

Penallta House
Tredomen Park
Ystrad Mynach
Hengoed
CF82 7PG

Tŷ Penallta
Parc Tredomen
Ystrad Mynach
Hengoed
CF82 7PG

**Gwent Police
and Crime Panel**

**Panel Heddlu
a Throseddu Gwent**

For all enquiries relating to this agenda please contact
Helen Morgan (Tel. 01443 864267; Email: morgah@caerphilly.gov.uk)

Date: 21st June 2013

Dear Sir/Madam,

A meeting of the **Gwent Police and Crime Panel** will be held at **Penallta House (Sirhowy Room), Tredomen Park, Ystrad Mynach** on **Friday, 28th June 2013 at 10.00 a.m.** to consider the matters contained in the following agenda.

A G E N D A

1. Declarations of Interest.
2. Apologies for Absence.
3. To receive and note the minutes of the meeting held on 15th February 2013 (copy attached).
4. To receive a verbal report by the Gwent Police and Crime Commissioner on the retirement of the former Chief Constable and arrangements for the appointment of a new Chief Constable.
5. Annual Report - November 2012 to April 2013
6. 2012/13 Year End Financial Report.
7. Review of Gwent Police and Crime Panel Membership.
8. Complaints Monitoring (Verbal).

MEMBERSHIP:

Blaenau Gwent County Borough Council - Councillor Mrs. K. Bender

Caerphilly County Borough Council - Councillors C.P. Mann and K.V. Reynolds

Torfaen County Borough Council - Councillors L. Jones and P. Seabourne

Monmouthshire County Council - Councillors P. Clarke and Mrs. F. Taylor

Newport City Council - Councillors J. Guy and I. Hayat

Co-opted Members - Ms V. Cox-Wall and Mr. P. Nuttall

By invitation:

Gwent Police and Crime Commissioner - Mr. I. Johnston

Chief Executive of the Office of the Gwent Police and Crime Commissioner - Ms S. Bosson

Temporary Chief Constable – Mr J. Farrar (for information)

Gwent Police
and Crime Panel

Panel Heddlu
Gwent a Throseddu

GWENT POLICE AND CRIME PANEL

**MINUTES OF THE MEETING HELD AT PENALLTA HOUSE,
YSTRAD MYNACH ON FRIDAY 15TH FEBRUARY 2013 AT 9.30 A.M.**

Present:

Councillor J. Guy - Newport City Council - Chairman
Councillor K.V. Reynolds - Caerphilly County Borough Council - Vice Chairman

Councillor Mrs. K. Bender - Blaenau Gwent County Borough Council
Councillor C.P. Mann - Caerphilly County Borough Council
Councillors L. Jones and P. Seabourne - Torfaen County Borough Council
Councillors P. Clarke and Mrs. F. Taylor - Monmouthshire County Council

Co-opted Members - Ms. V. Cox-Wall and Mr. P. Nuttall

By invitation:

Gwent Police and Crime Commissioner - Mr. I. Johnston
Chief Executive to the Police and Crime Commissioner - Ms. S. Bosson
Chief Constable - Ms. C. Napier

Together with:

J. Jones (Democratic Services Manager), N. Taylor (Senior Policy Manager - Gwent Police Authority), S. Curley (Senior Business Manager Gwent Police Authority), H. Morgan (Clerk to the Panel)

1. BEREAVEMENT

The Chairman referred to the tragic accident in Saudi Arabia that had claimed the lives of five members of Councillor Hayat's family. Members and Officers stood in silence as a mark of respect and extended their condolences to the bereaved family.

2. DECLARATIONS OF INTEREST

Councillor L. Jones wished it be noted that his son serves as an Officer for Gwent Police. It was noted that this declaration would be made at every meeting that he attends.

A query was raised as to whether, as some of the reports refer to each of the county boroughs represented, Members should declare a personal interest. The Democratic Services Manager advised that he would seek legal advice and report at the next meeting.

3. APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillors M.J. Bartlett and I. Hayat and D. Perkins (Head of Legal and Governance).

4. MINUTES - 11TH JANUARY 2013

The minutes of the meeting held on 12th January 2013 were received and confirmed as a correct record. There were no matters arising.

5. POLICE AND CRIME PLAN - APRIL 2013 - MARCH 2017

Mr. Johnston advised that the Police and Social Responsibility Act 2011 require the Commissioner to issue as soon as possible within the financial year following the election, a Police and Crime Plan. When issuing the Plan, the Commissioner must have regard to the Strategic Policing Requirement, which is set by the Home Secretary and covers issues such as terrorism, civil emergencies, cyber-crime, serious and organised crime and public order.

He advised that the Police and Crime Plan sets out, for the planning period:

- the Commissioner's police and crime objectives;
- the policing of Gwent that the Chief Constable will provide;
- the financial and other resources the Commissioner is to provide to the Chief Constable;
- how the Chief Constable will report their provision of policing to the Commissioner;
- how the Chief Constable's performance in provision of services will be measured;
- the crime and disorder reduction grants the Commissioner will make and any relevant conditions attached.

Mr. Johnston confirmed that in drafting the Plan, consideration has been given to the views and priorities of communities, the views of victims of crime and responses provided to the consultation, along with those from Gwent Police and the community safety and criminal justice partners. He acknowledged the work undertaken by both the Gwent Police Authority and Members of the former Gwent Police Authority in developing the Plan and referred to the consultation with the Chief Constable in drafting the planned outcomes and measures. He welcomed the views of the Panel on its content.

Mr. Johnston then referred to the detail within the Plan and reiterated both his mission statement and his forward within the document to reduce crime and anti-social behaviour, support victims and make Gwent a safer place for all and detailed plans to work with the community in order to achieve this aim. In that both he and the Chief Constable must have regard to the Plan when carrying out their function he confirmed that he fully supports the Chief Constable's mission to protect and reassure the public and will continue to work with the Force to ensure that residents receive an efficient and effective policing service that provides value for money.

The Plan highlighted the five key priorities (to deliver the best quality of service available, to reduce and prevent crime, to reduce incidents of anti social behaviour, to protect people from serious harm and to make the best use of resources and provide value for money) and detailed the required outcome, the proposed success measures and the actions that are required to achieve these aims. Members considered each of the key priorities in detail and noted that certain elements would need to be taken forward with partner agencies. They noted that performance measures would be outcome focused and based on the principles of continuous improvement and would have the opportunity to measure the success of the priorities when considering the annual reports.

The Chief Constable outlined the strategic objectives of the Force in reducing crime, reducing anti social behaviour and bringing more offenders to justice. A copy of the total crime level statistics over the last four years was circulated and explained in detail. Members noted the reduction in figures and were advised of a number special operations that are in place that have resulted in a reduction in the figures. They were pleased to be advised of initiatives that are being taken forward with partners, both statutory and voluntary and to the collaborative working that is in place with all agencies.

Members then considered the detail of the Plan and in the first instance reference was made to the resources available to Police the Gwent area. Mr. Johnston advised that this is a challenging task but will be taken forward with the views of the community in mind and advised that it is intended to recruit 24 Police Constables over the next 3 - 4 months. He referred to the resources element of the Plan which detailed funding and expenditure projections and was confident that a programme can be put in place to make the required savings and meet the challenges. Reference was made to the public perception of the lack of Officers visible on the ground and the Chief Constable advised that she would take on board the comments made as part of the engagement process and look at ways of working with the community, providing ways in which the public can engage with Officers and promoting public confidence. It was requested that consideration should be given to including schools in the process. The Chief Constable advised that working with schools is incorporated within the strategic plan.

With regards to local policing Mr. Johnston advised of the commitment to provide the most effective response to community needs and to protect and reassure the public. He confirmed that the style of policing in Gwent is intelligence-led, proactive and people focused. Policing at the local level is delivered through working in partnership and dedicated neighbourhood policing teams provide a visible and responsive service to local communities. These teams work to identify and seek solutions to the issues of most concern within the communities and a number of volunteers, including Specials and Police Cadets, work with local police and partners to help improve customer service and enhance service delivery. He accepted that local community PACT meetings give the opportunity to raise issues of a local nature with the Police and accepted some of the meetings are not well attended and there is a need to ensure the community are more engaged in the process. As such, and as part of the engagement strategy, their format is currently under review. Details would be presented to the Panel in due course.

Mr. Johnston advised that effective engagement is key to ensuring that the priorities within the plan have regard to the views of, and meet the needs of, the community. It also helps ensure that Gwent Police are delivering what the public expect of them in relation to the police element of the priorities and, where possible, in partnership with other public, voluntary service organisations and, where required with national agencies.

Members noted that in preparing the Plan extensive consultation has been undertaken with victims of crime, the public and partners to ensure the relevance of the police and crime priorities identified. The Community Engagement Strategy (which is to be discussed later in the meeting) sets out how community engagement and consultation will be achieved.

In relation to partnership working it has been accepted that there is a need to provide responsive and accessible policing services. It was explained that tackling crime and disorder and making communities feel safer is not just a police service responsibility but also involves partner organisations such as Local Authorities, the Fire and Rescue Service, Young People's Services, Probation Trust and the Health Service. Similarly, there are many voluntary and community organisations working in the field of community safety, either independently or in partnership with public bodies. Member were pleased to note that an integrated partnership approach towards crime prevention and community safety will continue to be developed at both a strategic planning level and at a local level and that work will continue with all partners to ensure that this is maintained.

With regards to accountability and performance Mr. Johnston advised that he would hold the Chief Constable to account for the delivery of the priorities set out in the plan, and will have regard to criminal justice and community safety priorities to promote partnership working. Regular meetings will be held with the Chief Constable to receive performance reports. Relevant information and decisions of significant public interest will be published on the website and regular meetings will be held with partners to discuss progress and performance and promote effective partnership working. Details of these meetings, along with relevant and appropriate performance information, will also be published on a regular basis. Performance

measures will be outcome focused and based on the principles of continuous improvement. An annual report will be presented to the Gwent Police and Crime Panel to enable Members to determine whether the Commissioner has fulfilled his statutory duties and whether progress has been made in meeting the police and crime objectives.

With regards to Governance, Mr. Johnston advised that in order to promote the integrity of the decision-making process, he would publish all decisions of significant public interest or where there is a legal requirement to do so. This will provide residents the opportunity to scrutinise how responsibilities are being discharged.

In relation to resources and commissioning reference was made to the recent budget setting round and to future funding projects. Details of the grants to be awarded to organisations were noted. Mr. Johnston advised that the Home Office have previously confirmed the level of capital funding for 2013/14 and this will form the basis of the draft capital programme for 2013/14.

With regards to commissioning arrangements Mr. Johnston detailed ways in which to co-ordinate services and look for opportunities to work together and commission services to deliver the priorities. He advised of his statutory duty to collaborate with other forces, criminal justice agencies and victims and play a leading role in community safety and crime reduction in the force area. As such it was his intention to consult continually with the community and engage with victims of crime.

Reference was made to expenditure projections and the efficiency and productivity improvements and the key efficiency strategies and methodologies employed to deliver the savings were outlined. The criteria for assessing the arrangements for securing value for money were detailed in the Plan. During the course of the debate on resources a query was raised as to whether Band D Council Tax figure took into account the increase in the tax base. It was agreed that the information would be sought and circulated to the Panel. A query was also raised in relation to the increase in the planned use of reserves in 2013/14 to fund capital expenditure and again it was agreed that detail of the variances would be circulated.

In conclusion the Commissioner commended the Plan to the Panel and sought endorsement of its content. He confirmed that once it is finalised it will be translated and published through a number of sources and networks in order that the public can be made aware of the priorities. Other suggestions as to how it can be published would be taken into consideration.

The Panel endorsed the draft Police and Crime Plan 2013/17 and requested regular monitoring reports to measure the implementation of the priorities.

6. COMMUNITY ENGAGEMENT STRATEGY

Consideration was given to the proposed community engagement strategy and it was noted that many of the issues that would have been raised on this report had already been discussed during the debate on the Draft Police and Crime Plan.

Mr. Johnston advised that Section 14 of the Police and Crime Act 2012 sets out the requirements placed on the Commissioner to make arrangements for obtaining the views of the community on policing. Section 34 of the same act requires the Chief Constable to make arrangements for obtaining the views of persons in neighbourhoods about crime and disorder and Section 8 of the act requires the commissioner to hold the Chief Constable to account for the effectiveness and efficiency of those arrangements. As such the Commissioner and Chief Constable have agreed to a joint community engagement strategy a copy of which was attached to the report. Members were advised that appendix 2 provides details of the methods of engagement to be used and appendix 3 contained a resume of the types of engagement undertaken since the Commissioner came into office.

Members agreed that community engagement provides people with opportunities to have a greater say in how services are provided to them and allows individuals an opportunity to become actively involved in decision making relating to local service provision and noted the four key approaches of community engagement (individual basis, neighbourhood basis, local policing area basis and strategic basis).

During the course of the debate reference was made to the role of the Gwent Engagement Forum and to whether its representation can be expanded. Ms. Bosson explained that this is an internal working group which, following extensive consultation, has been used to inform the process and develop the strategy and will also monitor all new community engagement initiatives.

It was noted that there is no reference within the engagement programme of Officers speaking to members of the public on the streets. Members were advised that in developing the Strategy the Commissioner has been mindful of the requirement to engage as widely as possible and with as many diverse sections of the community as is possible. To ensure that engagement is meaningful and effective, an Engagement Toolkit has been created which provides a range of options for officers and other staff involved in community engagement activities and takes into consideration the requirements of the communities. The views of the Panel on speaking to the public in situ will be taken on board and incorporated within the document.

In noting the engagement programme and proposed methods of engagement Members approved the Joint Community Engagement Strategy and the appendices attached to the report.

7. COMPLAINTS PROCEDURE

Consideration was given to the report which invited comments, and sought approval for the draft complaints procedure. Mr. Jones explained that the Police and Crime Panel have a statutory role in the handling and determination of certain complaints made against the Gwent Police and Crime Commissioner and Deputy Police and Crime Commissioner. The report set out the suggested procedure for the operation of the Panel's complaints procedure and sought approval for the delegation of certain responsibilities.

The Panel considered that draft complaints procedure as appended to the report, which are based on statutory requirements, and were advised that the statutory procedures are prescribed and complex and allow very little scope for flexibility or local determination. Complaints defined as a 'Conduct Matter' or 'Serious Complaint' must be referred to the Independent Police Complaints Commission without delay. As such, the Panel is responsible for the 'informal resolution' of other complaints about the PCC or DPCC that are not a Conduct Matter, a Serious Complaint. The IPCC can also ask the Panel to consider a complaint it ceases to investigate. Informal resolution is considered to be encouraging, facilitating, or otherwise assisting in the resolution of the complaint otherwise than by legal proceedings. The Panel does not have powers of investigation but can seek further clarification from the complainant and the person being complained about.

During the course of the debate it was noted that the report seeks approval for the delegation of certain responsibilities to the host authority's Head of Legal and Governance, following consultation with the Panel's Chair and Vice Chair. It was agreed that this should be extended to include the two co-opted members.

It was agreed that:-

- (i) the draft Complaints Procedure be approved;
- (ii) the management and resolution of complaints be delegated to the Host Authority's Head of Legal and Governance, in consultation with the Chair and Vice Chair of the Gwent Police and Crime Panel and the two co-opted members;
- (iii) an Annual Report be presented detailing the number and types of complaints received.

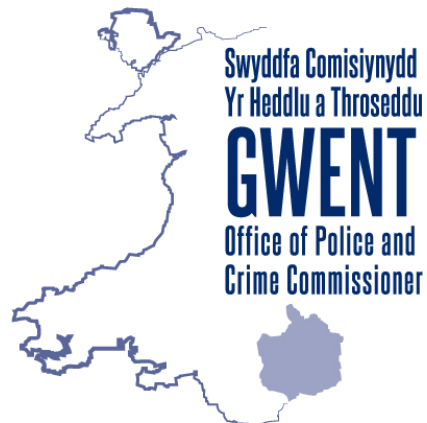
8. PROPOSED WORKING AGREEMENT WITH THE AUDIT COMMITTEE

Members were advised that arrangements are in place to enable the Panel to work more closely with the Commissioner's Audit Committee, and the Commissioner confirmed that he would ensure that this would be the case. It was agreed that the terms of reference of the Audit Committee be presented to the next meeting.

The meeting closed at 11.50 a.m.

**Office of the Police and Crime Commissioner
for Gwent:**

Annual Report, November 2012 to June 2013



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Introduction

My role as Police and Crime Commissioner is to ensure that the policing needs of our communities are met in an efficient, effective and economical manner, so that people are safe and have confidence in and satisfaction with the services provided by the police. Having listened to your concerns and consulted with members of the public and partner organisations, I published my first [Police and Crime Plan](#) for Gwent in March which set out my vision and priorities for policing and community safety across the Gwent Police area.

I continue to work closely with the Gwent Police Force to ensure that you are provided with an efficient and effective service that is value for money, reduces crime and Anti Social Behaviour and places victims at the heart of everything we do.

During my election campaign I made a number of commitments to the people of Gwent, including:

- Setting a fair and workable budget for Gwent Police and ensuring effective financial management by the Chief Constable
- Placing a greater focus on the needs of victims of crime and Anti Social Behaviour
- The formation of effective partnership-working with organisations across Gwent
- Undertaking a review of the Partners and Communities Together (PACT) process to meet the engagement needs of our communities
- Setting the strategic direction of Gwent Police through the police and crime plan

Since assuming the role of Police and Crime Commissioner for Gwent in November 2012, I have been working hard towards fulfilling these promises and this Annual Report highlights my achievements since taking up office on the 15th November 2012. It also sets the scene for my work programme for the remainder of this year until April 2014.

What have I done since taking up office?

[Police and Crime Plan](#)

In March 2013, I launched the Police and Crime Plan. In preparation for this, a process of public consultation was undertaken to ensure that the police and crime priorities would meet the needs of our communities as well as ensuring that Gwent Police remains an efficient and effective police service.

I will continue to work hard to make sure that we are delivering on the commitments made in the Plan

[Budget](#)

With regard to my budgetary and financial duties, I have:

- agreed a budget requirement for Gwent Police for 2013-14 of £120,315,665

- set the Council Tax Precept increase at just 2.66% for 2013/14 in spite of a 1.6% cut in core grant funding.
- continued to monitor how the Chief Constable is managing the pressures around making savings throughout the Force
- with the Chief Constable, established a joint Audit Committee for Gwent that meets quarterly to provide additional independent scrutiny, advice and feedback about the way budgetary and business processes are managed.

In addition, I have awarded over £50,000 of funding, via the [Police Property Act Fund](#), to local groups that help reduce and prevent crime and Anti Social Behaviour and divert people away from crime. An additional financial contribution of £15,000 was also provided to support the Gwent High Sheriff's Community Fund 'Your Voice, Your Choice' event for 2013.

I have also provided financial support of £30,000 to the Neighbourhood Watch run Online Watch Link (OWL) service which provides useful community safety information to over 20,000 members across Gwent.

The preparation of the Statement of Accounts for 2012/13 is progressing in accordance with plans with a view to being signed in June. The latest position shows:

Revenue

The interim revenue account shows savings of £1,801,000 against budget. This represents an additional saving of £118,000 over the forecast outturn position reported at the end of February of £1,683,000.

Capital

The latest Revised Annual Budget on proposed schemes for 2012/13 is £7,231,000.

Expenditure to date was £1,945,000 of which, £1,049,000 related to Vehicle purchases, £623,000 to ICT-related purchases, £228,000 to Force Projects, with the remaining £45,000 being on the Estate.

The year-end position shows an underspend of £5,286,000. This is due to the slippage of schemes into the 2013/14 financial year. In particular, the majority of expenditure for the Niche system is now forecast to occur in 2013/14 and the timing of vehicle replacements has been revised.

[Staffing](#)

In January, I appointed, following due process, my Deputy Police and Crime Commissioner. During this time I have also:

- reviewed the staffing arrangements for my office
- begun discussions with the Chief Constable about the statutory Second Stage Transfer of police staff, assets and liabilities.

- held regular meetings with representatives of the staff networks, UNISON the Police Federation and the Superintendents' Association to ensure that I am aware of any issues that concern people employed by the organisation

After discussions with the Chief Constable the use of Regulation A19, which requires police officers with thirty years service to retire, was suspended in Gwent and I have been able to provide for the recruitment of an additional 24 police officers. Having listened to your concerns, I have also deferred the re-provision of local police stations while I take stock of the estate and how accessibility should be developed to support my police and crime plan priorities.

[Police and Crime Panel](#)

Following the establishment of Gwent's Police and Crime Panel, I have developed a productive relationship with members and meet with them on a quarterly basis. Their recommendations about the information I have shared with them help further improve the service we are providing to the people of Gwent. The Panel publishes details of meetings and reports provided to them on their website www.gwentpcp.org.uk/home.

[Engagement:](#)

Since coming into office, I have worked hard to meet with as many people as possible which has resulted in:

- Over 100 meetings with various organisations, groups and individuals, including local students, victims of crime, special interest groups and local residents
- Talking to people who have experienced crime at a number of workshops and events held across Gwent. We have learned a lot from them about their experiences, both good and bad, and I will use this information to help us improve the policing service provided
- Regular use of social media to help support engagement - I now have in excess of 190 [Facebook](#) 'likes' and 673 [Twitter](#) followers and my bi-lingual [website](#) receives an average of 1750 public visits per month

I also became a signatory to the [Caerphilly Voluntary Sector Compact](#) and took the opportunity to reinforce my commitment to engage with young people by signing-up to the [Youth Charter for Police and Crime Commissioners](#). I continue to administer the Independent Custody Visitors Scheme which is well supported by community volunteers. In addition, I have agreed to continue with the non-statutory [Animal Welfare Scheme](#) for Gwent Police and have given an undertaking to support rural and wildlife crime initiatives.

Having deferred the plans for changing the use of police stations in Gwent, I will be conducting a review with the Chief Constable that involves the communities potentially affected, to ensure that we provide public accessibility to some police stations.

Partnership and Collaboration

As well as my on-going programme of community engagement, I am:

- Building productive relationships with local, national and UK-wide key public and voluntary sector partners, for example, Victim Support, Gwent Association of Voluntary Organisations (GAVO), Registered Social Landlords and Community Safety Partners.
- Working with Voluntary Sector and other partners to promote better collaborative working and sharing of information.
- Working with the Chief Constable and appropriate local partners to further develop an integrated partnership approach towards crime prevention and community safety whilst having regard to the relevant aims of each of the organisations involved.
- Working with Community Safety Partnerships and Local Service Boards to ensure consideration of wider community safety and Single Integrated Plan priorities during our planning processes.
- Working with other Police and Crime Commissioner and Force colleagues across Wales to identify further opportunities for joint collaborative working.

I am represented on the local Criminal Justice Service Board where I am able to monitor key performance areas agreed with the other agencies that make up the board and have an opportunity to influence the decisions that relate to the wider criminal justice landscape in Gwent.

Collaborative working provides opportunities to identify further efficiencies and improvements for the people that receive our services. I hold regular meetings with Welsh Government Ministers and local political representatives to discuss policy issues that impact on policing.

Performance Monitoring and Scrutiny

Whilst acknowledging the positive news around Force performance, with Gwent reporting the largest fall in recorded crime in England and Wales for the 12 months to September 2012, I will continue to challenge the force on the way crime statistics are recorded as I believe that improvements made will increase the confidence of our communities.

I have put in place a comprehensive governance framework detailed in my [Manual of Corporate Governance](#) which is supported on a monthly basis when I monitor the overall performance of Gwent Police via my publicly held Strategy and Performance Board. I also scrutinise Professional Standards performance via the Board on a quarterly basis. I will continue to publish reports to and minutes of the Board, decisions taken and any other information of public interest on my website www.gwent.pcc.police.uk.

I receive finance reports as part of regular budget-monitoring which help me ensure that Gwent Police provides a service that is value for money and I continue to

monitor progress against the Staying Ahead programme put in place to realise the required budgetary savings and efficiencies.

The information on the following pages provides an indication of force performance during the 2012/2013 period .

PRIORITY 1: To deliver the best quality of service available

OUTCOME: The people of Gwent are satisfied that the police provide a service which meets their requirements

SUCCESS MEASURES

- To increase the proportion of people who are satisfied with the way the police in their area are dealing with the things that matter to them and the community

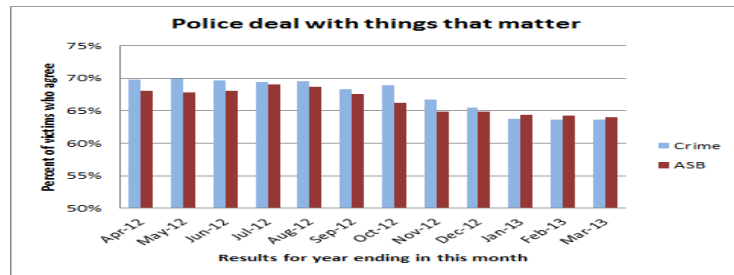
HEADLINE PERFORMANCE MEASURES

1. How confident are people that the police are dealing with the crime and anti social behaviour issues that matter most to them and their community

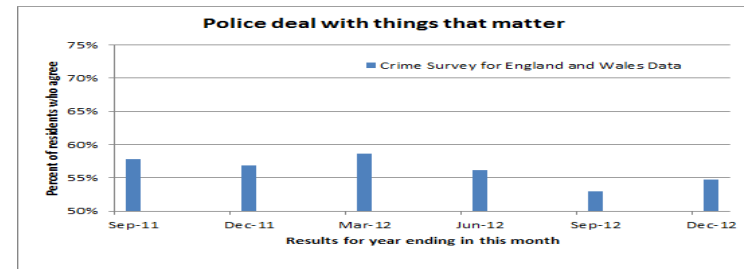
KEY PERFORMANCE IMPROVEMENTS

- Working with Welsh Government an additional 102 Community support Officers have been employed
- Two additional Mobile Police Stations have been purchased
- A Gwent Police APP has been launched for telephone access
- The on line watch link (OWL) now has 25,000 members

HOW WERE WE DOING LAST YEAR?



HOW HAVE WE BEEN DOING SINCE APRIL 2013?



CURRENT POSITION

Improving Public Confidence in policing services is a central theme of the 2013/14 Police and Crime Plan. A public confidence board chaired by the Chief Constable is leading improvement activity to improve the public's perception of Gwent Police

WHAT ARE WE DOING TO IMPROVE PERFORMANCE?

A new public confidence survey is under construction that will provide a more detailed understanding of public perception. Neighbourhood teams are developing more localised arrangements for engaging with and being accessible to the communities they serve

PRIORITY 1: To deliver the best quality of service available

OUTCOME: The people of Gwent are satisfied that the police provide a service which meets their requirements

SUCCESS MEASURES

- To increase the satisfaction of victims of crime and anti-social behaviour with the service they have received from the police

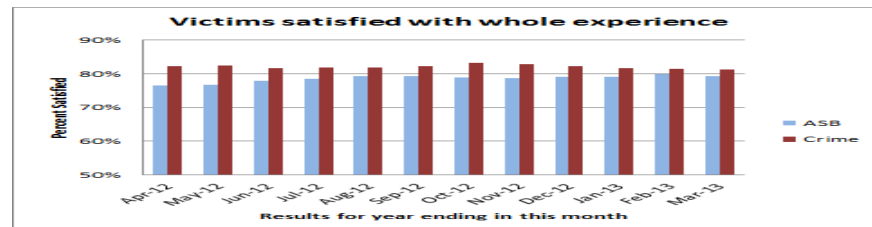
HEADLINE PERFORMANCE MEASURES

- Overall satisfaction with the service provided
- The satisfaction with initial contact
- The satisfaction with initial actions and investigation
- The satisfaction with being kept informed

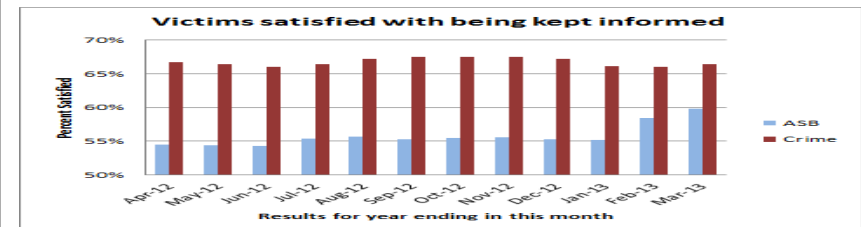
KEY PERFORMANCE IMPROVEMENTS

- Victim risk assessment process introduced for ASB and crime
- Increased support for High Risk victims of crime and ASB is available
- Local officers are working hard to keep all victims of ASB informed of progress with their calls

HOW WERE WE DOING LAST YEAR? (Overall Service provided)



HOW WERE WE DOING LAST YEAR? (Being Kept Informed)



CURRENT POSITION

A number of workshops with victims, attended by the Commissioner and senior police leaders have been conducted across the force to identify the improvements people who have experienced crime and anti social behaviour feel could be made.

WHAT ARE WE DOING TO IMPROVE PERFORMANCE?

A review of the way Gwent Police handles calls from the public has been completed and plans to transform with work of the Force Communication Suite are being implemented. Restorative justice schemes for adults and young people are being piloted and will be extended across all areas of the Force

PRIORITY 2: To prevent and reduce crime
OUTCOME: People in Gwent are less affected by crime

SUCCESS MEASURES

- Reduce the overall levels of crime recorded
- Reduce the number of victims of crime
- Increase the number of offenders brought to justice

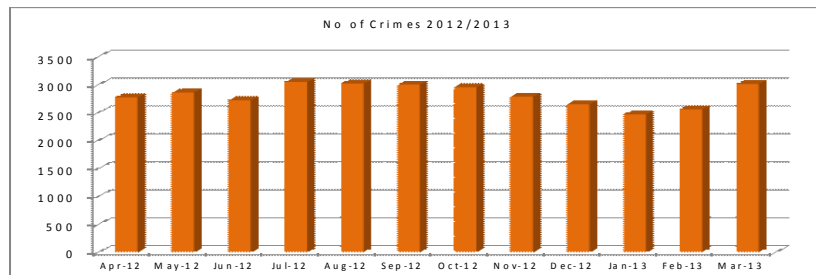
HEADLINE PERFORMANCE MEASURES

1. Levels of criminal Damage and Arson
2. Levels of non-domestic violent crime
3. Levels of household crime including burglary
4. Levels of retail crime

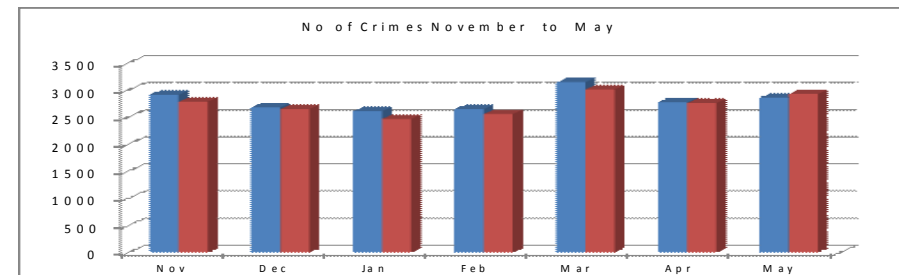
KEY PERFORMANCE IMPROVEMENTS

1. Overall crime reduced by 12.1% or 4962 fewer crimes recorded in 2012/13
2. There were 1218 fewer criminal damage offences (16.2%)
3. All violent crimes reduced by 2.3% or 167 fewer offences
4. Burglaries of people homes reduced by 6.6% or 132 fewer crimes

HOW WERE WE DOING LAST YEAR?



HOW HAVE WE BEEN DOING SINCE APRIL 2013?



CURRENT POSITION

Improved tasking of officers to patrol locations that are experienced increased levels of crime together with preventative work with victims has assisted in reducing crime during the last year. The robust management of prolific offenders together with partner agencies is helping to rehabilitate offenders and reduce acquisitive crime. Innovative schemes to reduce the impact of the theft of metal have seen significant reductions in this crime type.

WHAT ARE WE DOING TO IMPROVE PERFORMANCE?

The highest areas of volume crime have been identified and senior officers have been appointed to lead work to reduce levels of crime further during 2013/14. This involves identifying best practice both locally and nationally and introducing innovative, evidence based interventions that will lead to less crime being committed. This is being complimented by a robust intelligence approach to tackling drug suppliers who cause significant harm to local communities.

PRIORITY 3: To take more effective action to tackle Anti Social Behaviour

OUTCOME: People in Gwent are less affected by Anti Social Behaviour

SUCCESS MEASURES

- Reduce the overall levels of Anti Social Behaviour
- Increase the proportion of people who feel that their call to us made a difference to the Anti Social Behaviour problem they were experiencing

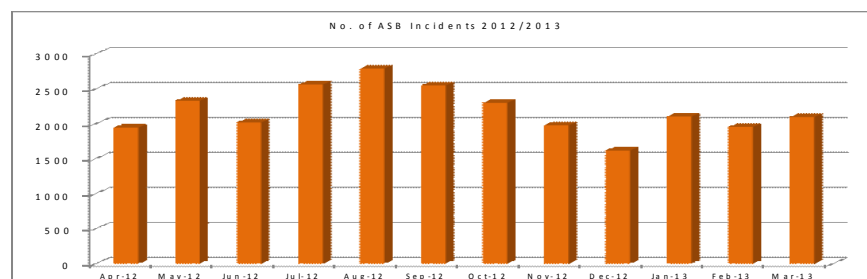
HEADLINE PERFORMANCE MEASURES

1. Reduced levels of anti social behaviour

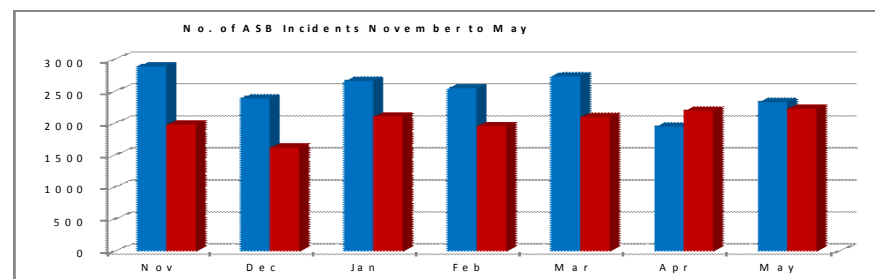
KEY PERFORMANCE IMPROVEMENTS

1. Levels of ASB reduced by 32% or 12000 fewer incidents in 2012/13

HOW WERE WE DOING LAST YEAR?



HOW HAVE WE BEEN DOING SINCE APRIL 2013?



CURRENT POSITION

Continued strong working relationships with partner agencies have enabled a cohesive and effective approach to areas experiencing Anti Social Behaviour. A daily focus on the local problems relevant to local areas remains embedded in the core daily business of each Local Neighbourhood Team. Welsh Government funded Community Support Officers have been allocated to wards areas that are challenged by higher levels of ASB.

WHAT ARE WE DOING TO IMPROVE PERFORMANCE?

Force wide work will continue throughout this year in developing and embedding a robust offender management approach to those persistent on causing Anti Social Behaviour within our communities. A dedicated portfolio lead has been allocated to lead in this priority area of work. The introduction of the Gold Service Standards for vulnerable and repeat victims of crime and anti-social behaviour has been designed to assist all victims and to help identify the most vulnerable.

PRIORITY 4: To protect people from serious harm
OUTCOME: People in Gwent are protected from serious harm

SUCCESS MEASURES

- Increase the proportion of offenders brought to justice for domestic abuse offences
- Increase the proportion of offenders brought to justice for serious violence and sexual offences
- Reduce the number of incidents of serious violent crime

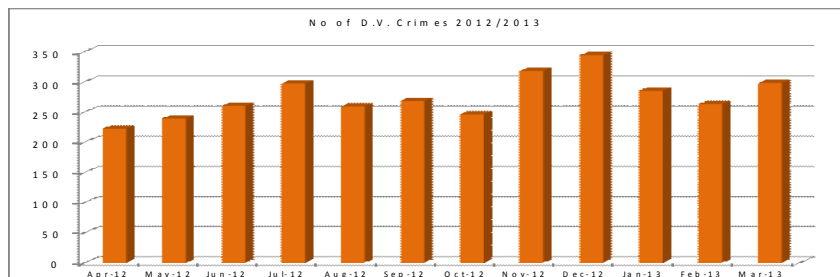
HEADLINE PERFORMANCE MEASURES

1. Numbers of domestic Abuse Offences
2. Numbers of serious Sexual Offences
3. Numbers of serious Violence Offences
4. Numbers of offenders brought to Justice

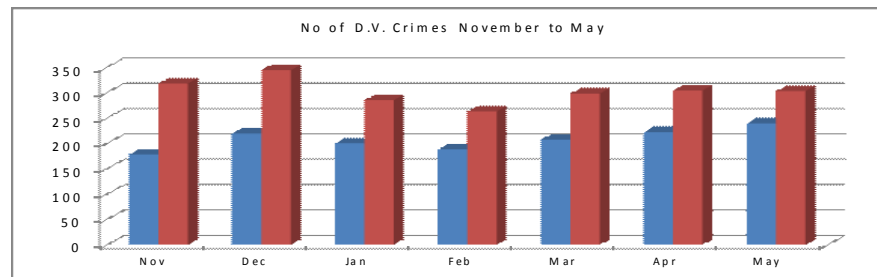
KEY PERFORMANCE IMPROVEMENTS

1. A new wider definition of domestic abuse was introduced in November 2012 leading to increased reports and a dedicated team set up to investigate such crimes.
2. Serious violence offences reduced by 132 offences (32%)

HOW WERE WE DOING LAST YEAR?



HOW HAVE WE BEEN DOING SINCE APRIL 2013?



CURRENT POSITION

There have been increased levels of reporting of Domestic abuse offences since the introduction of the new arrangements. The attrition rates for offences failing at court have also improved to 18% which is 7% better than the national average. The ONYX Unit, which is dedicated to the investigation of adult rape offences, has been identified nationally as a model of good practice and CPS figures show that of the cases prosecuted, 10% fewer are lost either before or during trial than the national average.

WHAT ARE WE DOING TO IMPROVE PERFORMANCE?

National research indicates that domestic abuse and serious sexual offences remain underreported. A review of the impact of the new arrangements is underway to identify further improvements to the service provided to victims of these crimes.

PRIORITY 5: To make the best use of resources and provide value for money
OUTCOME: The people in Gwent are provided with a police service that is value for money

SUCCESS MEASURES

- Increase productivity and best use of policing services

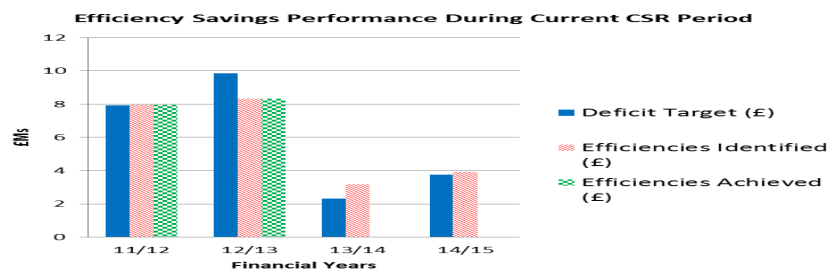
HEADLINE PERFORMANCE MEASURES

1. Efficiency savings delivered to date
2. Identification of future efficiency schemes
3. Achieving a balanced budget at the end of the current comprehensive spending review period

KEY PERFORMANCE IMPROVEMENTS

1. Invested in specialist officers to investigate domestic abuse
2. Firearms officer collaboration with South Wales, Dyfed Powys and Gwent Police
3. Completed phase 1 of Force Communication Suite review
4. Investment in IT solutions – Niche records management system

HOW WERE WE DOING LAST YEAR?



HOW HAVE WE BEEN DOING SINCE APRIL 2013?

A fundamental review of Gwent Police, called Staying Ahead is designed to present solutions, which deliver the best use of resources by aiming to improve efficiency and service delivery.

Introduced in 2007 and extended in 2010 in response to the Comprehensive Spending Review. The programme is currently in Phase 7 which commenced on the 1st April 2013.

CURRENT POSITION

On going identification of efficiency schemes is actively managed and delivered through the Staying Ahead Assurance Board and Staying Ahead Implementation Group.

At present, new efficiency schemes continue to be sought and evaluated where this will improve or preserve services to the public and also provide efficiency opportunities.

WHAT ARE WE DOING TO IMPROVE PERFORMANCE?

Gwent Police is using Lean and Continuous Improvement methods to review every area its work. Departments have been involved in Challenge sessions with Chief Constable and outside experts. The aim is to preserve and improve services to the public whilst delivering the required savings. The approach includes investing in new technology and equipment such as the Niche Records Management system due to go live in October this year. At all stages full engagement between the Chief Constable, the Commissioner and staff associations will be undertaken.

The future

I always look for ways to carry out meaningful engagement with you to learn more about how we can deliver an accessible, fair and responsive policing service. I will continue to offer opportunities for people to personally speak with me so that I can hear about and deal with your issues around policing and community safety. I can be contacted on the details at the bottom of this page. You can also contact me on Facebook or via Twitter, and keep up-to-date with how I am carrying out my role by visiting my website.

I will continue to ensure that victims are at the heart of everything we do and will produce a Victims' Charter to support this important aim. I will also continue work with wider Criminal Justice and other partners in a collaborative way to ensure that your needs are most effectively met.

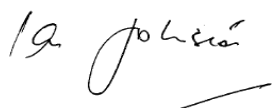
I have already stated that I am concerned about the recording of crimes and incidents. I will work on your behalf to address this issue and ensure that what is recorded presents an accurate account of what is happening to and in our communities. I also recognise that confidence in local policing is not what it should be and during this period I will work tirelessly to increase and enhance your confidence in the service provided by Gwent Police, whilst continuing to hold the Chief Constable to account for the delivery of an efficient and effective police service to our communities.

In support of these points, I will implement a review of the PACT process so that it is meaningful and available to everyone.

To address issues you bring to my attention, I will work with partners and a Commissioning Board, currently being set up, to develop a Commissioning Framework to provide financial support to local proactive and preventative projects which support my priorities.

I remain committed to delivering an efficient and cost-effective policing service for the people of Gwent and will continue to work hard to improve the levels of service provided.

I look forward to hearing more from you over the coming months.



Ian Johnston, QPM

Police and Crime Commissioner for Gwent
Listening to and working for you...

Office of the Police and Crime
Commissioner
Police Headquarters
Croesyceiliog
Cwmbran.
NP44 2XJ

Tel: 01633 642200

E-mail:

Commissioner@gwent.pnn.police.uk

Website: www.gwent.pcc.police.uk

<u>OFFICE OF THE POLICE & CRIME COMMISSIONER</u>	
TITLE:	Finance Report for the Year Ended 31 March 2013
DATE:	28 May 2013
TIMING:	Annual
PURPOSE:	For monitoring
1.	<u>RECOMMENDATION</u>
1.1	To consider the interim financial position as at 31 March 2013.
1.2	To note the budget virements as detailed in Appendix 3, Section 3.
2.	<u>INTRODUCTION & BACKGROUND</u>
2.1	The purpose of this report is to present a summary of the latest position regarding the completion of the Revenue and Capital Accounts for the year ended 31 March 2013.
2.2	The Revenue Account identifies savings of £1,801,000 against budget at year-end, after proposed transfers to earmarked reserves.
2.3	As part of the on-going Staying Ahead Programme, the 2012/13 budget included £9,866,000 of efficiency schemes against the CSR target.
3.	<u>ISSUES FOR CONSIDERATION</u>
3.1	Revenue Income and Expenditure (Appendices 1 and 2)
3.2	At 31 March 2013, the interim revenue account shows savings of £1,801,000 (Appendix 1, Line 36) against budget, this represents an additional saving of £118,000 over the forecast outturn position reported at the end of February of £1,683,000.
3.3	Police Officer Salaries and Allowances show an overall saving against budget of £6,000 (Appendix 1, Line 1). This is principally as a result of the withdrawal of Special Priority Payments saving £1,178,000, being off set by the costs of the recently introduced Unsocial Hours Allowances (£920,000). The overall savings are further offset by having been over established in Police Officer numbers (at the ranks of Sergeant and above) beyond the level profiled during budget setting.
3.4	At the end of March 2013, the actual police officer establishment stood at 1,369.5 wte, 7.4 wte below the authorised number of 1,376.9 wte. Throughout the year, the actual establishment has been continuously below that anticipated during budget setting, this has resulted in a saving against the contingency for anticipated Volume Pressure of £460,000 (Appendix 1, Line 16).
3.5	Police Staff Salaries and Allowances shows an overspend of £336,000 (Appendix 1, Line 2). This has largely arisen through the processing of the 'low earners payments' for both 2011/12 and 2012/13 during the year (£180,000), and the use of agency staff to address short-term capacity issues as the Staying Ahead schemes are implemented.

3.6	On the 31 March the actual staff establishment stood at 959.3 wte, which includes 137.8 wte Home Office funded CSOs, 98.9 wte Welsh Government funded CSOs and 17.0 wte agency staff, against a budgeted establishment (including 246.0 wte CSOs) of 983.7 wte. As with Police Officers, Police Staff numbers have remained consistently below the levels anticipated at budget setting, resulting in a saving of £617,000 against the Volume Pressure (Appendix 1, Line 17).
3.7	At the end of March 2013, Home Office funded CSO Salaries and Allowances showed savings of £207,000 (Appendix 1, Line 3), which are as a result of being 7.2 wte under the authorised establishment of 145.0 wte.
3.8	To provide further information with respect to the workforce numbers and to better inform of the progress made towards achieving the planned savings, Appendix 2 shows an analysis of both Police Officers and Police Staff establishments by Service Area.
3.9	Police Officer Overtime and Enhancements was overspent by £205,000 (Appendix 1, Line 4), this is partly as a result of increased spend on bank holiday enhancements (£41,000) and more recently due to the additional overtime worked as part of the drive to improve Force performance (£83,000). The remainder of the overspend relates to overtime worked on collaborative arrangements and has been recovered through a reduction in the collaboration charges.
3.10	At the end of March 2013, Police Staff Overtime and Enhancements showed a saving of £105,000 (Appendix 1, Lines 5). This saving was primarily due to vacancies existing in posts that attract enhancements, combined with a reduction in the overtime levels worked within the Force Control Room.
3.11	A saving of £89,000 for the financial year was made with respect to Other Employee Related Costs (Appendix 1, Line 7). The main contributors to this saving are Training and Course Fees (£343,000) and also Medical Costs (£12,000), being offset by an overspending in Police Officer Injury Pension Scheme costs (£132,000) and Police Pension Capital Equivalent Charges (CECS) (£147,000), due to an increased number of ill health retirements during 2012/13.
3.12	Premises Costs were overspent by £193,000 (Appendix 1, Line 8) for the financial year. The main contributors to this are overspends in relation to Utilities (£64,000), Business Rates for properties anticipated to be sold within the year (£182,000), Rental payments on Operation Jasmine premises, radio mast running costs (£36,000) and Building Maintenance (£29,000). These overspends being offset by a saving in respect of Facilities Maintenance (£118,000).
3.13	Transport Costs show a saving of £238,000 for the financial year (Appendix 1, Line 9). The principal areas of saving are in respect to the expenditure on Petrol and Diesel (£245,000), Helicopter Contract (£44,000), Fares and Subsistence (£46,000) and Insurances (£26,000). These are offset by overspendings on Mileage Expenses due to relocation (£123,000). The savings in fuel costs are as a result of lower than anticipated fuel prices.

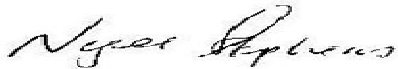

3.14	<p>Supplies and Services (Appendix 1, Line 10) showed a saving of £627,000 for the financial year. The main contributing areas of saving are:</p> <table border="0" style="margin-left: 40px;"> <thead> <tr> <th></th> <th style="text-align: right;">£</th> </tr> </thead> <tbody> <tr><td>a) Other Professional Services</td><td style="text-align: right;">526,000</td></tr> <tr><td>b) Operational Equipment</td><td style="text-align: right;">251,000</td></tr> <tr><td>c) Insurances</td><td style="text-align: right;">183,000</td></tr> <tr><td>d) DNA, Forensics and Police Surgeons</td><td style="text-align: right;">139,000</td></tr> <tr><td>e) Police Authority Member Allowances</td><td style="text-align: right;">134,000</td></tr> <tr><td>f) Uniforms</td><td style="text-align: right;">102,000</td></tr> <tr><td>g) Subscriptions</td><td style="text-align: right;">85,000</td></tr> <tr><td>h) Vehicle Recovery</td><td style="text-align: right;">64,000</td></tr> <tr><td>i) Non-operational Equipment</td><td style="text-align: right;">48,000</td></tr> <tr><td>j) Sponsorships & Donations</td><td style="text-align: right;">41,000</td></tr> <tr><td>k) Printing, Postage And Stationary</td><td style="text-align: right;">35,000</td></tr> <tr><td>l) Business Consultancy</td><td style="text-align: right;">34,000</td></tr> <tr><td>m) Computer Hardware & Software</td><td style="text-align: right;">33,000</td></tr> <tr><td>n) Interpreters</td><td style="text-align: right;">20,000</td></tr> <tr><td>o) ICT Consumables</td><td style="text-align: right;">19,000</td></tr> </tbody> </table> <p>The main contributing areas of overspending are:</p> <table border="0" style="margin-left: 40px;"> <thead> <tr> <th></th> <th style="text-align: right;">£</th> </tr> </thead> <tbody> <tr><td>a) Wide Area Network</td><td style="text-align: right;">501,000</td></tr> <tr><td>b) Regional Collaboration Fees</td><td style="text-align: right;">387,000</td></tr> <tr><td>c) Voice and Data Networks</td><td style="text-align: right;">281,000</td></tr> </tbody> </table>		£	a) Other Professional Services	526,000	b) Operational Equipment	251,000	c) Insurances	183,000	d) DNA, Forensics and Police Surgeons	139,000	e) Police Authority Member Allowances	134,000	f) Uniforms	102,000	g) Subscriptions	85,000	h) Vehicle Recovery	64,000	i) Non-operational Equipment	48,000	j) Sponsorships & Donations	41,000	k) Printing, Postage And Stationary	35,000	l) Business Consultancy	34,000	m) Computer Hardware & Software	33,000	n) Interpreters	20,000	o) ICT Consumables	19,000		£	a) Wide Area Network	501,000	b) Regional Collaboration Fees	387,000	c) Voice and Data Networks	281,000
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3.15	<p>Major Incident Schemes (Appendix 1, Line 11), provided a saving of £343,000 against budget for the financial year, is primarily due to reduced demand, more of the work in relation to Major Incidents now being resourced through core duties, and also through more efficient resourcing of Major Incidents. Similarly £27,000 has been saved in respect of Pro-Active Operational (Level 2 Tasking) Initiatives (Appendix 1, Line 12).</p>																																								
3.16	<p>Capital Charges (Appendix 1, Line 14) shows an overspend of £110,000 during the financial year. This is due to a higher than anticipated statutory costs set aside for the repayment of debt, known as the Minimum Revenue Provision (MRP).</p>																																								
3.17	<p>The Development Reserve had £82,000 remaining at 31 March 2013 (Appendix 1, Line 15). This is due to less than anticipated revenue commitments being made during the year as part of BTCG (Business Tasking and Co-ordination Group) decisions.</p>																																								
3.18	<p>Of the £9,866,000 of efficiency scheme savings that were identified to be achieved during 2012/13 as part of the Staying Ahead Review or identified as part of budget setting, £2,751,000 could not be removed from specific budget areas and was covered by Identified Recurring Savings (Appendix 1, Line 18) to be identified during the financial year. This was not fully achieved with £1,156,000 remaining at the end of the financial year. This is due to a combination of the slippage of the previously identified initiatives being partly offset by the acceleration and identification of new schemes. The savings achieved through the Staying Ahead Review are monitored through the programme boards.</p>																																								
3.19	<p>Budgeted vacant Police Officer and Police Staff posts that are identified and confirmed against the delivery of Staying Ahead Phase 6 schemes are</p>																																								

	removed and transferred to Identified Recurring Savings (Appendix 1, Line 18).																				
3.20	<p>Other Income (Appendix 1, Line 20) for the year ended 31 March 2013 delivered £1,140,000 of additional income over that budgeted. The major contributors to this are the re-imburement of duty time resources abstracted and supplied to the London Olympics and Paralympics (£487,000) and also mutual aid recovered from support provided to Operation Tempest (£132,000).</p> <p>Additional income has also been received in the following areas:</p> <table style="margin-left: 40px;"> <thead> <tr> <th></th> <th style="text-align: right;">£</th> </tr> </thead> <tbody> <tr> <td>a) Statutory Maternity/Paternity Pay</td> <td style="text-align: right;">161,000</td> </tr> <tr> <td>b) Other Income</td> <td style="text-align: right;">134,000</td> </tr> <tr> <td>c) Income Generation</td> <td style="text-align: right;">105,000</td> </tr> <tr> <td>d) Compensation to the Force</td> <td style="text-align: right;">85,000</td> </tr> <tr> <td>e) Additional CRB Income</td> <td style="text-align: right;">45,000</td> </tr> <tr> <td>f) Abnormal Loads</td> <td style="text-align: right;">41,000</td> </tr> <tr> <td>g) Vehicle Recovery Income</td> <td style="text-align: right;">26,000</td> </tr> <tr> <td>h) Firearms Income</td> <td style="text-align: right;">18,000</td> </tr> <tr> <td>i) Reports & Interviews</td> <td style="text-align: right;">14,000</td> </tr> </tbody> </table> <p>These are in part offset by lower than anticipated income of £135,000 from the Home Office ARIS (Asset Recovery Incentivisation Scheme) through the proceeds of crime. It is anticipated that this shortfall will be recovered in future years.</p>		£	a) Statutory Maternity/Paternity Pay	161,000	b) Other Income	134,000	c) Income Generation	105,000	d) Compensation to the Force	85,000	e) Additional CRB Income	45,000	f) Abnormal Loads	41,000	g) Vehicle Recovery Income	26,000	h) Firearms Income	18,000	i) Reports & Interviews	14,000
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3.21	Virement Summary (Appendix 3)																				
3.22	Appendix 3 identifies virements relating to the realignment of the authorised police officer establishment, with 19 posts being transferred from Neighbourhood Policing to resource the Domestic Abuse Investigation Unit.																				
3.23	Capital Programme (Appendix 4)																				
3.24	The Revised Annual Budget on proposed schemes for 2012/13 is £7,231,000.																				
3.25	The Programme will be funded from Capital Grant, Specific Capital Reserves and Capital Receipts from the sale of premises.																				
3.26	Expenditure to date was £1,945,000 of which, £1,049,000 related to Vehicle purchases, £623,000 to ICT related purchases, £228,000 to Force Projects, with the remaining £45,000 being on the Estate.																				
3.27	The year-end position at 31 March 2013, shows an underspend of £5,286,000. This is due to the slippage of schemes into the 2013/14 financial year. In particular, the majority of expenditure for the Niche system is now forecast to occur in 2013/14 and the timing of vehicle replacements.																				
4.	<u>NEXT STEPS</u>																				
4.1	Whilst this report presents the Interim Revenue and Capital position, the Final Year End Statement of Accounts (subject to Audit) will be authorised by the Assistant Chief Officer - Resources and the Treasurer on 28 June 2013.																				
4.2	Notification of any proposed transfers to reserves will be requested upon presentation of the Final Year End Accounts.																				

5.	<u>FINANCIAL CONSIDERATIONS</u>
5.1	These are detailed in the report.
6.	<u>PERSONNEL CONSIDERATIONS</u>
6.1	There are no staffing/personnel implications arising from this report.
7.	<u>LEGAL IMPLICATIONS</u>
7.1	There are no legal implications arising from this report.
8.	<u>EQUALITIES AND HUMAN RIGHTS CONSIDERATIONS</u>
8.1	The content of this report has been considered against the general duty to promote equality, as stipulated under the Gwent Police Equality Schemes, and has been assessed not to discriminate against any particular group.
8.2	This project/proposal has been considered against the general duty to promote equality, as stipulated under the Single Equality Scheme and has been assessed not to discriminate against any particular group.
8.3	In preparing this report, consideration has been given to requirements of the Articles contained in the European Convention on Human Rights and the Human Rights Act 1998.
9.	<u>RISK</u>
9.1	Whilst it is not anticipated that the financial position detailed above will change significantly, as the Final Year End Statement of Accounts are close to completion the interim position may be subject to change.
9.2	There is a risk that a provision will be required which relates to an on-going employment tribunal, the necessity and detail of which is currently being identified.
10.	<u>PUBLIC INTEREST</u>
10.1	This is a public document.
11.	<u>CONTACT OFFICER</u>
11.1	Darren Garwood-Pask, Head of Finance and Business Support.

12.	<u>ANNEXES</u>
12.1	Appendix 1 – Interim Revenue Budget Performance to 31 March 2013.
12.2	Appendix 2 – Police Officer and Police Staff Establishments at 31 March 2013.
12.3	Appendix 3 – Budget Virement Summary to 31 March 2013.
12.4	Appendix 4 – 2012/13 Capital Budget Interim Performance to 31 March 2013.

For OPCC use only

Office of the Chief Constable	
I confirm that Finance Report for the Year Ended 31 March 2013 report has been discussed and approved at a formal Chief Officers' meeting. It is now forwarded to the OPCC for monitoring purposes .	
Signature: 	
Date: 31 May 2013	
	Tick to confirm (if applicable)
Financial The Treasurer has been consulted on this proposal.	√
OPCC (insert name) The Treasurer has reviewed the request and is satisfied that it is correct and consistent with the PCC's plans and priorities.	√
Legal The legal team have been consulted on this proposal.	N/A
Equalities The Equalities Officer has been consulted on this proposal.	N/A
Chief Executive/ Deputy Chief Executive: I have been consulted about the proposal and can confirm that financial, legal, equalities etc... advice has been taken into account in the preparation of this report. I am satisfied that this is an appropriate report to be submitted to the Police and Crime Commissioner for Gwent.	
Signature: 	
Date: 6th June 2013	
Police and Crime Commissioner for Gwent I confirm that I have considered whether or not I have any personal or prejudicial interest in this matter and take the proposed decision in compliance with the Code of Conduct. The above request has my approval.	
Signature:	
Date:	

Police and Crime Commissioner for Gwent
2012/13 Revenue Budget
Interim Revenue Budget Performance to 31st March 2013

	Initial Annual Budget	Revised Annual Budget	Budget to Date	Expenditure to Date	Variance to Date
	£'000s	£'000s	£'000s	£'000s	£'000s
Expenditure					
1 Police Officer Salaries and Allowances	71,409	70,769	70,769	70,762	6
2 Police Staff Salaries and Allowances	24,142	24,477	24,477	24,813	(336)
3 PCSO Salaries and Allowances	5,690	6,754	6,754	6,547	207
4 Police Officer Overtime and Enhancements	1,736	2,156	2,156	2,362	(205)
5 Police Staff Overtime and Enhancements	1,072	1,083	1,083	978	105
6 PCSO Overtime and Enhancements	616	679	679	680	(1)
7 Other Employee Related Costs	2,155	2,174	2,174	2,084	89
8 Premises Costs	5,296	5,284	5,284	5,476	(193)
9 Transport Costs	3,352	3,400	3,400	3,162	238
10 Supplies and Services	10,724	12,523	12,523	11,896	627
11 Major Incident Schemes	684	684	684	341	343
12 Proactive Operational Initiatives	267	267	267	240	27
13 Contribution to NPIA	444	444	444	432	12
14 Capital Charges	490	490	490	600	(110)
	128,076	131,183	131,183	130,374	809
Other Approved Revenue Requirements					
15 Development Reserve	100	82	82	0	82
16 Police Officer Volume Pressures	1,905	1,905	1,905	1,445	460
17 Police Staff Volume Pressures	857	857	857	240	617
18 Identified Recurring Savings	(2,751)	(1,156)	(1,156)	0	(1,156)
	111	1,688	1,688	1,685	3
Income					
19 Investment Income	(248)	(248)	(248)	(232)	(16)
20 Other Income	(7,079)	(10,546)	(10,546)	(11,686)	1,140
	(7,327)	(10,794)	(10,794)	(11,918)	1,124
21 Net Expenditure Before Transfers	120,860	122,077	122,077	120,141	1,936
Transfers					
22 To Earmarked Reserves (Pre-Approved)	2,022	2,022	2,022	2,022	0
23 To Capital Account	0	17	17	17	0
	2,022	2,039	2,039	2,039	0
24 Net Expenditure Including Transfers	122,882	124,116	124,116	122,180	1,936
Funded By:					
26 Revenue Support Grant	(16,202)	(16,202)	(16,202)	(16,202)	0
27 National Non-Domestic Rates	(16,759)	(16,759)	(16,759)	(16,759)	0
28 Police Grant	(44,676)	(44,676)	(44,676)	(44,676)	0
29 Council Tax	(39,816)	(39,816)	(39,816)	(39,816)	0
30 Specific Grant Income	(3,184)	(3,113)	(3,113)	(3,138)	25
31 Use of General Reserves	(422)	(422)	(422)	(422)	0
32 Use of Earmarked Reserves	(1,823)	(3,128)	(3,128)	(3,174)	45
33 Total Funding	(122,882)	(124,116)	(124,116)	(124,187)	70
34 (Over)/Underspend Before Proposed Reserves	(0)	(0)	(0)	(2,007)	2,006
35 Proposed Earmarked Reserves					(205)
36 Potential (Over)/Underspend After Reserves					1,801

Police and Crime Commissioner for Gwent
2012/13 Revenue Budget
Police Officer and Police Staff Establishment Summary at 31st March 2013

	Police Staff				Police Officers		
	Budgeted We	Actual We	Agency We	Var (Excl Agency) Under/Over	Officer Bud We	Officer Act We	Variance Under/Over
Strategic Workstreams							
Operational Support							
OS Management Team	0.0	0.0	0.0	0.0	3.0	3.0	0.0
Silver Cadre	0.0	0.0	0.0	0.0	8.0	5.0	3.0
Air Support Unit	0.0	0.0	0.0	0.0	0.0	0.0	0.0
ANPR Integrop Team	0.0	0.0	0.0	0.0	10.0	7.0	3.0
JOINT FIREARMS UNIT	0.0	0.0	0.0	0.0	38.0	39.0	(1.0)
DVA Section	1.0	1.0	0.0	0.0	17.0	17.0	0.0
Emergency Planning	1.0	1.0	0.0	0.0	8.0	8.0	0.0
Firearms Training	0.5	0.4	0.0	0.1	6.0	4.0	2.0
Operations Logistics	7.0	5.8	0.0	1.2	0.0	0.0	0.0
Roads Policing Unit	5.4	5.4	0.0	0.0	63.0	59.0	4.0
Support Group	0.0	0.0	0.0	0.0	22.0	22.0	0.0
Communications Suite	115.4	105.0	0.0	10.4	33.0	30.3	2.7
Operational Support Totals:	130.3	118.7	0.0	11.7	211.0	201.0	10.0
Neighbourhood Policing & Partnerships							
NPP Management Team	0.0	0.0	0.0	0.0	8.0	12.0	(4.0)
Local Policing Units	0.0	0.0	0.0	0.0	26.0	19.4	6.6
Neighbourhood Support Teams	0.0	0.0	0.0	0.0	81.0	83.7	(2.7)
Neighbourhood Support Units	0.0	0.0	0.0	0.0	476.0	444.1	31.9
Neighbourhood Response	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Neighbourhood Development	0.0	0.0	0.0	0.0	1.0	1.0	0.0
Community Safety	4.0	4.0	0.0	0.0	1.0	2.0	(1.0)
Community Cohesion	2.0	1.0	0.0	1.0	3.0	3.0	0.0
Licensing	4.0	4.8	0.0	(0.8)	4.0	4.0	0.0
Schools Liaison	0.0	1.7	0.0	(1.7)	19.5	16.2	3.3
Youth Offending Team	0.0	0.0	0.0	0.0	8.3	5.8	2.5
PROSA	145.0	137.8	0.0	7.2	0.0	0.0	0.0
PROSA - WAs Funded	101.0	101.0	0.0	0.0	2.1	0.0	2.1
Traffic Wardens	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Station Enquiry Officers	27.0	24.3	0.0	2.7	0.0	0.0	0.0
Operation Insight	0.0	0.0	0.0	0.0	0.0	14.0	(14.0)
Force Crime Tasking Team	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NPP - Ext Funded	2.3	2.3	0.0	0.0	0.0	0.0	0.0
Neighbourhood Policing Totals:	285.5	275.6	0.0	10.0	604.8	790.6	14.1
Criminal Justice Department							
Custody	38.7	31.9	4.0	10.8	27.0	34.8	(7.8)
Admin Of Justice	52.5	52.5	0.0	0.0	0.0	4.0	(4.0)
Criminal Justice Department Totals:	91.2	83.9	4.0	11.3	27.0	38.8	(11.8)
Crime Investigation							
Crime Investigation - Mgmt Team	5.0	4.0	0.0	1.0	5.0	5.0	0.0
Major Incidents Team	20.4	19.5	0.0	0.9	28.0	23.7	4.3
Complex Crime Unit	1.0	0.0	0.0	1.0	12.0	12.0	0.0
Financial Investigation	8.6	8.0	0.0	0.6	7.0	6.5	0.5
High Tech Crime	4.0	4.0	0.0	0.0	3.0	3.0	0.0
Technical Support Unit	2.0	2.0	0.0	0.0	1.0	1.0	0.0
Intelligence	29.8	29.8	0.0	0.0	33.0	32.2	0.8
Dedicated Source Unit	5.4	5.0	0.0	0.4	13.0	13.0	0.0
Surveillance	0.0	0.0	0.0	0.0	23.7	19.9	3.8
Sexual Violence Crime	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Sexual Assault Crime	0.0	0.0	0.0	0.0	30.0	27.2	2.8
Crime Management Unit	17.4	15.8	0.0	1.6	13.0	13.4	(0.4)
PIU	23.7	22.1	0.0	1.6	107.0	105.0	2.0
Special Branch (WECTU)	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Crime - Ext Funded	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Identific Support	82.5	49.4	0.0	33.1	8.0	8.0	0.0
All Wales Collaboration - Team	0.0	0.0	0.0	0.0	8.0	8.0	0.0
Special Branch	8.0	5.4	0.0	2.6	12.0	9.0	3.0
Data Management	38.8	47.7	4.0	(4.9)	0.0	6.6	(6.6)
Data Management - CRB	10.7	10.7	0.0	0.0	0.0	0.0	0.0
Crime Investigation Totals:	234.9	220.9	4.0	18.1	302.2	293.7	8.5
Total Operational Costs	742.0	698.9	8.0	51.1	1,344.9	1,324.1	20.9
Enabling Workstreams							
Business Support							
Estates	19.5	18.4	0.0	0.1	0.0	0.0	0.0
Fleet	20.5	19.5	0.0	1.0	0.0	0.0	0.0
IT	17.8	18.8	2.0	(3.0)	0.0	0.0	0.0
Programs	5.0	4.0	0.0	1.0	0.0	0.0	0.0
Business Support	13.3	11.3	0.0	2.0	0.0	0.0	0.0
Business Support Totals:	75.1	72.4	4.0	6.7	0.0	0.0	0.0
People Services	36.4	34.2	0.0	2.2	11.0	9.9	1.1
Information & Technology	29.4	29.6	1.0	0.8	0.0	0.0	0.0
Total Enabling Workstreams	140.9	136.2	5.0	9.7	11.0	9.9	1.1
Corporate							
ADPC	1.0	1.0	0.0	0.0	4.0	4.0	0.0
Standards	15.3	14.8	0.0	0.5	7.0	7.0	0.0
Legal	9.0	9.0	0.0	0.0	0.0	0.0	0.0
Corporate Comm.	18.9	20.8	2.0	(0.9)	0.0	0.0	0.0
Corporate Comm. - Prod Room	1.0	1.0	0.0	0.0	0.0	0.0	0.0
Service Development	33.2	36.1	0.0	(2.9)	2.0	2.0	0.0
Police Authority	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Police And Crime Commission	8.3	9.2	0.0	(0.9)	0.0	0.0	0.0
Police Federation & Staff Associations	3.5	3.1	0.0	0.4	2.0	3.0	(1.0)
Corporate Projects	0.0	13.0	2.0	(11.0)	0.0	10.8	(10.8)
Total Corporate	90.8	107.8	4.0	(19.0)	15.0	25.8	(11.0)
Others							
Collaboration & Shared Services	1.0	1.0	0.0	0.0	1.0	1.0	0.0
Joint Funded Operational Initiatives	0.0	0.0	0.0	0.0	1.0	3.0	(2.0)
Force Ext Funded Initiatives	0.0	0.0	0.0	0.0	2.0	1.0	1.0
Others Total	1.0	1.0	0.0	0.0	4.0	5.0	(1.0)
Externally Funded							
Safety Camera	9.0	8.2	0.0	0.8	2.0	3.0	(1.0)
Operation Timeline	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Current Budgeted Establishment	983.7	959.0	17.0	40.8	1,376.9	1,369.5	7.4

**Police & Crime Commissioner for Gwent
2012/13 Revenue Budget
Interim Financial Performance to 31st March 2013
Virement Summary**

<u>Section 1</u>	WTE	£'s	Comments
1 <u>Previously Approved Virements to Identified Recurring Savings</u>			
	0.0	0	
<u>Section 2</u>			
2 <u>Previously Approved Virements to Fund Activities</u>			
2.1 Realignment of IS & T staff in line with SRS arrangements	(10.6)	284,512	Virement to realign staffing budgets for vacant posts, replacing this with a budget for the contribution to the Shared Resource Centre.
2.2 Realignment of Information Security Post in line with SRS agreements	(1.0)	40,809	Virement to realign Information Security post from Data Security to the Shared Resource Centre
2.3 Realignment of IS & T staff in line with SRS arrangements	(2.0)	31,422	Virement to realign staffing budgets for vacant posts, replacing this with a budget for the contribution to the Shared Resource Centre.
	(13.6)	356,743	
<u>Section 3</u>			
3 <u>Virements Since November 2012</u>			
3.1 Transfer of Police Officer Posts from Neighbourhoods Policing (Newport, Blaenau Gwent and Torfaen) to resource the new Domestic Abuse Unit	(11.0)	191,486	Virement to realign the authorised Police Officer establishments in line with the newly implemented Domestic Abuse Investigation Unit.
3.2 Transfer of Police Officer Posts from Neighbourhoods Policing (Monmouthshire and Caerphilly) to resource the new Domestic Abuse Unit	(8.0)	135,802	Virement to realign the authorised Police Officer establishments in line with the newly implemented Domestic Abuse Investigation Unit.
	(19.0)	327,288	
Total to 28th February 2013	(32.6)	684,031	

Police and Crime Commissioner for Gwent
2012/13 Capital Programme
Interim Performance to 31st March 2013

EXPENDITURE	2012/13 Programme				
	Initial Annual Budget £'000s	Revised Annual Budget £'000s	Expenditure To Date £'000s	Full Year Forecast £'000's	Year-End Variance £'000's
Estates Schemes :					
1 Estates Schemes including Minor Works	680	694	36	36	658
2 Replacement FCR	1,765	1,765	3	3	1,762
3 Estates Reorganisation	0	6	6	6	0
4 Total Estates Schemes	2,445	2,465	45	45	2,420
5 Vehicle Purchases	1,256	1,608	1,049	1,049	559
6 Vehicle Purchases	1,256	1,608	1,049	1,049	559
Information Systems					
7 Office Automation	0	0	0	0	0
8 Airwave	0	0	0	0	0
9 Command and Control	0	0	6	6	(6)
10 Identity Access Management	168	168	0	0	168
11 Mobile Data	0	56	61	61	(5)
12 Inter-Relational Mgt System	1,450	1,500	431	431	1,069
13 Voice over Internet Protocol (VOIP)	338	338	0	0	338
14 Video Witness	0	0	0	0	0
15 PND	0	0	0	0	0
16 EDRMS	175	175	2	2	173
17 SQL Database	0	128	0	0	128
18 MOPI	0	0	0	0	0
19 All Wales Digital Recording	400	400	123	123	277
20 All Wales Gazetteer	100	100	0	0	100
21 IL3 Network	110	0	0	0	0
22 Information Systems	2,741	2,865	623	623	2,242
Force Projects :					
23 Other BTCG Projects / Schemes	200	293	228	228	65
24 Total Force Projects	200	293	228	228	65
25 Overall Totals	6,642	7,231	1,945	1,945	5,286
FUNDING OF PROGRAMME					
26 Capital Grant	1,157	1,157			
27 Supported Borrowing					
28 Slippage					
29 Deferment of Schemes					
30 Use of Capital Reserves	4,808	56			
31 Revenue Contributions to Capital					
32 Receipt from sale of premises	677	732			
33 Year 2 of Programme					
34 Loans / Use of Revenue Funding					
35 Total Funds Available	6,642	1,945			
36 Shortfall/(Surplus) in Funding	0	0			

Gwent Police and Crime Panel

Panel Heddlu a Throseddu Gwent

SUBJECT: REVIEW OF GWENT POLICE AND CRIME PANEL MEMBERSHIP

DATE: 28TH JUNE 2013

1. PURPOSE OF REPORT

- 1.1 To review the membership of the Gwent Police and Crime Panel and consider the appointment of additional local authority members.

2. LINKS TO STRATEGY

- 2.1 The Police Reform and Social Responsibility Act 2011 requires the establishment of a Police and Crime Panel within each police force area.

3. BACKGROUND

- 3.1 The Police Reform and Social Responsibility Act provides that the Panel's membership must be made up of at least 10 Councillors and a minimum of 2 Co-opted Members. This report invites the Panel to consider extending its membership to 2 additional local authority members.

4. REVIEW OF PANEL MEMBERSHIP

- 4.1 The Panel are invited to review their membership for the following reasons:

- a. The Panel has a duty to periodically review the number of co-opted councillors to ensure it achieves the 'balanced appointment objective'.
- b. At a meeting of the former Gwent Police Joint Committee held on 18th June 2012, Council Leaders and Chief Executives agreed that Councils would support the establishment of the Gwent Police and Crime Panel and each local authority would nominate 2 members. However, to reflect population variances across the local authority areas the Panel would be asked to consider increasing its membership by co-opting an additional member from Caerphilly and Newport.

- 4.2 The 'balanced appointment objective' requires the collective membership of a Police and Crime Panel to:-

- Represent all parts of the Police Force area.
- Represent the political make up of each local authority.
- Represent the collective political make up of the Police Force area.
- Have the skills, knowledge and experience necessary for the Panel to discharge its functions effectively.

- 4.3 As part of the current arrangements for nominating members to serve on the Panel, the political balance requirements are considered. The Panel's membership also ensures that there is representation from across the area served by Gwent Police, however, the populations of Caerphilly and Newport are under represented. For information, the 2011 Census provides the following population figures:-

- Blaenau Gwent 69,814 (34,907 people per panel member)

- Caerphilly 178,806 (89,403 people per panel member)
- Monmouthshire 91,323 (45,661 people per panel member)
- Newport 145,736 (72, 868 people per panel member)
- Torfaen 91,075 (45,537 people per panel member)

4.4 An additional co-opted council member for Caerphilly and Newport would change the above representation figures as follows:

- Caerphilly 178,806 (59,602 people per panel member)
- Newport 145,736 (48,578 people per panel member)

An additional co-opted member for Caerphilly and Newport would bring their representation ratio much nearer to the average for the remaining partner authorities.

4.5 Home Office approval is required before local authority members can be given Panel membership. When seeking approval for additional members the Panel must explain how any additional proposed local authority co-optees will aid the Panel in meeting, or better meeting, the balanced appointment objective. It is understood that the Home Office have previously accepted improving representation within a local authority area as a reason to approve additional co-opted members.

4.6 The Police and Crime Panels (Nominations, Appointments and Notifications) Regulations 2012 require the co-option of additional local authority members to be unanimously agreed by the Panel. Furthermore, should members agreed co-opted additional local authority membership, the Panel's 'Panel Arrangements', 'Terms of Reference' and 'Rules of Procedure' will require minor consequential amendments to reflect any changes to the Panel's Membership.

5. FINANCIAL IMPLICATIONS

5.1 There are no financial implications arising from this report as the Home Office will provide additional funding for Members allowances and expenses.

6. RECOMMENDATION

6.1 The Panel are invited to approve an additional local authority co-opted member for Caerphilly and Newport. It will be a matter for each local authority to have regard to the 'balanced appointment objective' requirements outlined in paragraph 4.2 above.

6.2 Should the Panel decide to approve additional local authority co-opted members that the Host Authority's Head of Legal and Democratic Services be given the delegated authority to make the consequential amendments to the Panel Arrangements, Terms of Reference and Rules of Procedure.

7. REASONS FOR THE RECOMMENDATIONS

7.1 To achieve a better 'balanced appointment objective' solution.

8. STATUTORY POWERS

8.1 Police Reform and Social Responsibility Act 2011.

8.2 The Police and Crime Panels (Nominations, Appointments and Notifications) Regulations 2012

Author: Jonathan Jones, Democratic Services Manager, Caerphilly CBC
 Email: jonesj16@caerphilly.gov.uk, Telephone: 01443 864242

Consultees: Dan Perkins, Head of Legal & Democratic Services, Caerphilly CBC