



Devon and Cornwall Police Resources Board

Wednesday 1 November 2023

Via Teams and commenced at 2.00pm

Attendance

Fran Hughes (Chief Executive – Office of the Police and Crime Commissioner) (Chair)

Dave Thorne (T/Deputy Chief Constable)

Nicky Allen (Treasurer – Office of the Police and Crime Commissioner)

Sarah Baker (Head of Business Accounting)

Mike Saltern (Independent Advisor – OPCC) (from minute reference 10/23/104)

Chloe Christine (Admin and Business Support Officer)

Alison Hernandez (Police and Crime Commissioner)

Sandy Goscomb (Director of Finance and Resources)

Alexis Poole (Assistant Chief Officer - People) (from 10/23/104 minute reference)

Robin Wheeler (Head of Finance)

Guests

John Wood (Health and Safety Manager) (minute reference 10/23/106 only)

Shelley Gove (Project Manager) (for minute reference 10/23/107 only)

Apologies

Jim Colwell (Deputy Chief Constable)

Glen Mayhew (Assistant Chief Constable Local Policing)

Felicity Ridgway (Director of Operations – OPCC)

10/23/98 Opening and Declaration of Interests [FOIA Open]

Fran Hughes opened the meeting, welcoming members, and noting apologies. There were no Health and Safety, or Equality concerns raised. Members noted the meeting was quorate. There were no declarations of interest.

10/23/99 Minutes from previous meeting 4 October 2023 [FOIA Open]

The minutes of the previous meeting Wednesday 4 October 2023 were agreed as a true and accurate record subject to the following amendment:

Action 481 Director of Legal Reputation and Risk would be contacted to review whether the Force could legally give grants through POCA funding.

10/23/100 Action Log [FOIA Open unless exemptions below]

- a. **Action 481 Annual Income Report and Proceeds of Crime Act Update (previous minute reference 04/23/42 and 05/23/48p 09/23/91b)**
The question to be amended to, Director of Legal Reputation and Risk would be contacted to review whether the Force could legally give grants through POCA funding.
Action to remain open
- b. **Action 485 Overtime – Design and Breakdown Update (previous minute reference 05/23/51) [FOIA Closed.22]**
- c. **Action 501 Estates Update – Magistrates Court fencing (previous minute reference 08/23/81, 09/23/91f) [FOIA Closed s.43 Commercial Interests]**
- d. **Action 504 – Estates Update – Pydar House, Truro (previous minute reference 08/23/81, 09/23/91i) [FOIA Closed s.43 Commercial Interests]**
- e. **Action 509 Estates Update - Asbestos Report (previous minute reference 08/23/81, 09/23/91n) [FOIA Closed s.43 Commercial Interests]**
- f. **Action 510 Workforce and Long-term sickness rates (previous minute reference 09/23/94)**
Work was ongoing with ACC Operations to produce data that had been requested by the Home Office regarding non-deployability. The paper would be presented at the next meeting on 6 December 2023. The Board requested sight of the data prior to submission to the Home Office.
Action to remain open

10/23/101 Capital Monitoring Report [FOIA Closed S.43]

10/23/102 Revenue Monitoring Report [FOIA Closed S.43]

10/23/103 Estates Update [FOIA Open]

Nicky Allen provided an update on the Estates department. Both the new Property Manager and the Project Officer positions had been filled and candidates had started in the roles. A Caretaker had also been recruited to North Devon after a challenging recruitment process. A preferred candidate for the Head of Estates had been identified and was undertaking vetting with an anticipated start date of March 2024.

The Board noted the Levelling Up and Regeneration Bill had received Royal Assent which included Emergency Services regarding essential infrastructure and be able to apply for infrastructure levy. Formal thanks was given to Laura Haynes, then Head of Estates who had worked at a national level on the project.

10/23/104 Asbestos Report [FOIA Closed S.22]

10/23/105 Workforce Supply Plan [FOIA Open]

Alexis Poole presented the Workforce Supply plan presentation. The following key points were highlighted:

- The Police Officer recruitment pipeline remains strong, and we have a healthy projection throughout the year 2023/4. The maximisation of uplift maintenance grants had been achieved.
- Retention rates in Officers remained high at 93%.
- Staff turnover figures remained good with retention at 90%.
- There had been a number of transferees that had arrived at all ranks and on promotion into senior leader roles.
- There had been a good level of insight as to advance recruitment due to an accurate profile of those expected to leave through retirement and those joining to ensure uplift numbers. Recruitment had almost returned to pre-uplift levels.

It was reiterated the transferee process had been positive in bringing diversity into the Force. The question was raised as to the learning that could be gained as part of the transferee process and the bringing of knowledge into the Force. Chief Officers had agreed senior officer transferees would be allocated a Chief Officer mentor to gain understanding of the transferee's experience of the Force on arrival and any information and learning that could be gained from other forces to support and challenge as a strategic review. The transferees of more senior ranks had been a positive step forward for the organisation that had previously only accepted transferees at Police Constable and sergeant rank. Transferees had been accepted for all ranks which had been recruited to in 2023.

Fran Hughes left the meeting and Nicky Allen took over as Chair.

It was noted that as part of the 2024 budget planning consideration would be given as to the recruitment figures required to meet the budget forecast.

The Board requested sight of the presentations prior to the meeting in future.

10/23/106 Internal Audit Quarterly Report [FOIA Closed S.22]

10/23/107 Fire Safety Update [FOIA Closed S.22]

10/23/108 Update on Front Desk Reopening [FOIA Closed s.22 Information Intended for Future Publication]

10/23/109 Annual Report Of Museum of Policing in Devon and Cornwall [FOIA Closed S.22]

Date, Time, and Location of Next Meeting

Fran Hughes reminded Board members of future meeting paper deadlines, noting an earlier closing of papers in December 2023. Reports should be presented by Sponsors and Board members rather than the technical experts.

There being no other business the meeting closed at 16.11. The next Resources Board meeting will be held on Wednesday 6 December 2023, commencing at 2.00pm in the Fowey Room, HQ.