



Force Strategy Board (Compressed)

Thursday 12 July 2018

Conference Room 1, Block 7, Headquarters

Notes

Attendance List

Role	Name	
Chief Constable	CC Gareth Morgan	X
Deputy Chief Constable	DCC Nick Baker	✓
Assistant Chief Constable	ACC Nick Adderley	X
Assistant Chief Constable	ACC Emma Barnett	✓
Director of People & Resources	Justine Kenny	✓
Head of Finance	John Bloomer	✓
Chief Technology Officer	Simon Ball	✓
Deputy Head of Joint Legal Services	Jennifer Leonard WMP	✓
Head of People Services	Caroline Coombe	✓
Head of Estates & Facilities	Graham Read	X
Head of Investigative Services	D/Ch Supt Javid Oomer	X
Neighbourhood & Partnerships Directorate	Ch Supt Jeff Moore	✓
Operational Support Directorate	Chief Supt Sharrard-Williams	✓
Contact & Response Directorate	Ch Supt Wayne Jones	✓
Head of Transformation & Strategy	Ch Supt Simon Tweats	X
Corporate Communications	Lisa Benbow	✓
Performance & Standards	D/Supt Jason O'Toole	X
Superintendent's Association	D/Supt Tim Martin	X
OPCC Chief Executive	Glynn Dixon	✓
OPCC Head of Transformation	Ralph Butler	✓

Corporate Governance Officer	Deb Wilne	✓
Chief Constable Staff Officer	Insp Clair Langley	X
Force Service Development Manager	Mark Lewis	X
Head of Joint Emergency Transport Services	Sarah Wood	✓
Unison	Robert Birch	✓
SP25 Transformation Team	Cate Acton	✓
PA to Head of Transformation and Strategy	Julie Gleave	X
Head of Forensics	John Beckwith	X
Benefits Realisation Manager	Theresa Miles	X
SP25 Communications Lead	Martin Bollers	✓
SP25 Programme Lead	Fiona Tamplin	X
Deputy Chief Fire Officer	Rob Barber	?
Boeing	David Madigan	X
HR Change Manager	Jillian Morris	✓
Head of Contact Services	Lisa Cope	✓
Police Federation	Keith Jervis	X
Boeing	Gail Davis	?
Head of Research and Analysis	Leigh Morgan-Jones	X
OPCC Director of Finance	Jane Heppel	✓
Head of Occupational Health	Donna Cantrell	X
OD Practitioner	Julie Geens	✓
OD Practitioner	Helen Cooper	X
Use of Force Lead	CI Donna Harvey	X
Contact and Response	Supt Carl Ratcliffe	X
Review & Archive Unit Manager	Kerry Chadwick	✓
FSI South Detective Superintendent	D/Supt Steve Morrey	X
Chair of Superintendent's Association	D Supt Tim Martin	✓
Business Relationship Manager	Paul Ross	X
Governance Team	Flo Brindley	✓

Apologies

Role	Name
Assistant Chief Constable	ACC Nick Adderley
Director of Transformation and Strategy	C Supt Simon Tweats
Joint Legal Services	Natalie Dent
Police Federation	D Inspector Glyn Pattinson
Head of Investigative Services	D C Supt Jav Oomer
Head of Operations	Supt Ricky Fields
Boeing	Andy Smith
Boeing	Dave Madigan
Contact and Response	Supt Carl Ratcliffe
PA to Head of Transformation and Strategy	Julie Gleave

Strategic Risk Management Board

3. Emerging Risk for escalation:

Two emerging risk proformas for finance were discussed; one for income and one for capital.

3.1 Finance: Income

Justine Kenny presented the paper as circulated.

Glyn Dixon queried the comment about the precept. The PCC has indicated the intention of maximum precept via the Police and Crime Panel (PCP) although no formal decision has been made.

Jane Heppel Indicated that the MTFP would be refreshed for September PCP and also highlighted that the precept level would also be subject to HO decision.

The DCC suggested that a n assumption can be made to plan against but until a formal decision can be made that this should be monitored via the RIO process.

Action: Glyn Dixon to provide more clarity around likely level precept going forward (action log 238)

Action: Justine Kenny to review risk pro-forma content on Finance – Income in order to extend details of actual risk for next meeting (action log 239)

Agreed: Finance Income; Score agreed and risk to be escalated to the Strategic Risk Register (action log 240)

Finance: Capital

Justine Kenny presented the paper as circulated.

Jane Heppel that more work is needed to express this matter more clearly around force and OPCC owned risks and mitigations. Justine Kenny agreed and indicated that the paper is intended to flag and raise the profile of this risk.

Agreed: Finance Capital; Score agreed and risk to be escalated to the Strategic Risk Register (action log 241)

3.2 People and Resourcing: Cultural Change

Justine Kenny summarised the risk on cultural change. Cate Acton indicated it was on the SP25 register

DCC requested that this now be run via the risk paper as presented and owned by Justine Kenny. Justine highlighted that this is a cross directorate risk and that there are potential links to work packages going forward.

Agreed: Score agreed and risk to be escalated to the Strategic Risk Register (action log 242)

3.3 Estates

There was a debate around the details and level of risk the estates piece actually gives.

The DCC summarised that the risk is scored at medium and that it is a factor of the Finance risk therefore will not be escalated to the strategic risk register.

Agreed: Risk is not to be escalated to the Strategic Risk Register

3.4 IT Affordability

A discussion took place around at what level this risk sits. It was agreed this risk is a factor of the Finance risk therefore will not be escalated to the strategic risk register and would remain at directorate level.

Agreed: Risk is not to be escalated to the Strategic Risk Register

Matters for decision

4. Strategic Planning Framework (TB)

Martin Bollers presented the paper and sought feedback.

The DCC directorate and SP25 will be helping with the delivery of the framework across the directorates.

C/Supt Wayne Jones queried September as the start of the cycle due to August being a month of annual leave for the majority of senior leaders. After discussion the DCC agreed that it would be year 1 and expectations should be realistic.

C/Supt Sharrard-Williams enquired about a template for the delivery plan to ensure consistency in format and content.

Action: feedback from directorate leads to be forwarded to Martin Bollers (action log 243)

Agreed: Cycle of Strategic Planning Framework will start in September 2018 (Decision log 82)

5. SP25 Change Control: Control Room work package (TB)

Lisa Cope presented an overview of the work package. John Bloomer enquired about cost and it was confirmed that there was no additional cost. SP25 fully support the work package.

Action: Lisa Cope to bring detailed design at the next board (action log 244)

Agreed: Approved (Decision log 83)

6. Cold Case reviews (TB)

ACC Barnett introduced the review and DCI Staton summarised the 3 options recommended in the review. Option 2 is the preferred option. ACC Barnett fully supports Option 2.

John Bloomer mentioned that there had not been consultation with Finance. ACC Barnett confirmed that there will not be any additional costs as it is about new capability not extra position//role. It is a re-configuration of current teams.

Action: HR to be consulted to evolve the new structure (action log 245)

Agreed: Approved (Decision log 84)

7. Financial Sustainability Plan Update & Period 2 Budget Monitoring (CPRB)

The plan will be circulated in due course.

Action: John Bloomer to with C Supt Tweats and DCC to discuss issues arising from financial sustainability and transformation savings (action log 246)

Agreed: Approved (Decision log 85)

Matters for referral to other Force Strategy Board meetings

8. C/Supt Jeff Moore to present partnership action plan around hypothesis for drivers/causes /impact on crime (linked to LMJ presentation (action log 247).

Finance and cultural risks to be transferred for monitoring by SRMB.

Matters for escalation to Strategic Governance Board

9. None