid. The Covid year would not give a clear indicator.

Cllr Taylor – asked whether there were plans for the PCC to become White Ribbon accredited.

**DL – indicated he wasn’t sure what the benefits would be, but would look into it.
(DL -Action)**

Cllr Scarth – mentioned Prevention first and indicated that he would like to see what Officers are doing with regard to this, perhaps a briefing.

CB will look into how this might be done (CB – Prevention 1st briefing?)

Cllr Ranger – asked a question around the low reporting of fraud and the prevention of cybercrime.

DL – Advised he had put more money into these areas.

AB – there is a County wide Fraud and Strategy Group, Multi-agency Communication Group, there is also the Friends Against Scamming Group. The Beacon Fraud hub visits people with mobility problems and issues doorbell cameras to the elderly. We want to make sure that between the County Council, District Councils and Police we are giving the public the same messages. We are looking into a single point of contact for fraud.

Cllr Taylor – referred to instances involving people with mental health issues (where their condition may not be serious enough to be sectioned), where no crime has been committed, however, these instances take up a lot of Police time.

DL – The use of mental health nurses in these instances would be a better option, rather than the Police.

Cllr Monaghan – commented it was good to see staff welfare in the report.

DL – Referred to the helpful discussions he had had on this topic with Cllr Sam North, the work undertaken to ensure staff welfare can be seen on page 29 of the report.

12.DOG WELFARE ANNUAL REPORT

DL summarised report.

Cllr Scarth – asked if there were dogs in Hertfordshire.

DL confirmed there were dogs in Hertfordshire but indicated the challenge was when an extra dog was needed in the tri-force initiative. This is not a problem with pre-planned operations

13.INDEPENDENT CUSTODY VOLUNTEERS ANNUAL REPORT

DL summarised report.

Cllr Monaghan – asked why this report was written by PCC unlike the Stop and Search Panel report.

DL – the Independent Custody Volunteers scheme is part of my statutory role, therefore the report needs to be from PCC. HMIC undertake reviews of the scheme.

Cllr Scarth – asked for the Commissioner to give feedback to the Panel on the HMIC report which was due to be published on 24 June. (Action for PCC).

14. ANY OTHER BUSINESS

None

DATE OF NEXT MEETING –17 November 2021 AT 6 PM VENUE – Hertfordshire County Council



Meeting	Police & Crime Panel
Date	17 November 2022
Title of Report	2022/23 Budget Monitor – Quarter 2
Submitted By	Police & Crime Commissioner
Purpose of Report	To update the PCP on the forecast Quarter 2 position for revenue and capital expenditure compared to the budget for 2022/23.
Decision(s) Required	The report is noted.
Financial Implications	This report outlines the financial performance of the organisation against the agreed budget for 2022/23.
Risk Implications	Should the organisation overspend against budgets, the ability to provide services to the public in future year may be compromised. Underspending against budgets may give opportunities to spend on services elsewhere.
Legal Implications	No legal implications.
Equalities Impacts	No equality implications.
Freedom of Information Exemption	None

1. Summary monitor position 2022/23

1.1 The mid-case forecast revenue outturn position is a £1.632m (0.7%) overspend against Constabulary budgets and -£1.614m (-34.5%) underspend against OPCC budgets, resulting in a net overspend of £0.018m against a net budget of £244.340m (0.0% variance).

	Budget	Forecast	Variance		RAG
	£m	£m	£m	%	
Force	239.664	241.296	1.632	0.7%	Amber
OPCC	4.676	3.062	-1.614	-34.5%	Red
Total Budget	244.340	244.358	0.018	0.0%	Green

1.2 Risks and opportunities relating to the forecast outturn position are discussed in Section 4; the range spans £4.260m – the upper end of the range is a potential increase in forecast outturn of £1.200m (all risks realised and zero opportunities) and the lower end of the range is a potential decrease in forecast outturn of -£3.060m (no risks and all opportunities realised).

1.3 The forecast position reflects the investment in retention and recruitment initiatives for police officers and police staff presented to the June Strategic Executive Board, including the further increase to South-East Allowance £1.495m, shortening of the police staff pay scales £1.140m, Variable Targeted payments for detectives £1.560m and the police officer 'Retire and Rehire' scheme £0.200m.

1.4 The forecast capital position is a variance of -£8.735m (-£8.431m slippage, -£0.304m net underspend) against an overall capital programme of £26.269m. The main areas of variance are delays in commencing the redevelopment of the HQ site (-£6.847m slippage), building works on the new Watford site to begin in January 2023 leading to -£0.650m forecast slippage and an expectation that main contractor work will not commence on the new firing range until 2023/24 (-£0.850m slippage). Further details are set out in Section 5 below.

2. Budget variance – High level subjective themes

2.1 The underlying reasons the variances are set out in the paragraphs that follow.

2.1.1 Police Officer Pay, Overtime & Allowances:

Overall Variance:	-£1.724m (-1.3%) underspend
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2.1.1.1 The police officer pay and overtime budget for the year was set at £131.404m, funding an average of 2,341 FTE officers. This budget includes the Constabulary's Police Uplift Programme (PUP) target of an additional 90 FTE police officers (122 head count) as well as the balance of precepted posts.

2.1.1.2 Difficulties in the recruitment of student police officers has impact significantly on the Constabulary's ability to increase police officer numbers during the year. This has required constant remodelling and reforecasting of the most likely outcomes and the need to remodel the workforce plan including the review and rescheduling of recruitment intakes during the year. Latest forecasts will see Hertfordshire exceed its PUP allocation of 122. However, this will only be achieved at the end of the year, meaning that the average number of officers through the year will be significantly lower than budgeted.

2.1.1.3 In addition to the overall forecast underspend explained above, there are several offsetting variances across departments as student officers are trained and gain experience to enable the release of more experienced officers. Examples include:

- Prevention First (-£2.251m underspend) – continued difficulty in filling officer posts, leading to 55 vacancies at the end of quarter 2; and
- Serious and Organised Crime (-£0.323m underspend) – largely due to the national shortage of Detective Constables.

Offset by:

- Force Account (£0.793m overspend) – 31 officers approved by Chief Officers against the transitional account, including cover for Intervention and Response;
- Workforce Development and Exec & Workforce Support (£0.598m overspend) – 7 additional officers in posts over establishment to support Chief Officers and the recruitment programme; and
- Force Control Room (£0.459m overspend) – Officer cover whilst the Force Control Room recruits to its large number of staff vacancies (see 2.2.2)

2.1.1.4 The police officer pay award was announced on the 19 July 2022 at a flat £1,900 increase for all ranks, equivalent to an average of 5% from the 1 September 2022. The settlement contained an announcement of £70m national additional grant funding in 2022/23 raising to £140m in the subsequent two years of the spending review. The budget assumed a pay award of 2.5% from 1st September 2022 resulting in net additional costs of £0.5m.

2.2 Police Staff, Agency & Police Staff Overtime:

Overall Variance:	-£1.011m (-1.4%) underspend
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2.2.1 Police staff pay is forecast to underspent by £1.674m as difficulties in recruitment to vacancies persist across the force due to the highly competitive regional jobs market. The 2022/23 budget established 51 new police staff posts including 20 new PCSO posts and 20 new Comms Operator posts. Both these areas were already carrying vacancies against the 2021/22 establishment at the start of the financial year.

2.2.2 The Force Control Room currently have 34 FTE Staff vacancies leading to a Staff pay underspend of £1.122m. This is being covered partially by overtime and additional officers brought in from other departments.

2.2.3 Serious and Organised Crime had 13 Staff vacancies at the end of Quarter 2 largely in the Digital Kiosk team. Also 55 PCSO vacancies at quarter 2 resulted in a £0.700m underspend within Local Policing Command.

2.2.4 The police staff pay award was agreed at 2.1% from the 1 April 2022. The budget assumed 2.5% from 1 September, effectively 0.6% or £0.5m short of the agreed settlement. This additional cost has been included in the forecast position. Following the announcement of the higher police officer settlement the police staff settlement will be subject to further review with the risk of an additional £0.6m of cost if aligned with the former. This is seen as an area of risk – see section 4 below.

Spend pressure on the police staff overtime budget totals £0.663m arising predominantly in areas where police staff number shortfalls are forecast, particularly within the FCR.

2.3 Non-pay budgets (net of income):

Overall Variance:	£4.368m (14.75%) overspend
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2.3.1 The most significant area of variance is the forecast £2.060m shortfall in Police Uplift Grant Income as a result of forecast recruitment numbers failing to meet the required levels to claim the grant.

2.3.2 £0.800m has been approved as a Revenue Contribution to Capital Outlay (RCCO) for the purchase of laptops, which will be funded from the Force Account.

2.3.3 Increased provisions are required relating to CHIS claims as a result of increasing claim values and likelihood of successful claims. Provisions for legal claims have therefore led to an overspend of £0.326m.

2.3.4 A number of ill-health retirement and injury payments have resulted in an overspend of £0.270m in the Pensions and Redundancies cost centre.

2.3.5 An increase in the number of vehicles allocated to Hertfordshire has resulted in an overspend of £0.334m for the payment of 23 additional vehicles.

3. Q2 Revenue forecast by portfolio 2022/23

	Budget	Forecast	Variance		RAG
	£m	£m	£m	%	
Operational Delivery	125.896	123.580	-2.316	-1.8%	Green
Strategy & Prevention	35.611	33.486	-2.124	-6.0%	Red
Resources	14.259	14.973	0.713	5.0%	Red
DCC Budgets	3.490	4.263	0.774	22.2%	Red
Corporate Budgets	4.376	9.295	4.919	112.4%	Red
Total Herts	183.632	185.597	1.966	1.1%	Amber
Collaborate Protective Service	14.309	14.058	-0.251	-1.8%	Green
Collaborated Operational Support	11.836	11.679	-0.156	-1.3%	Green
Collaborated Organisation Support	28.064	28.139	0.075	0.3%	Green
Total Collaborated	54.208	53.875	-0.333	-0.6%	Green
Transfer from Reserves	1.824	1.824	-	0.0%	Green
Total Force	239.664	241.296	1.633	0.7%	Amber
OPCC	4.676	3.062	-1.614	-34.5%	Red
Total Budget	244.340	244.359	0.018	0.0%	Green

An explanation of the RAG status is set out in Appendix A.

3.1 Red Portfolio Variances

3.1.1 Strategy & Prevention -£2.124m (-6.0%) underspend

- Prevention First – underspend of £2.347m due to 55 officer vacancies and 2 Staff vacancies against a budgeted establishment of 70 officers and 16 Staff. It is unlikely these posts will be filled during the current financial year due to reduced intake numbers of student officers and other departments taking priority over recruitment resources.
- Force Control Room – underspend of £0.272m resulting from 34 staff vacancies within the Force Control Room, partially offset by increased overtime and officer expenditure to cover these vacancies

- Operations – overspend of £0.375m due to a number of over establishment posts.

3.2 Resources £0.713m (5.0%) overspend

3.2.1 Overspend has resulted from 4 additional posts over establishment being filled in order to support Operation Ensemble to recruit more officers and Staff into the Constabulary. In addition, Executive and Workforce Support currently have 3 additional officers and 2 additional Staff over establishment.

3.3 Deputy Chief Constable budgets £0.774m (22.2%) overspend

3.3.1 Overspend relates to an increase in the provision relating to CHIS claims, which have been reassessed since 2021/22, leading to an £0.464m overspend, alongside insurance overspends relating to public liability and vehicle insurance. Additionally, pay upgrades from A to B scales and 2 over establishment posts have led to an overspend within Corporation Communications.

3.4 Corporate Budgets £4.919m (112.4%) overspend

3.4.1 A large overspend within the force account of £4.361m relates to:

- Officer pay - £0.788m overspend resulting from a large number of additional officers within the transitional account relating to Intervention and Response;
- Staff pay - £0.373m as a result of 21 growth posts approved by Chief Officers, including 5 posts associated with Corporate Communications, 5 posts to cover vetting backlogs, 5 posts to cover absences within Hatfield Custody and 3 posts within Workforce Development; and
- Non-Pay - £3.196m which relates largely to the Home Office grant for achieving Hertfordshire's uplift target, which is not anticipated to be received this year. Additionally, £0.800m has been agreed as a Revenue Contributions to Capital Outlay (RCCO) for the purchase of laptops.

3.4.2 The remaining overspend relates to pension and redundancies costs due to a number of ill-health retirements and injury payments, as well as an overspend in the Fleet department as a result of an increase of 23 vehicles allocated to Hertfordshire, largely as a result of the increase in officers in the Local Policing Command.

3.5 Office of the PCC -£1.614m (-34.5%) underspend

3.5.1 The underspend largely relates to the Commissioner's Community Safety & Criminal Justice Plan fund; a budget allocated in order to fund a variety of community projects. Work is currently ongoing to introduce the Commissioner's new 'commissioning lite' approach, through the gathering of data and partner feedback in order to deliver projects that focus on key priorities of his plan. Once completed, it will allow the Commissioner to invite bids, from local partners, for the provision of cross-county services.

4. Revenue Risks and Opportunities

4.1 At the mid-point of the year there are a number of financial risks and opportunities that could impact upon the current forecast and represent a potential financial impact ranging from a net increase in forecast spend of £1.200m to a net decrease in forecast spend of -£3.060m. The most significant of these are:

Risks		
Inflationary Pressures	The UK continues to experience a significant increase to inflation indices with CPI increasing by from 8.2% at quarter 1 to 10.1% (July 22). The economy continues to see supply change difficulties and resultant inflation pressures represent an on-going risk to the forecast. To some extent these are open-ended, and an indicative figure is included here.	+£0.500m
Police Staff Pay	The police staff pay settlement for 2022/23 contained a provision to reopen negotiations.	+£0.600m
Officer and Staff Overtime	Based on last year and experience in Q1 & Q2, police officer and police staff overtime remain a financial risk, particularly if recruitment and retention issues persist.	+£0.100m
Total Risks		+£1.200m
Opportunities		
Police officer Pay	The current planned recruitment profile and expected turnover for police officers, results in a forecast net underspend pressure of circa £1.0m. Should turnover increase or recruitment levels drop further, there is a risk of additional underspend.	-£1.000m
Police Uplift Programme Grant	At the end of Q1, projected police officer numbers showed that Hertfordshire's would not meet its uplift target of 122. However, information at Q2 indicates the target may be met. Uplift funding is granted on a sliding scale starting from 50% of the grant being awarded if 75% of the target is achieved. The maximum Hertfordshire could receive is £2.060m.	-£2.060m
Total Opportunities		-£3.060m
Net Risks & Opportunities		-£1.860m

5. CAPITAL PROGRAMME 2022/23

5.1 The overall capital programme for 2022/23 is £26.269m which includes £2.683m slippage from 2021/22. The current forecast of spend totalling £17.534m during the year gives a forecast variance of -£8.735m; this is comprised entirely of slippage totalling -£1.584m and an underspend of -£7.151m.

	2022/23 Quarter 2				
	REVISED BUDGET	OUTTURN SPEND	OUTTURN VARIANCE	SLIPPAGE	(UNDER)/ OVER SPEND
	£m	£m	£m	£m	£m
Property – Estate Programme					
Headquarters Redevelopment	14.979	8.132	-6.847	-6.847	0.000
New Watford Refurbishment	1.550	0.900	-0.650	-0.650	0.000
New Firing Range Provision	1.000	0.150	-0.850	-0.850	0.000
Other Estates Strategy Developments	0.150	0.150	0.000	0.000	0.000
Minor Works Programme	0.688	0.688	0.000	0.000	0.000
	18.367	10.020	-8.347	-8.347	0.000
ICT Investment Programme					
BCH ICT (Herts Share)	3.911	3.821	-0.090	-0.084	-0.006
Herts ICT Schemes	0.911	0.911	0.000	0.000	0.000
	4.822	4.732	-0.090	-0.084	-0.006
Other Capital Programmes					
Emergency Services Network	0.060	0.000	-0.060	0.000	-0.060
Fleet	1.829	1.591	-0.238	0.000	-0.238
Technical & Specialist Equipment	0.891	0.991	0.100	0.000	0.100
Police officer Uplift	0.300	0.200	-0.100	0.000	-0.100
	3.080	2.782	-0.298	0.000	-0.298
TOTAL CAPITAL	26.269	17.534	-8.735	-8.431	-0.304

5.2 The main areas of variance are as follows:

- HQ Redevelopment (-£6.847m slippage). The original budget included funding to construct a decant building. This part of the development will no longer be progressed and the balance of this funding net of costs associated with the training/kennel facility development, results in the overall forecast underspend position;
- Watford refurbishment (-£0.650m slippage). The contract for works is anticipated to be awarded at the end of November, with building works not anticipated to commence until January 2023, resulting in forecast -£0.650m slippage to 2023/24; and
- Firing Range (-£0.980m slippage). Minimal expenditure is now planned for 2022/23 with main contractor work not now commence until 2023/24.

EXPLANATION OF VARIANCE RAG RATINGS

Red	<p>Areas of significant variance for immediate attention.</p> <p>Classified as variance against budget of greater than -5.0% underspend or greater than + 2.5% overspend.</p>
Amber	<p>Area of developing variance, potentially significant, to be kept under review.</p> <p>Classified as variance against budget between -5.0% and -2.5% underspend or between +0.25% and +2.5% overspend.</p>
Green	<p>Areas on or close to budget.</p> <p>Classified as variance against budget of under £0.2m, or between -2.50% underspend and +0.25% overspend</p>