



# HERTFORDSHIRE Police and Crime Panel



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## HERTFORDSHIRE POLICE AND CRIME PANEL TRAINING EVENT

Friday 28 September 2012

10.00 am

Room OSB, Hertfordshire Police HQ  
Welwyn Garden City

### AGENDA

- |       |  |  |
|-------|--|--|
| 10.00 | INTRODUCTION, WELCOME AND PRIORITIES FOR THE DAY   | <i>Mike Walker</i>                                 |
| 10.10 | THE ROLE OF THE POLICE AND CRIME COMMISSIONER  | <i>Andrew White</i>                                |
| 11.00 | Coffee   |  |
| 11.10 | OVERVIEW OF HERTFORDSHIRE CONSTABULARY<br>(To include the role of the Chief Constable now and in<br>the new structure and Force performance) | <i>CC Andy Bliss/<br/>DCC Andy Adams</i>           |
| 12.10 | POLICE AND CRIME PLAN  | <i>Jonny Bugg/<br/>Andrew White</i>                |
| 12.40 | Lunch  |  |
| 1.20  | BUDGET   | <i>James Hurley</i>                                |
| 2.20  | THE ROLE OF THE POLICE AND CRIME PANEL   | <i>Gavin Miles/<br/>Mike Walker</i>                |
| 2.40  | WORKING TOGETHER – THE FIRST YEAR  | <i>Gavin Miles/Jonny Bugg/<br/>Shirley Sargent</i> |
| 3.20  | ISSUES ARISING FOR FUTURE CONSIDERATION<br>AND LEARNING POINTS FROM THE DAY  | <i>Mike Walker/<br/>Gavin Miles</i>                |
| 3.50  | CONCLUSION   |  |

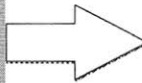
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# The Hertfordshire Commissioner

## First Police and Crime Panel Briefing

### Police Reform and Social Responsibility Act 2011

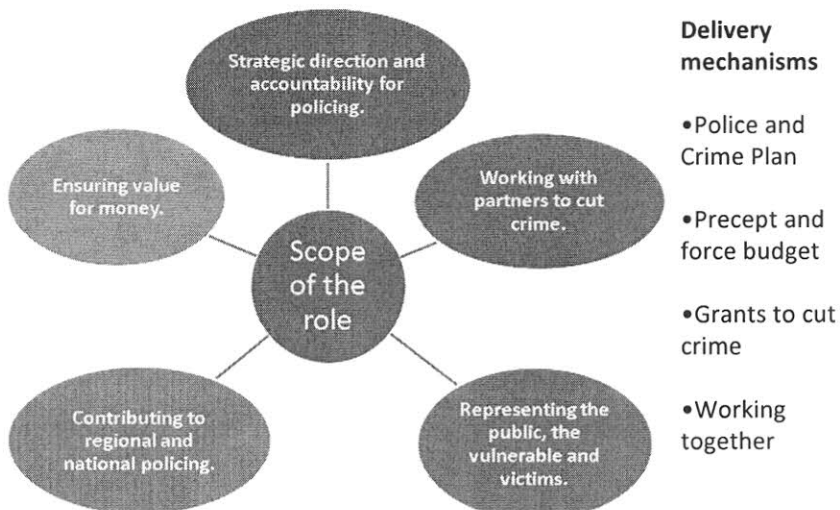
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## First days

- Year 1 will be unusual – but together we can make it happen
- Some key actions required early in first term
- Officials working together to ensure first months are manageable
- Key policy and governance decisions required in early weeks (including outsourcing).

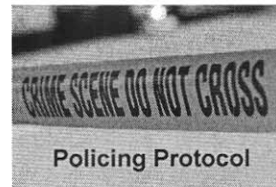
## Commissioner's Role



## Policing Relationships

**Police and Crime  
Commissioner**  
for Hertfordshire

- **Commissioner** has mandate to hold the police to account on behalf of the public.
- **Chief Constable** is accountable to the law and the commissioner for the delivery of policing
- **Panel** scrutinises the PCC's exercise of statutory functions



selflessness integrity  
objectivity accountability  
openness honesty leadership



## Relationship with partners

**Police and Crime  
Commissioner**  
for Hertfordshire

- Wider responsibilities than those relating to the police include
  - responsibility for community safety delivery and ability to bring together partnerships at force level
  - freedom to make grants and commission services from range of bodies
  - ability to enter into collaboration agreements
  - responsibility for the enhancement of criminal justice
- Need to maximise collective endeavour between PCC, community safety, justice, health and other partners
- Opportunities for broader collaboration on joint priorities, across reform agendas e.g. health reforms and troubled families work
- Commissioner will take strategic overview across local partnerships, seeking ways to drive and coordinate action across their area

## Partnership: The legislative framework

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7

## But what will it really mean?

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- Success will depend on co-operation
- Inter dependent relationships
  - Beyond those commonly associated with this area (e.g. probation, court service, CPS)
- Are we co-ordinated now?
  - Co-ordinated doesn't mean uniform

*It may be the biggest ever change in policing and community safety...*

*...but all that means is that we can succeed or fail spectacularly*

8

# Police and Crime Panel Training Day



**Chief Constable**

**Andy Bliss**

**28<sup>th</sup> September 2012**

*'Reducing Crime, Catching Criminals, Keeping People Safe'*

## Current Role of the Chief Constable

- Directs and controls the Force – operational command
- Delivery of Policing Plan
- Works with Police Authority to maintain an efficient and effective Force
- Investigation of all complaints below ACPO

## Chief Officer Team

ACC Steve Devine  
Joint Protective  
Services  
(Beds/Cambs/Herts)



ACC Jon Boucher  
Crime &  
Operational  
Support



DCC Andy Adams  
Corporate Services



ACC Alison  
Roome-Gifford  
Territorial Policing



DoR James Hurley  
Human Resources  
Support Services



## Future Role of the Chief Constable

- Delivery of the Police and Crime Plan
- Brief PCC on matters requiring public assurance
- Assist PCC in planning Force budget - day to day responsibility for financial management
- Delivery of operational policing
- With PCC to have regard for SPR
- Manage all complaints against the Force
- Appoint officers and staff, after consultation with PCC for ACPO

# Current Neighbourhood Policing in Hertfordshire

- 10 Safer Neighbourhood Teams across the 10 Community Safety Partnerships (CSPs)
- 94 Individual Neighbourhoods (a ward or cluster of wards)
- 10 Chief Inspectors
- 10 Neighbourhood Inspectors
- 30 Sergeants
- 175 Constables
- 261 PCSOs (67 Partner Funded)
- 413 Special Constables



Performance April – August (Crime and ASB to 26/9/12)	Last Year	This Year	Change	On Target?	MSF Position
All Crime	31645	27087	-14.4%	✓	1 <sup>st</sup>
Dwelling Burglary	1527	1423	-6.8%	✓	3 <sup>rd</sup>
Vehicle Crime	3253	2449	-24.7%	✓	1 <sup>st</sup>
Serious Violent Crime	153	145	-5.2%	✓	n/a
Detection Rate	35.8%	38.8%	3.1%	✓	1 <sup>st</sup>
User Satisfaction Overall Service (Crimes+Racist)	84.8%	89.7%	5.8%	✓	n/a
Total ASB Incidents	26671	19564	-25.6%	✓	n/a
User Satisfaction Overall Service (ASB)	71.8%	69.2%	-3.5%	✗	n/a
KSI RTCs (to May)	67	44	-34.3%	✓	n/a
Emergency Call Handling	88.8%	90.7%	2.1%	✓	n/a
Non-Emergency Call Handling	91.4%	89.9%	-1.6%	✗	n/a



## Policing Style



## Style & Identity

- Crime reduction and detection
- SNT/CSP - 'anchor' with local people
- Local, personalised & friendly to the public
- Highly visible
  - Foot & bike patrol
  - Strong rural policing
  - Smartness & politeness
- Very strong serious & organised crime capability
- Those who commit crime & ASB will face justice
- Innovating to improve not to impress
- Opportunity to up-skill and develop our staff
- Supporting our staff – recognising success



**Reducing Crime and Anti-social Behaviour**

**Catching Criminals**

**Keeping People Safe**

**Getting others Involved**

**Listening and Understanding**

**Contact with a Purpose**

**Neighbourhood Policing**

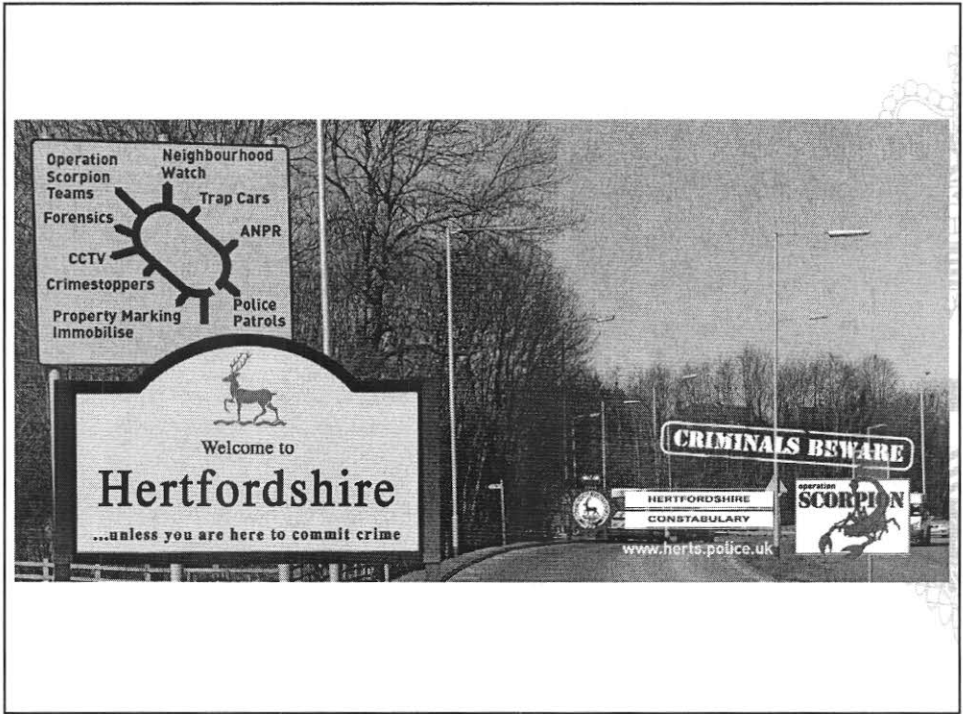
"Working Together to Build Safe & Confident Communities"

**TRING**  
A Neighbourhood Watch Town

**SAFER NEIGHBOURHOODS**  
The King's Regiment for Safety, Justice and Resilience

HERTFORDSHIRE CONSTABULARY

# Operation Present December 2011



Operation Scorpion Teams  
Forensics  
CCTV  
Crimestoppers  
Property Marking Immobilise

Neighbourhood Watch  
Trap Cars  
ANPR  
Police Patrols

Welcome to  
**Hertfordshire**  
...unless you are here to commit crime

**CRIMINALS BEWARE**

HERTFORDSHIRE  
CONSTABULARY  
[www.herts.police.uk](http://www.herts.police.uk)



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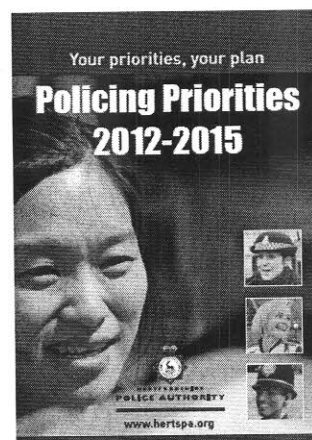
## The Hertfordshire Commissioner

### What might be in the first Police and Crime Plan?

## From Policing Plan to Police and Crime Plan

Current authority plan lays out priorities and sets the template for the interim

- Tackling crime and disorder
  - Commitment to neighbourhood policing
  - Addressing anti social behaviour
  - Identifying and dealing with those responsible
  - Tackling serious and organised crime
- Increasing confidence and satisfaction
  - Responding to the needs of communities
  - Responding to the needs of victims
- Making best use of resources



## Making an impact

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- Commissioner will want to make their mark, but not to damage success to date
- Likely to be interested in wider 'crime' role
- They will build on foundation of Policing Plan
- Version 1 may be more detailed on policing, setting direction of travel for partnership and crime initiatives
  - This may be followed with more detailed material on initiatives
  - Local focus will come from taking initiatives to the local level
  - Dependent upon local appetite for joint work
- Some things may happen before the plan itself emerges.
  - Immediate implementation of key campaign pledges
  - Building momentum within the 100 days to plan publication

## First days

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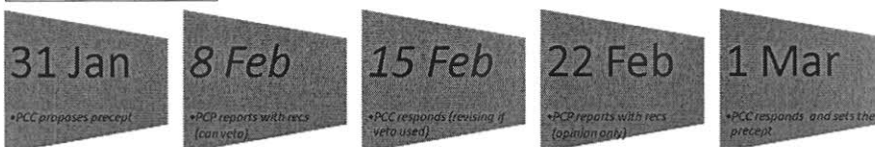
- Some key actions required early in first term
  - Precept
  - Budget
  - First police and crime plan
- Engaging early in Herts
  - December - commissioner lays out their vision, takes early soundings from the panel.
  - Legislation requires a precept proposal by 31 January. We have agreed to move faster.

## Timetable

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Commissioner**  
for Hertfordshire

# Precept Timetable

### Legislative deadlines



### Herts local agreement



## What kind of plan?

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The commissioner will wish to decide whether the plan will be:-

- **General and high level** – identifying broad guiding principles;
- **Detailed and specific** – tighter objectives, potentially at a departmental or district level;
- **Simple and accessible** – minimising technical language and using plain English;
- **Technical/Contractual** - practitioner focused. A Service Level Agreement-style approach;
- **One or many** - force wide or composed of more localised plans;
- **Version 1.0** – a holding plan

## The potential candidates

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...but not announcing until 8 October, so we could get Hertfordshire's own...

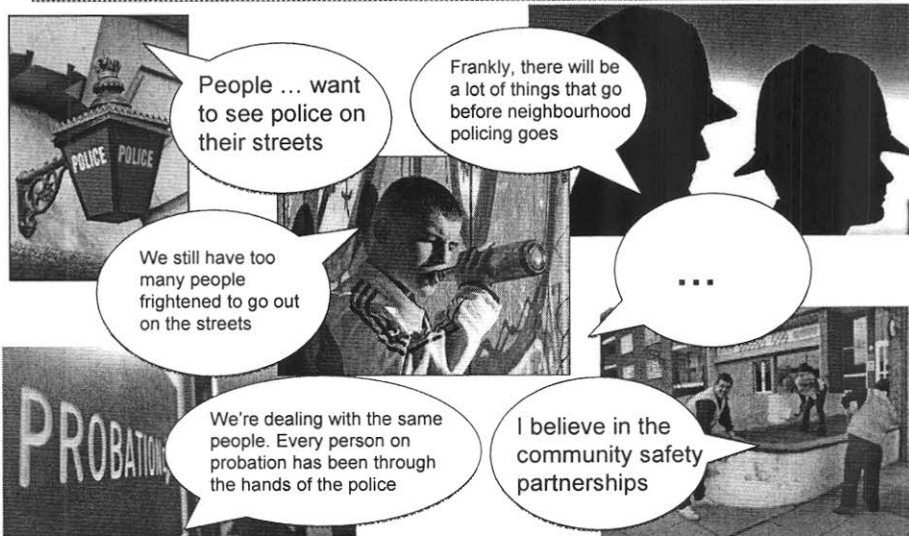


or even...



## What are candidates saying?

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## Pledges

*"Although police and crime commissioners may stand for a political party, the public will expect them to represent all the people in their area impartially, without fear or favour."*

*The swearing of an oath will be an important symbol of this"*

**Nick Herbert (erstwhile Policing Minister)**

- I do solemnly and sincerely promise that I will serve all the people of Police Force Area in the office of police and crime commissioner without fear or favour.
- I will act with integrity and diligence in my role and, to the best of my ability, will execute the duties of my office to ensure that the police are able to cut crime and protect the public.
- I will give a voice to the public, especially victims of crime and work with other services to ensure the safety of the community and effective criminal justice.
- I will take all steps within my power to ensure transparency of my decisions, so that I may be properly held to account by the public.
- I will not seek to influence or prevent any lawful and reasonable investigation or arrest, nor encourage any police action save that which is lawful and justified within the bounds of this office.

other bodies also have PCC pledges in mind...



...and they will draw on candidate briefing



## Scale of ambition





## **Herts Police & Crime Panel Training Event**

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# **Budget**

**James Hurley  
Director of Resources and Treasurer**

**28<sup>th</sup> September 2012**

1

## **Content**

- Sources of Funding and Areas of Spending
- Medium Term Financial Planning
- Budget Setting
- Wider Financial Arrangements

2

## Sources of Funding

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Where the funding comes from	2012-13 £m
Central Government	126.0
Council Tax and Collection Fund	67.0
Other Income (including local authority PCSO funding)	7.1
Use of Reserves	1.9
<b>Gross Revenue Budget</b>	<b>202.0</b>

## How the Funding is Spent

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How the funding is spent	2012-13 £m
Police Officers and Staff	165.6
Supplies, services, premises, vehicles and capital financing	35.4
Police Authority	1.0
<b>Gross Revenue Budget</b>	<b>202.0</b>

## 2012/13 Net Revenue Budget

	£m
Territorial Policing	93.9
Joint Protective Services	25.3
Crime and Operational Support	28.0
Corporate and Support Services	33.4
Corporate Budgets	4.7
Police Authority	1.0
<b>Sub Total</b>	<b>186.3</b>
Reserves	-1.9
<b>Net Revenue Budget</b>	<b>184.4</b>

## 2012/13-2015/16 Capital Programme

Planned Expenditure	2012/13 £m	2012/13- 2015/16 £m
Estate Programme	1.9	4.7
IS Strategy And ICT Investment	2.7	11.4
Chiltern Transport Consortium (CTC)	1.3	5.5
Technical And Specialist Equipment	0.2	1.3
Collaboration	0.2	0.6
<b>Total Capital Programme</b>	<b>6.3</b>	<b>23.5</b>
Funded by:		
Capital Grant	1.5	5.8
Use of Capital Receipts	4.8	17.8
Capital Financing Requirement	0	0
<b>Total Capital Funding</b>	<b>6.3</b>	<b>23.5</b>

## Medium Term Financial Plan\*

Planned Expenditure	2013/14 £m	2014/15 £m	2015/16 £m	2016/17 £m
Standstill	4.1	5.9	6.7	7.1
Re-investment	0.8	0.8	0.8	0.8
Grant Reduction	5.2	2.6	4.5	2.5
Council Tax	-0.2	-0.2	-0.2	-0.2
Use of Reserve	-1.5	-1.5	-1.5	-1.5
<b>Budget Gap</b>	<b>8.4</b>	<b>7.6</b>	<b>10.3</b>	<b>8.7</b>

- 2012/13 Band D Council Tax £147.82, 1% increase equals approx. £650k.
- March 2012 Reserves: General £6.8m, Change Management £14.5m, Other Specific £5.6m.
- Major variables – CSR2 (grant funding and pay awards)

\* As per 18 May Resources Committee

7

## Medium Term Financial Plan\*

	13/14 £m	14/15 £m	15/16 £m	16/17 £m	TOTAL £m
<b>Gap</b>	8.4	7.6	10.3	8.7	35.0
<b>Savings</b>	8.4	5.2	3.8	0	17.4
<b>Shortfall</b>	0	2.4	6.5	8.7	17.6

- 2015 Programme of Savings
- Collaboration Programme – Beds, Cambs, Herts Strategic Alliance
- Organisational Support Outsourcing Business Case

\* As per 18 May Resources Committee

8

## **Police Reform & Social Responsibility Act – Financial Responsibilities**

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- PCC responsible for:
  - Securing an efficient and effective police force
  - Producing and consulting on a 5 year Police & Crime Plan
  - Setting the annual budget and police precept
- PCP scrutiny role
  - Reviewing the PCC's proposed precept

## **Budget Setting**

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- PCC Takes Office – 22 Nov
  - Development of Policing and Crime Plan and budget proposals
- Provisional Funding Settlement – 10 December
- Council Tax collection fund and taxbase information by 31 Jan
- Final Settlement late Jan/early Feb

## Precept Timetable

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### Legislative deadlines



### Herts local agreement



## Wider Financial Arrangements

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- Financial Governance Framework: Scheme of Consent/Delegations, Financial Regulations.
- Financial Management Code of Practice for Police Service.
- Codes and Regulations: Accounting Regulations, Treasury Management, Prudential Code.
- Role of Audit Committee supported by external and internal audit.

## Hertfordshire Police and Crime Panel

### Role of the Panel

Mike Walker and Gavin Miles

Hertfordshire Police and Crime  
Panel Training Event 28  
September 2012

## Role of the Panel

- The functions of the panel are set out in the Police Reform and Social Responsibility Act 2011.
- The functions are to be exercised with a view to supporting the effective exercise of the functions of the police and crime commissioner (Section 28)

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## Precept (Sch 5)

- The PCC must notify the PCP of their proposed precept.
- The PCP must review that proposal and make a report on it (which may include recommendations) to the PCC.
- PCC must have regard to the report and respond to it.
- PCP may, if 2/3 of the members of the panel agree, veto the precept.

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## Precept (cont)

- If veto, PCP must say if precept should be more or less than proposed.
- PCC must then issue a precept that is more or less – how much more or less is up to the PCC.
- If no veto PCC must issue precept either as proposed or in accordance with recommendation of PCP.

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## Police and Crime Plan (S28(3))

- PCP must review the draft Police and Crime Plan issued to it by the PCC.
- PCP must make a report or recommendations on the plan to the PCC.

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## PCC's Annual Report (S28(4))

- PCP must arrange for public meeting after receiving PCC's annual report.
- Ask PCC questions on his report.
- Review report
- Make recommendations on the report to the PCC.

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## Scrutiny of Appointments (Sch1)

- PCC must notify PCP of proposed appointment of Chief Executive, Chief Finance Officer & Deputy PCC, giving name, criteria used to appoint and reasons candidate meets those criteria, and terms of appointment.
- PCP must review the proposals.

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## Scrutiny of Appointments (Cont)

- PCP must hold public meeting to question candidate on the appointment.
- PCP must report to PCC including recommending whether or not to appoint.
- PCC may accept or reject recommendation.

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## Confirmation of Chief Constable (Sch 8)

- PCC must notify PCP of proposed appointment of CC with name, criteria used to appoint, why candidate satisfies those criteria and terms and conditions of appointment.
- PCP must review proposal.
- PCP must hold public meeting to question candidate on the appointment.

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## Confirmation of Chief Constable (Cont)

- PCP must hold public meeting to question candidate on the appointment.
- PCP must report to the PCC on the appointment including whether or not to appoint.
- PCP may, if 2/3 of the members of the panel agree, veto the appointment.
- If veto, PCC must propose reserve candidate to PCP as above.

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## Confirmation of Chief Constable (Cont)

- PCP must consider and hold a hearing as above.
- PCP must report as above including recommend whether or not to appoint.
- PCC must notify PCP whether they accept or reject the recommendation.

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## Complaints about PCC (Sch 7)

- PCP to keep itself informed about complaints about the PCC.
- Serious complaints (criminal) – IPCC and police – conduct matter.
- PCP to engage in informal resolution of complaints.
- Encouraging, facilitating and assisting the resolution of complaints otherwise than by court proceedings.

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### Complaints about PCC (Cont)

- PCP to assist IPCC with its functions.
- PCP to preserve evidence.
- PCP to record any complaint or conduct matter.
- May delegate any powers or duties apart from informal resolution of complaints to MO or CEO of the PCC.

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### Complaints about PCC (Cont)

- PCP may handle complaint by taking no action or in some other way.
- If not it has to assist in informal resolution.
- PCP may not investigate, may not impose any sanction.

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### General duties (S28)

- PCP must review and scrutinise decisions and actions of the PCC
- PCP must make reports to the PCC with respect to his discharge of his functions.
- PCP to publish any reports to the PCC. PCP must send such reports to the local authorities for its area.

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### Conclusion

- Role is limited.
- PCC is mainly intended to be accountable through the ballot box.
- Role is to support the PCC through scrutiny, not to dictate how the PCC functions are to be exercised.

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## Hertfordshire Police and Crime Panel

### Working Together: the First Year

Jonny Bugg, Mike Walker and Gavin Miles

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## Meeting Dates

- 25 October 2012, 7.00 pm at East Herts District Council, Wallfields, Hertford
- Shadow Panel
- Agenda: general update, redraft of rules of procedure, provisional appointment of co-optees, confirmation hearings.

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## Meeting Dates

- 6 December 2012. 7.00 pm. At HCC, County Hall, Hertford.
- Inaugural Meeting of Panel
- Agenda, appointment of chairman, adoption of rules of procedure, appointment of co-opted members, meet with PCC and discuss forthcoming budget and plan issues.

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## Meeting Dates

- 24 January 2013 at 7.00.
- Agenda: Budget and Police and Crime Plan with PCC.
- Due to very short timescale this meeting will have to determine response to PCC on precept.
- Report to PCC needs to be published so will have to take the form of bullet points from the meeting.

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## Meeting Dates

- 14 February 2013 at 7.00 pm.
- Agenda: Receive response from PCC on precept report. Police and Crime Plan.
- 20 June 2013 at 7.00 pm. Meet with PCC to go through progress with police and crime plan, decisions made in carrying out PCC functions, complaints protocol, review of panel membership.

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## Meeting Dates

- 21 November 2013. Meeting with PCC to discuss forthcoming budget and police and crime plan.
- Annually. January and February to deal with precept and plan. June/July to review membership, annual report of PCC. November to discuss forthcoming budget and plan issues.

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## All Meetings

- Issues the panel wishes to consider:
- Working with partners,
- PCC decisions and actions,
- Confirmation hearings,
- Complaints,
- Subset of annual report.

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## Special Meetings

- Confirmation Hearings,
- Complaints.

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## Working Together Protocol

- Protocol will be developed with PCC to work together.
- This will be presented to PCP and PCC to agree.
- Protocol will be developed and reviewed in the light of experience.

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## Conclusion

- The way we work with PCC will develop.
- This is new for everyone and police areas will be different as well.
- Protocol on ways of working will be agreed and reviewed.
- Questions.

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