

POLICE AND CRIME PANEL
PANEL HEDDLU A THROSEDD



North Wales Police and Crime Panel

Monday, 11 November 2013 at 10.00 am
Bodlondeb, Conwy

AGENDA

1. **Appointment of Chair**
2. **Apologies for absence**
3. **Declarations of Interest: Code of Local Government Conduct**
Members are reminded that they must declare the **existence** and **nature** of their declared personal interests.
4. **Urgent matters**
Notice of items which, in the opinion of the Chairman, should be considered at the meeting as a matter of urgency pursuant to Section 100B(4) of the Local Government Act 1972.
5. **Minutes** (Pages 3 - 13)
6. **Presentation by the Chief Constable on future policing in North Wales**
7. **To consider reports by the North Wales Police and Crime Commissioner:**
 - a) **Periodic Update from the Police and Crime Commissioner**
(Pages 14 - 19)
 - b) **Update on the 2013/14 Budget** (Pages 20 - 23)
 - c) **Timetable for the proposed Policing Precept 2014/15**
(Pages 24 - 29)

8. To consider reports from the Host Authority

- a) **Summary of Complaints Received** (Pages 30 - 33)
- b) **Forward Work Programme for the North Wales Police and Crime Panel** (Pages 34 - 36)

9. Date of Next Meeting:

Monday, 16 December 2013 @ 10.00 am

Membership of Panel

Cllr Glenys Diskin (Acting Chair)	Flintshire County Council
Cllr Amanda Bragg	Flintshire County Council
Cllr Philip C. Evans J.P.	Conwy County Borough Council
Cllr Julie Fallon	Conwy County Borough Council
Cllr William T. Hughes	Ynys Mon County Council
Cllr Charles Jones	Gwynedd Council
Cllr Colin Powell	Wrexham County Borough Council
Cllr Ian Roberts	Wrexham County Borough Council
Cllr Bill Tasker	Denbighshire County Council
Cllr Gethin Williams	Gwynedd Council
Patricia Astbury	Independent Co-opted Member
Timothy Rhodes	Independent Co-opted Member

NORTH WALES POLICE AND CRIME PANEL

Friday, 20 September 2013 at 1.00 pm
Bodlondeb, Conwy

Present: Councillor Glenys Diskin (Acting Chair)

Councillors: Pat Astbury, Amanda Bragg, William T Hughes,
Charles Jones, Tim Rhodes and Gethin Williams

In Attendance: Chief Inspector Jane Banham (North Wales Police), Anna
Humphreys (Chief Executive, Office of the Police and Crime
Commissioner), Kate Jackson (Chief Finance Officer, Office
of the Police and Crime Commissioner), Winston Roddick
(North Wales Police and Crime Commissioner)

Officers: Ken Finch (Strategic Director - Democracy, Regulation and
Support), Dawn Hughes (Senior Committee Services
Officer), Richard Jarvis (Solicitor) and Ffion Wynne
(Translator)

52. APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillors Philip C. Evans J.P.
(Conwy County Borough Council), Colin Powell (Wrexham County
Borough Council), and Bill Tasker (Denbighshire County Council).

**53. DECLARATIONS OF INTEREST: CODE OF LOCAL GOVERNMENT
CONDUCT**

None.

54. CHANGES IN MEMBERSHIP

Councillor William Knightly had recently resigned as Chair of the Police
and Crime Panel (PCP) due to ongoing health issues. The Panel
acknowledged the excellent leadership skills and the work Councillor
Knightly had undertaken over the last year.

The Panel requested that a letter be sent to Councillor Knightly thanking
him for the excellent work he had undertaken as Chair and to wish him
well for the future.

The Strategic Director (Conwy County Borough Council) also informed the
PCP that Councillor Terry Evans had resigned and that Wrexham County
Borough Council would appoint a replacement shortly.

55. **MINUTES**

The minutes of the North Wales Police and Crime Panel held on 4 June 2013 were submitted for approval.

RESOLVED-

That the minutes of the meeting of the North Wales Police and Crime Panel held on 4 June 2013 be approved as a correct record.

56. **APPOINTMENT OF CHAIR**

The Strategic Director (Conwy County Borough Council) presented a report advising the Police and Crime Panel (PCP) of the Chair's resignation and recommending that the appointment of Chair be deferred until the next meeting, due to the need to gain Home Office approval for elected Member appointments to the PCP.

Whilst the Terms of Reference for the PCP states that a new Chair will be appointed at the next meeting and will be drawn from amongst the Members of the Panel, on this occasion the PCP would benefit from deferring this appointment, until the Panel had a full complement of Members to draw from.

RESOLVED-

That the North Wales Police and Crime Panel defers the appointment of Chair until the next meeting on 11 November 2013, and that Councillor Glenys Diskin, the current Vice Chair becomes Acting Chair in the interim.

57. **CONFIRMATION HEARING FOR DEPUTY POLICE AND CRIME COMMISSIONER**

This item was deferred and discussed further under Minute 58 – Periodic Update from the Police and Crime Commissioner.

58. **PERIODIC UPDATE FROM THE POLICE AND CRIME COMMISSIONER (INCLUDING AN UPDATE ON THE POLICE AND CRIME PLAN AND THE CUSTODY SCHEME)**

The Police and Crime Commissioner (PCC) presented Members with his periodic update, which included a progress report against the delivery of the Police and Crime Panel.

The Commissioner acknowledged Councillor William Knightly's resignation and the considerable loss this would have on the Panel.

The Commissioner also acknowledged the support Councillor Knightly had provided to him and stated that the Panel had been very fortunate to have been chaired by Councillor Knightly.

The PCC also highlighted the following areas from his report:

North Wales Prison

A new prison would be established in Wrexham, which would provide many benefits to North Wales and improve the Criminal Justice system in the area. The PCC acknowledged that the proposals for the prison had received support from all political groups.

Deputy Chief Constable

Mr. Gareth Pritchard had recently been appointed as the Deputy Chief Constable. Whilst it was the Chief Constable's appointment, the PCC had been part of the interview panel. The Panel conveyed their congratulations to Mr. Pritchard.

Stage 2 Transfers

The proposals for the proposed approach to the preparation of a transfer scheme had been formally submitted to the Home Secretary for endorsement. The aim of the scheme was to identify which staff were to be employed by the Chief Constable, and which staff should remain within the employment of the PCC.

The PCP was informed that both the Chief Constable and the PCC had agreed that with the exception of those staff directly employed in the PCC's office, all members of police staff should be transferred to the employment of the Chief Constable.

The PCC extended his thanks to Unison (the recognised trade union for police staff), who supported the proposals in the transfer scheme.

Deputy Police and Crime Commissioner

The PCP was informed that the proposed candidate for the role of Deputy Police and Crime Commissioner (DPCC) had decided to withdraw from the process due to personal circumstances.

In order to move forward, the PCC advised the Panel that he intended to re-advertise for a DPCC and start the process again.

As the recruitment process would take 4/5 months, the Commissioner informed the Panel that due to the ever increasing workload, he proposed to fill the post on a temporary basis.

The PCC reported that he would consult on this temporary appointment and the Panel would also need to hold a confirmation hearing to endorse the appointment.

The Panel questioned whether any of the other applicants were suitable; however due to the period of time since the application process, the PCC felt it would be more beneficial to re-advertise the position.

The Panel supported the Commissioner's approach in relation to this appointment.

Progress on the delivery of the Police and Crime Plan

The Force continued to prioritise crime reduction activities and the number of victim based crimes recorded, continued to fall. The PCP was informed that to August 2013, there had been a year on year change of -4.6%. The Commissioner reported that North Wales had the best level of crime reduction in the Country.

General Progress

The PCC advised the Panel that he intended to review structures in his office, which would be beneficial for the Stage 2 transfers and would also provide an opportunity to review governance arrangements.

The PCP was also informed that the National Audit Office was undertaking a review of police accountability arrangements in England and Wales.

Members were also informed that the PCC intended to hold workshops for the Panel in relation to the work of the PCC.

In relation to the financial planning for 2014/15, once the detail about the policing grant was known, the PCC would commence detailed options appraisals to prepare for the budget setting.

Reference was made to the draft public survey that the PCC was finalising, which was intended to identify how the people of North Wales perceived issues of crime and public safety. Whilst the survey would be published on the PCC's website, the Panel requested that hard copies be made available for members of the community who did not have access to the internet.

The Chief Executive to the Office of the Police and Crime Commissioner confirmed that copies would be made available in libraries and that a telephone survey would also be undertaken. The results of the survey would be presented to the PCP later in the year.

59. **UPDATE ON THE SPENDING REVIEW AND SAVING PLAN**

The Chief Finance Office provided the Police and Crime Panel (PCP) with an update on the savings plans for the North Wales Police, following the Government's announcement on the spending plans for 2015/16.

The assumption in the Medium Term Financial Plan, which was presented to the PCP in January 2013, was for a 3% cut in 2014/15 and 2015/16. However, following the spending review and information received from the Home Office, the reduction in total Police Funding for 2014/15 would be 3.3%, and 3.2% in 2015/16. This equated to an additional £0.375m, which would need to be cut from the budgets over the next two years.

The draft savings plans for 2014/15 and 2015/16 had been revised and whilst the planned savings identified for 2014/15 were achievable, the savings for 2015/16 were currently at risk of delivery.

The PCP was also informed that there was still a high level of uncertainty around 2016/17, but if changes to National Insurance (linked to pension contributions) were agreed, a further cut of £2.7m would be needed on top of the current projections of £1.9m in savings.

Reference was made to the assumptions within the report and the Chief Finance Officer was requested to circulate what the percentages equated to in cash amounts.

Reference was also made to the review of the formula, which was identified as a risk within the report. The Commissioner advised the PCP that representations, which had been made to the Government could have an adverse affect on North Wales, if they were agreed. A report would be presented to the PCP once discussions in relation to the review had concluded.

RESOLVED-

(a) That the increase of £0.375m in the cuts required, following the Spending Review and the draft savings plans for 2014/15 and 2016/17 be noted.

(b) That the Chief Finance Officer circulates the equivalent cash amounts for the assumptions in paragraph 4.3 of the report.

60. UPDATE ON THE 2013/14 BUDGET

The Chief Finance Officer presented the Police and Crime Panel (PCP) with an update on the policing budget for North Wales for the first quarter for 2013/14.

The total projection to the end of the year was currently for a £1.7m under spend. The main contributors to this figure were pay, allowances, IT and income.

In relation to police pay, the PCP was informed that the policy of recruiting Officers early, in order to replace retiring officers with trained officers was continuing. The additional 51 officers, agreed at budget setting would increase the number to be recruited and as not all of the 51 officers had been recruited on day one of the budget, there was a current projection that the budget would be under spent by £0.4m at the end of year.

It was anticipated that the actual strength of the Establishment would be 42 officers over, but 12 under in terms of deployable officers by the end of the financial year. The Chief Finance Officer confirmed that whilst the budget included the funding for the 51 additional Officers, the 42 officers, that the Establishment would be over strength at the end of the year, did not include all of the 51 officers, as they were yet to be recruited.

In relation to the Capital Budget, the PCP was informed that the expenditure was on the low side in the first quarter. However two main projects in the Estates Programme included the new build in Llangefni and the commencement of developments in Wrexham. Building work in Llangefni was progressing well and the business plan for Wrexham had been agreed and expenditure would start to be incurred once a site had been purchased.

The Chief Executive reported that announcements in relation to Wrexham would be made shortly.

RESOLVED-

That the report be noted.

61. **SUMMARY OF COMPLAINTS RECEIVED**

The Strategic Director (Conwy County Borough Council) presented a report, which provided the Police and Crime Panel (PCP) with a summary of the complaints received to date.

The PCP was informed that three complaints had been received to date, and were summarised in Appendix 1 of the report.

In relation to complaints received by the Office of the Police and Crime Commissioner (OPCC), the Strategic Director reported that a process would be devised with the Chief Executive of the OPCC for managing recordable complaints.

The Strategic Director advised the Panel that the complaint received on 07/03/13 was still subject to investigation and final review by the Information Police Complaints Commission (IPCC).

In relation to the two other complaints, the Strategic Director reported that he would shortly be consulting with appropriate members of the Panel (as per the Complaints Procedure) for local resolution of these complaints. Due to the resignation of the Chair, and the requirement to consult with three Members of the Panel, it was agreed that Councillor Gethin Williams should be appointed as the substitute Member on the Complaints Committee until a Chair was appointed.

RESOLVED-

(a) That the Panel notes the complaints received and the action taken to resolve the complaints.

(b) That Councillor Gethin Williams be the substitute Member on the Complaints Committee until a Chair is appointed.

62. **PRESENTATION BY CHIEF INSPECTOR JANE BANHAM ON POLICE RECRUITMENT**

The Police and Crime Panel (PCP) received a presentation from Chief Inspector Jane Banham, from the North Wales Police on police recruitment.

The presentation titled 'Increasing the efficiency of 'front line' policing in North Wales' highlighted the following areas:

- Recruitment Timeline – the current process takes 41 weeks; however the Force was hoping to reduce this to 37 weeks due to online recruitment.
- Initial Training – the IPLDP training course was split into four phases. Phases 1 – 3 were covered in the initial 23 weeks of classroom activity, which included: Introduction to the police services and the wider policing family; Force vision, values, and strategic aims; Community engagement; and knowledge, law and procedure. Phase 4 was a 10 week tutored phase.
- Additional Training included 3 weeks of driver training and development courses (2 x 2 weeks) for advanced issues, such as sexual offences, achieving best evidence training, and crime scene training.
- March Intake – 24 recruits, which were now with their Tutor Constables out, within local policing.
- June Intake – 13 recruits, currently located in Llandudno and on week 16 of their classroom based training.
- September Intake – 18 recruits commenced training on 16/09/13.

The PCP was informed that nationally, initial training was covered in 21 weeks, however in North Wales this was extended to 23 weeks in order to incorporate the Welsh language and provide additional training on case management.

Chief Inspector Banham also informed the PCP of the proposed deployment of the 51 funded posts as follows:

- East Division: 23 Officers (9 North Flintshire; 2 South Flintshire; 2 Wrexham Rural patrol; 9 Wrexham Town patrol; 1 Youth Offending Team)
- Central Division: 6 Officers (2 officers per district)
- West Division: 8 (2 Anglesey; 2 Gwynedd North; 4 Gwynedd South)
- 6 Detective Constables would be deployed to the Amethyst Team
- 3 Officers would be assigned to Uniformed Rural Crime/Liaison Officers
- 3 Officers would be assigned as Uniform and Plain Clothes Domestic Abuse Officers
- 2 Uniform Police Officers would undertake intelligence led proactive police work to prevent and detect crime

The PCP was informed that the deployment of the 51 posts were all compatible with the Commissioner's priorities within the Police and Crime Plan. The Chief Inspector also reported that it was proposed to have 5 intakes in 2014.

Reference was made to literacy skills, and the Chief Inspector confirmed that spelling tests were part of the process. North Wales had a rigorous assessment process, which included an individual interview (some Forces did not undertake the interview process) and a 60% assessment pass mark (nationally this was 50%).

Reference was also made to the number of Officers to be deployed in the East, which was considerably higher than those to be deployed to the West. The PCP was informed that the Officers would be deployed based on demand, with the Eastern Division taking up to 38% of Officer time, due to anti-social behaviour. However, it was noted that the Western Division would also gain Rural Crime Officers and Domestic Abuse Officers.

The Chief Inspector also advised that resources would be moved around the Force area, based on where the demand was.

The Commissioner also reported that it was up to the Chief Constable to decide where to deploy the Officers, according to need. Different areas had differing needs, hence why Rural Crime Officers had been deployed in the West to make policing more visible in the rural areas.

Whilst Members from the West acknowledged the Chief Constable's proposals and the work that had been undertaken in the rural areas, there was still some concern due to the amount of people coming into the area, particularly during the summer months.

The Chief Inspector also informed the Panel that a Detective Constable had been appointed dedicated to looking at e-type crime.

The PCP thanked Chief Inspector Banham for a very informative presentation.

63. **TO CONSIDER THE FORWARD WORK PROGRAMME FOR THE NORTH WALES POLICE AND CRIME PANEL**

The Senior Committee Services Officer (Conwy County Borough Council) presented the Forward Work Programme for the North Wales Police and Crime Panel.

RESOLVED-

That the Forward Work Programme be approved.

64. **CONFIRMATION OF FORTHCOMING MEETINGS**

Members were informed of the forthcoming meetings of the North Wales Police and Crime Panel as follows:

Monday, 11 November 2013 @ 10.00 am

Monday, 16 December 2013 @ 2.00 pm

Monday, 20 January 2014 @ 10.00 am

Monday, 17 March 2014 @ 2.00 pm

Monday, 2 June 2014 @ 10.00 am

65. **FEEDBACK FROM THE WLGA TRAINING AND DEVELOPMENT EVENT**

Councillor Amanda Bragg provided the following feedback from the WLGA Training and Development Event in Cardiff on 15 July 2013.

The event had provided an opportunity for Panel Members to find common ground, share experiences and lessons that had been learnt to date.

The PCP was informed that the day had been broken down into presentations and workshops. Presentations were given by representatives from the Home Office, the Information Police Complaints Commission and the WLGA.

The workshops focused on what Members had experienced so far as newly formed Panels and the second workshop focused more on going forward.

Suggestions from the first workshop included inviting the Chief Constable to attend meetings to provide an update on the Police and Crime Plan; the establishment of pre-panel meetings; and the possibly of establishing sub-committees to scrutinise various areas of activities.

Councillor Bragg felt it would be beneficial for as many Panel Members to attend future training sessions, as they were valuable tools for the Panel during this formative and evolving time with the Police and Crime Panel.

(The meeting ended at 2.30 pm)

NORTH WALES POLICE AND CRIME PANEL

Friday, 4 October 2013 at 2.00 pm
Rhuddlan Room - Venue Cymru

Present: Councillor Glenys Diskin (Acting Chair)

Councillors: Amanda Bragg, Glenys Diskin,
Philip C. Evans J.P., William T Hughes, Charles Jones,
Colin Powell, and Gethin Williams

Pat Astbury and Tim Rhodes (Independent Co-opted
Members)

Officers: Dawn Hughes (Senior Committee Services Officer) and
Richard Jarvis (Solicitor)

Also in Attendance: Winston Roddick CB QC (North Wales Police and Crime
Commissioner) and Julian Sandham

66. **APOLOGIES FOR ABSENCE**

Apologies for absence were received from Councillor Bill Tasker and Ken Finch (Strategic Director – Democracy, Regulation and Support).

67. **DECLARATIONS OF INTEREST: CODE OF LOCAL GOVERNMENT CONDUCT**

Councillor Philip C. Evans J.P., Councillor Charles Jones and Pat Astbury declared a personal, but non-prejudicial interest in Minute 69 – Confirmation Hearing for Temporary Deputy Police and Crime Commissioner as they knew the candidate on a professional basis only.

68. **URGENT MATTERS**

None.

69. **CONFIRMATION HEARING FOR TEMPORARY DEPUTY POLICE AND CRIME COMMISSIONER**

The North Wales Police and Crime Panel (PCP) had convened to consider the Police and Crime Commissioner's (PCC) nomination for the post of Deputy Police and Crime Commissioner (DPCC) on a temporary basis.

The Police Reform and Social Responsibility Act 2011 required the PCP to hold a confirmation hearing in public in respect of this senior appointment, whereby the candidate was requested to appear for the purposes of answering questions relating to the appointment.

Following the hearing, the PCP was required to review the proposed senior appointment and submit a report to the PCC on the appointment.

The PCC outlined the roles and statutory functions that would be delegated to this post and requested that the PCP consider the proposed senior appointment of Julian Sandham as the Deputy Police and Crime Commissioner on a temporary basis.

The PCC confirmed that he had already started the recruitment process, in order to fill the position on a permanent basis and envisaged that this would take between 4/5 months.

Mr. Sandham addressed the PCP and responded to questions raised by PCP Members.

Following the hearing, the PCP approved a motion to exclude the press and public, in order to deliberate in private.

RESOLVED –

- (a) That it be recommended to the Police and Crime Commissioner that Julian Sandham be appointed as the Deputy Police and Crime Commissioner on a temporary basis.**
- (b) That feedback is provided to the Panel on how the Deputy Police and Crime Commissioner has assisted the Commissioner with his statutory duties and election promises.**
- (c) That the Panel expects more detailed information on the person nominated to the permanent position of Deputy Police and Crime Commissioner, prior to the Confirmation Hearing.**

(The meeting ended at 2.45 pm)

Update for the Police and Crime Panel ***by Police Commissioner Winston Roddick***

The purpose of this report is to provide members of the Panel with a summary of progress being made with regard to the Police and Crime Plan, to update members on what I have been doing since our last meeting and to provide a brief outline of what I have planned for the near future. I will add to this report at the meeting on 11th November.

It is almost twelve months since I was elected as the first Police and Crime Commissioner for north Wales. Those twelve months have presented many challenges, the greatest having been to gain an in-depth understanding of the role and put in place appropriate machinery to gauge the efficiency and effectiveness of the Force.

In my first year as Commissioner I have focussed on understanding fully what my role entails and learning more about North Wales Police and the local policing landscape. Building meaningful relationships with a number of organisations and individuals has been vital. I am particularly pleased with the positive working relationship I have with the Chief Constable. He will be attending the Panel meeting on the 11th of November.

Whilst both my independence and the operational independence of the Force are paramount, mutual understanding and cooperation are also key to delivering an effective and efficient police service. I believe that we have created solid foundations for the future.

This week, I launched my second call for evidence. The first I issued was a request to the people of north Wales to inform me of any concerns they might have about crime and policing issues to help inform my Police and Crime Plan. This second call for evidence is to enable me to review the Plan so that I can measure whether it has been effective and to take into account what concerns people would like to see addressed in the revised Plan.

Since my last appearance before the Panel, I received confirmation from the Independent Police Complaints Commission (IPCC) that there is no evidence to substantiate an allegation made against me. The IPCC received a complaint that on one of my nomination papers for the Police and Crime Commissioner election last November I gave an address which was not that of my home and thereby committed an election offence. The IPCC investigated that allegation. It concluded that there is no evidence I committed any offence. I have no doubt that the complaint was intended to be a distraction from my duties as the Police and Crime Commissioner but I am delighted that my office was able to continue its high level of performance throughout the IPCC inquiry. I am very grateful to the Police and Crime Panel, the Deputy Police and Crime Commissioner, my staff and the people of north Wales for their steadfast support during the investigation.

With this investigation behind us, my focus will remain as strong as ever on working with North Wales Police and other partners to serve our local communities and above all reduce crime.

Progress on the delivery of the Police and Crime Plan

As the Panel has invited the Chief Constable to be present to the Panel meeting, I will focus my update on performance and the plans for the forthcoming review of the Police and Crime Plan.

Launch of the Review of the Police and Crime Plan

In my Police and Crime Plan I said I would review it at regular intervals. The anniversary of my taking office is an appropriate time to do this. To this end I request the public to provide feedback and further suggestions to help me in reviewing it. As part of the preparation of the Police and Crime Plan I launched a call for people's evidence, and I have this week launched the second call for evidence to help review it. I want to hear about your recent experiences of crime and policing matters in north Wales. I would welcome submissions which could range from personal or collective experiences or research.

I would like to receive submissions by the 10th of January 2014. This will enable me to present a summary of them and my proposed amendments to the Police and Crime Plan for the consideration of the Panel on the 20th of January. Following that meeting I intend to consult further on the revised draft before I submit the final draft to the Panel on the 17th of March.

Crime Statistics

The Force continues to prioritise crime reduction activities and the number of victim based crimes recorded continues to fall. To September 2013, there has been a year-on-year change of -3.2% . The table below provides a breakdown of the changes in recorded crime rates (YTD September 2013)

Category	2012 YTD	2013 YTD	% Change
Violence with injury	2297	2116	-7.9%
Violence without injury	2107	2152	2.1%
Rape	139	146	5.0%
Sexual offences (excluding rape)	253	290	14.6%
Domestic Burglary	715	833	16.5%
Non Domestic Burglary	1490	1515	1.7%
Robbery	76	51	-32.9%
Vehicle Crime	1405	1248	-11.2%
Shoplifting	1852	1970	6.4%
Other stealing	3290	3082	-6.3%
Criminal Damage & Arson	3952	3608	-8.7%
Victim Based Crime Total	17576	17011	-3.2%

Although I am pleased to report that the overall crime rate continues to fall I have taken particular interest in the increase in the level of domestic burglary, rape and sexual offences. I will relay the activities I have been undertaking to examine these trends further to the meeting of the Panel.

Victims Code

The revised Victims Code of Practice has now been published. This statutory code will come into force in December 2013. I will be undertaking awareness raising activities to ensure that victims are aware of what they should be provided with under the new code and I will be monitoring its implementation across north Wales.

I informed the Panel of my intention to meet with victims of crime to discuss with them their experiences in north Wales. I propose to hold a conference in north Wales in the New Year, the aim of which is to build a local charter for victims and to ensure that the new code meets the needs of the people of north Wales and that I am focused on what services to secure in the future.

Participatory budgeting pilot

I have launched a pilot participatory budgeting grant scheme. I know that sounds somewhat technical but what it really means is that the communities of north Wales will be able to decide which projects should be given financial support. I know there are communities and organisations who have innovative projects that can help make our north Wales safer. This pilot scheme will put the decision-making power in the hands of our communities by letting them decide which projects to support.

The scheme will be funded partly through monies recovered through the Proceeds of Crime Act (POCA), which is the money accumulated by convicted criminals being returned for reinvestment in the communities of north Wales. The other part will be provided from the funds which have been allocated to the Commissioner's Fund.

Applications have been invited for projects requiring financial support of up to £3,500 that can demonstrate that they will help reduce crime. Once the applications have been submitted (the deadline is the 30 November), they will be reviewed against the eligibility criteria by a panel in each county and those who meet the criteria will go forward to be considered by the public. The public will be able to vote online on which projects should receive financial support. The two projects in each county of north Wales that receive the highest level of public support will receive financial assistance.

I would appreciate the assistance of members of the Panel in raising awareness of the grant scheme to ensure that communities are aware of this opportunity. Further information is available on my website and the North Wales Police website.

The Deputy Police and Crime Commissioner

In late September the Panel approved my proposed appointment of a temporary Deputy Police and Crime Commissioner. Since taking up post Julian Sandham has accompanied me to several key events, including the All Wales Policing Group, meeting with local MPs, and other key activities. He has also represented me at the Clwyd Magistrates AGM and attended a Phoenix project event in Wrexham organised by the Fire and Rescue Service. In addition he has focused on the following work streams; business process review, performance analysis and communication.

Police Integrity

There has been significant media coverage of police integrity issues in recent months. I am currently part of a national group of Commissioners looking at the current arrangements for complaints against the police. I thought that it was a timely opportunity to inform the Panel about how I fulfil my statutory duty which is outlined within the policing protocol order 2011:

“monitor all complaints made against officers and staff, whilst having responsibility for complaints against the Chief Constable”

As part of the Strategic Executive Board, which is the formal means by which I discuss key strategic matters with the Chief Constable and senior officers, I receive updates from the Deputy Chief Constable on key matters relating to the overall ethical conduct of the service in north Wales. I will be meeting with the newly appointed Independent Police Complaints Commissioner for Wales, Jan Williams, at regular intervals to review findings from investigations, statistical comparisons and other key matters.

I meet the Deputy Chief Constable, the Head of the Professional Standards Department and members of my staff to receive and scrutinise performance information arising from the handling, and outcomes of complaints made against North Wales Police. At this meeting I review the types of complaints made, together with the findings of those complaints, and the action that is subsequently taken.

Trust in the police is paramount to the ability of the police to operate effectively. Any organisation which depends on public trust must have an effective way of addressing complaints.

HMIC

I have responded to one inspection report from Her Majesty’s Inspectorate of Constabulary (HMIC) since the last meeting of the panel. On receiving HMIC reports, I consider the findings and prepare a response to the Home Secretary. I review the findings with the Force through the Strategic Executive Board, and I receive updates against any recommendations that arise from the inspection reports.

[Rising to the Challenge](#)

In October 2010, the Government announced that central funding for the police service in England and Wales would reduce by 20% in the four years between March 2011 and March 2015. HMIC’s Valuing the Police Programme has tracked how forces are planning to make savings to meet this budget demand each year since the summer of 2011. This report identifies what we found in this third year. HMIC’s inspection focused on three questions: How is the force responding to the budget reduction? What is the impact for the workforce and the public? How is the force managing current and future risks? [Commissioner's Response - Policing in Austerity - Rising to the Challenge](#)

Correspondence

One of the marked differences between the profile of the Police and Crime Commissioner and that of the Police Authority has been reflected through the increase in correspondence received by me. The table below provides a summary of the numbers of letters received by the Police Authority and the Police and Crime Commissioner respectively. Obviously, a large proportion of correspondence is also received by e-mail and over the telephone, but as the table below is for comparison, I have not included that correspondence.

Volume Correspondence (excluding telephone and e-mail)			
Police Authority		Crime Commissioner	
November 2011	13	November 2012	31
December 2011	7	December 2012	41
January 2012	5	January 2013	79
February 2012	6	February 2013	84
March 2012	6	March 2013	43
April 2012	2	April 2013	53
May 2012	1	May 2013	42
June 2012	3	June 2013	31
July 2012	2	July 2013	45
August 2012	0	August 2013	29
September 2012	3	September 2013	20
October 2012	6		
November 2012	1		
Total	55	Total	498

It is evident from the figures that members of the public have responded to having a single identifiable individual with whom to communicate. Some of the issues raised are outside my remit, so there is still work to be done to raise the public's awareness of my role. However, the majority of matters raised have aided me in understanding the public perceptions of crime and the police, and will continue to inform my work programme over the coming years. The office have formalised and revised the policy which assists in the management of [correspondence](#).

National Audit Office Review of Police Accountability

North Wales were recently selected by the National Audit Office (NAO) to participate in their review of Police Accountability. I would like to thank the members of the Panel and the Joint Audit Committee who also participated in this review. The aim of the review is to examine the implementation of the changes introduced by the Police Reform and Social Responsibility Act.

AGENDA ITEM 7b

Report from the Office of the Police and Crime Commissioner

Title:	Update the 2013/14 Budget (as at 30.9.2013)
Meeting:	North Wales Police and Crime Panel, 11 November 2013
Author:	Kate Jackson, Chief Finance Officer

1. Introduction

1.1 The aim of this paper is provide members of the panel an update of the policing budget for North Wales for the second quarter of 2013/14.

2. Recommendations

2.1 To note the report

3. Update on the 2013/14 budget

3.1 The Budgets for North Wales Police were agreed with the Panel on the 21st of January 2013 at £141.705m. As at 30 September 2013, the total projection to the end of the year is a £1.580m underspend (£1.723 reported as at 30 June).

3.2 The largest change in the projections is in Direct Pension Payments. This is due to an increase in the projected number of ill-health retirements from 5 to 15. There is a specific reserve for this purpose, and the position will be monitored during the year to decide whether it is necessary to draw on this reserve.

3.3 Other variances and the reasons for them are detailed below:

3.3.1 **Police Pay** – Recruitment is ongoing, with 36 officers joining the force in the first half of the year, and a projected 36 further probationers to join in the second half of the year. During the first six months 39 officers left. Secondments have increased by five since the beginning of the year. The overall effect of this is an underspend of £0.497m.

3.3.2 **Police Staff Pay** – There is currently a projected overspend of £0.371m. The projection includes additional agency staff to cover vacancies, back-filling officers on projects and other projects such as civilian investigators and Missing From Home Co-Ordinators. The overspend is offset by the underspend on police pay.

3.3.3 **Overtime** – There is currently a projected underspend for Police overtime, due to a combination of:

- Overtime funded from contingency and mutual aid
- One less bank holiday payment in this financial year
- Management of general overtime budgets

This position could change during the second half of the year depending on operational requirements. There is currently a small projected overspend on Police

Staff overtime at the moments, but this represents a reduction of around £0.150m from last year's actual expenditure.

3.3.4 **Allowances** – The underspend relates mainly to Competence Related Threshold Payments, which were withdrawn at the end of March as part of the Winsor Pay Review. There are also savings in Rent and Housing Allowance as officers retire. These budgets can be reduced in the next financial year.

3.3.5 **Other non-staff highlights**

- **Other employee** - A Reduction in estimated costs of £0.200m has been made on employer and public liability cases based on current cases on the Other Employee budget.
- **Equipment** - A number of additional one off equipment purchases have been made funded from savings on other budget lines. (£0.150m)
- **Forensics** – There has been a reduced number of crimes requiring Forensic analysis as well as a low number of major incidents to date, this has resulted in a projected under spend of £0.220m.
- **Contingency** – General contingency has been allocated to relevant headings and included in projections. Of the original major incident contingency budget of £0.554m, £0.126m has been committed or incurred. It is difficult to project the use of this budget as it depends on the nature of incidents in the second half of the year, it has been estimated that half of the original budget will be used in the second half of the year.

3.3.6 **Income** – There has been a further increase in the projection for income, which has resulted mainly from sales of vehicles, charges for the use of the Air Base, tuition fees and mutual aid.

Budget 2013-14	YTD	YTD	YTD	YTD	Annual	Full Year	EOY
as at 30.9.13	Budget	Actual	Est/Comm	Var	Budget	Projection	Variance
	30.9.13	30.9.13	30.9.13	30.9.13	30.9.13	30.9.13	30.9.13
	£000	£000	£000	£000	£000	£000	£000
Expenditure							
1 Police Officer Pay	36,418	35,896	0	-522	72,242	71,745	-497
2 Police Staff Pay	20,235	19,785	140	-310	40,028	40,399	371
3 Police Officer Overtime	1,162	1,217	175	230	2,614	2,257	-357
4 Police Staff Overtime	186	239	47	100	451	507	56
5 Allowances	1,676	1,340	0	-336	3,267	2,804	-463
6 Training	310	284	0	-26	727	724	-3
7 Other Employee	329	351	0	22	656	408	-248
8 Direct Pension Payments	1,472	1,567	0	95	2,944	3,589	645
9 Energy Costs	559	431	103	-25	1,342	1,247	-95
10 Building Running Costs	3,360	3,723	0	363	6,719	6,715	-4
11 Repairs & Maintenance of Vehicles	438	451	0	13	985	900	-85
12 Vehicle Running Costs	921	1,059	0	138	2,081	2,009	-72
13 Car & Travelling Allowances	315	209	30	-76	701	721	20
14 Air Support Unit	697	404	0	-293	1,394	1,450	56
15 Equipment	495	582	0	87	912	1,061	149
16 Clothing and Uniforms	213	253	0	40	506	540	34
17 Printing and Stationery	315	264	0	-51	590	547	-43
18 IT and Communications	4,962	5,442	0	480	9,685	9,719	34
19 Subsistence	190	167	0	-23	346	304	-42
20 Other Supplies and Services	2,256	1,892	0	-364	4,183	4,251	68
21 Forensics	770	361	75	-334	1,540	1,320	-220
22 Debt Charges & Contribution to Capital	952	0	0	-952	1,904	1,904	0
23 Special Situations Contingency	0	0	0	0	428	277	-151
24 Inflation and General Contingency	0	0	0	0	0	0	0
25 2014-15 Savings indentified	0	0	0	0	0	0	0
Gross Expenditure	78,231	75,917	570	-1,744	156,245	155,398	-847
Income							
26 Secondments	-525	-277	0	248	-1,096	-1,096	0
27 Interest on Balances	-136	-79	0	57	-271	-325	-54
28 Income	-1,208	-1,341	0	-133	-3,060	-3,529	-469
29 Specific Grants	-5,582	-4,128	0	1,454	-10,560	-10,770	-210
Total Income	-7,451	-5,825	0	1,626	-14,987	-15,720	-733
30 PFI Reserve	446	0	0	-446	446	446	0
Net Expenditure	71,226	70,092	570	-564	141,704	140,124	-1,580
Contribution to/(-) from Balances					0	-1,580	-1,580
31 Total Grants	-39,790	-40,707	0	-917	-79,580	-79,580	0
32 Council Tax	-31,062	-31,062	0	0	-62,124	-62,124	0
Funding	-70,852	-71,769	0	-917	-141,704	-141,704	0

4. Capital

- 4.1 Expenditure in the first half year was £4.443m compared to the current budget of £13.305m for the year. The projection for 2012/13 is now £9.010m, and it is proposed that this becomes the revised budget for this financial year. The remaining budget will be transferred to future years' budgets.
- 4.2 **Estates** - The two main projects in the Estates Programme are the new build in Llangefni and the commencement of developments in Wrexham. Building work at Llangefni Station has been completed and the official opening will be on 29 November 2013. The site in Wrexham has now been purchased, and the budget of £16,667m agreed.

5. Statement of Accounts 2012-13

- 5.1 The Statement of Accounts have been audited and signed by the Wales Audit Office as giving a true and fair view, and being properly prepared in accordance with the Code of Practice relating to Local Authority Accounting in the United Kingdom 2012-13.
- 5.2 There was an overall increase in usable revenue and capital reserves of £2.258m. The movements in the individual reserves are shown on page 5 of the [Group Statement of Accounts](#).

AGENDA ITEM 7c

Report from the Office of the Police and Crime Commissioner

Title:	Timetable for the proposed Policing Precept 2014/15
Meeting:	North Wales Police and Crime Panel, 11 November 2013
Author:	Kate Jackson, Chief Finance Officer

1. Introduction

- 1.1 This report sets out the proposed timetable for setting the precept for the 2014/15 financial year.

2. Recommendations

- 2.1 For the Police and Crime Panel to approve the proposed timetable for the precept 2014/15.

3. Timetable

- 3.1 The Police and Crime Panel have a key role in determining the level of policing precept for 2014/15. Schedule 5 of the Police Reform and Social Responsibility Act 2011 sets out the role of the Panel in reviewing the precept level proposed by the Commissioner; [Appendix 1](#) of this report contains the Home Office guidance and statutory timetable for the Police and Crime Panel.
- 3.2 Whilst planning the meeting schedule for the Police and Crime Panel it was envisaged that a proposal would be submitted to the panel in December, however the Home Office will not be publishing the detail of the policing grant that will be provided to North Wales until late December. Therefore the Commissioner will not be in a position to submit the proposal to the Panel until January 2014.
- 3.3 It is proposed that the Commissioner will notify the Panel on the proposed precept level for 2014/15 on 13 January 2014, one week in advance of the **meeting of the Panel on 20 January 2014**.
- 3.4 The table below summarises the statutory deadlines and the proposed arrangements for North Wales. In the event that the Panel determines to veto the proposed precept, in order to meet local timelines for the issuing of council tax bills the process must be **completed by 14 February 2014**, and a special meeting of the Panel would need to convene prior to the 3rd of February:

Activity	Statutory deadline	Timetable for North Wales
The Commissioner to notify the Panel of the proposed precept.	1 February	13 January
The Panel to review and make a report to the Commissioner on the proposed precept (whether it vetoes the precept or not).	8 February	20 January
If the Panel decides to veto the proposed precept, the Commissioner is required to have regard to and respond to the Panel's report, and to publish his response including the revised precept.	15 February	
The Panel, on receipt of a response from the Commissioner notifying them of the revised precept, to review the revised precept and make a second report to the Commissioner.	22 February	<i>Special meeting of the Police and Crime Panel to be arranged prior to the 3rd of February (if required)</i>
The Commissioner to have regard to and respond to the Panel's second report and publish his response.	1 March.	

Home Office Guidance

Police and Crime Panels – Scrutiny of Precepts

This guidance note explains the process for the police and crime panel's (PCP) scrutiny of the police and crime commissioner's (PCC) proposed precept and should be read alongside:

- Schedule 5 of the [Police Reform and Social Responsibility Act 2011](#) ("the Act")
- Part 2 of the [Police and Crime Panels \(Precepts and Chief Constable Appointments\) Regulations 2012](#) ("the Regulations")

A separate [guidance note setting out the scrutiny of chief constable appointments](#) has been published alongside this guidance note.

Background

Schedule 5 of the Act sets out the process for issuing a precept, including the panel's role in reviewing the proposed precept, their power to veto the precept and the steps to be taken if they do veto the proposed precept.

The Regulations provide greater detail to the Act, including time limits applicable to the stages of the process and the process for reviewing and issuing a revised precept.

Schedule 5 requires:

- the PCC to notify the panel of his/her proposed precept;
- the panel to review the proposed precept;
- the panel to make a report to the PCC on the proposed precept (this may include recommendations);
- the panel's report (if they veto the proposed precept) to include a statement that they have vetoed it;
- a decision of veto to be agreed by two-thirds of the panel members;
- the PCC to have regard to the report made by the panel (including any recommendations in the report);
- the PCC to give the panel a response to their report (and any such recommendations);
- the PCC to publish the response.

It is for the panel to determine how a response to a report or recommendations is to be published.

If there is no veto and the PCC has published his/her response to the panel's report, the PCC may then issue the proposed precept - or a different precept (but only if in accordance with a recommendation in the panel's report to do so).

The Regulations require:

- the PCC to notify the panel of his/her proposed precept **by 1 February**;
- the panel to review and make a report to the PCC on the proposed precept (whether it vetoes the precept or not) **by 8 February**;
- where the panel vetoes the precept, the PCC to have regard to and respond to the Panel's report, and publish his/her response, including the revised precept, **by 15 February**;
- the panel, on receipt of a response from the PCC notifying them of his/her revised precept, to review the revised precept and make a second report to the PCC **by 22 February**;
- the PCC to have regard to and respond to the Panel's second report and publish his/her response, **by 1 March**.

Panel's report on the proposed precept

If the panel fails to report to the PCC by 8 February the scrutiny process comes to an end, even if the panel have voted to veto the proposed precept, and the PCC may issue the proposed precept.

PCC's response to a veto

Where the panel vetoes the proposed precept, the PCC must have regard to the report made by the panel, give the panel a response to the report and publish the response, by 15 February. In his/her response, the PCC must notify the panel of the revised precept that he intends to issue.

Where the panel's report indicates that they vetoed the precept because it was:

- **too high**, the revised precept must be lower than the previously proposed precept.
- **too low**, the revised precept must be higher than the previously proposed precept.

The PCP may only veto the first proposed precept. Such a veto must be agreed by two-thirds of PCP members (the full membership rather than those present at a meeting). Where a veto occurs, the report to the PCC must include a statement to that effect.

Panel's review of the revised precept

On receipt of a response from the PCC notifying them of the revised precept proposal, the panel must review the revised precept proposal and make a second report to the PCC on the revised precept by 22 February. This report may:

- indicate whether the panel accepts or rejects the revised precept (although rejection does not prevent the PCC from issuing the revised precept); and

- make recommendations, including recommendations on the precept that should be issued.

If the panel fails to make a second report to the PCC by 22 February, the PCC may issue the revised precept.

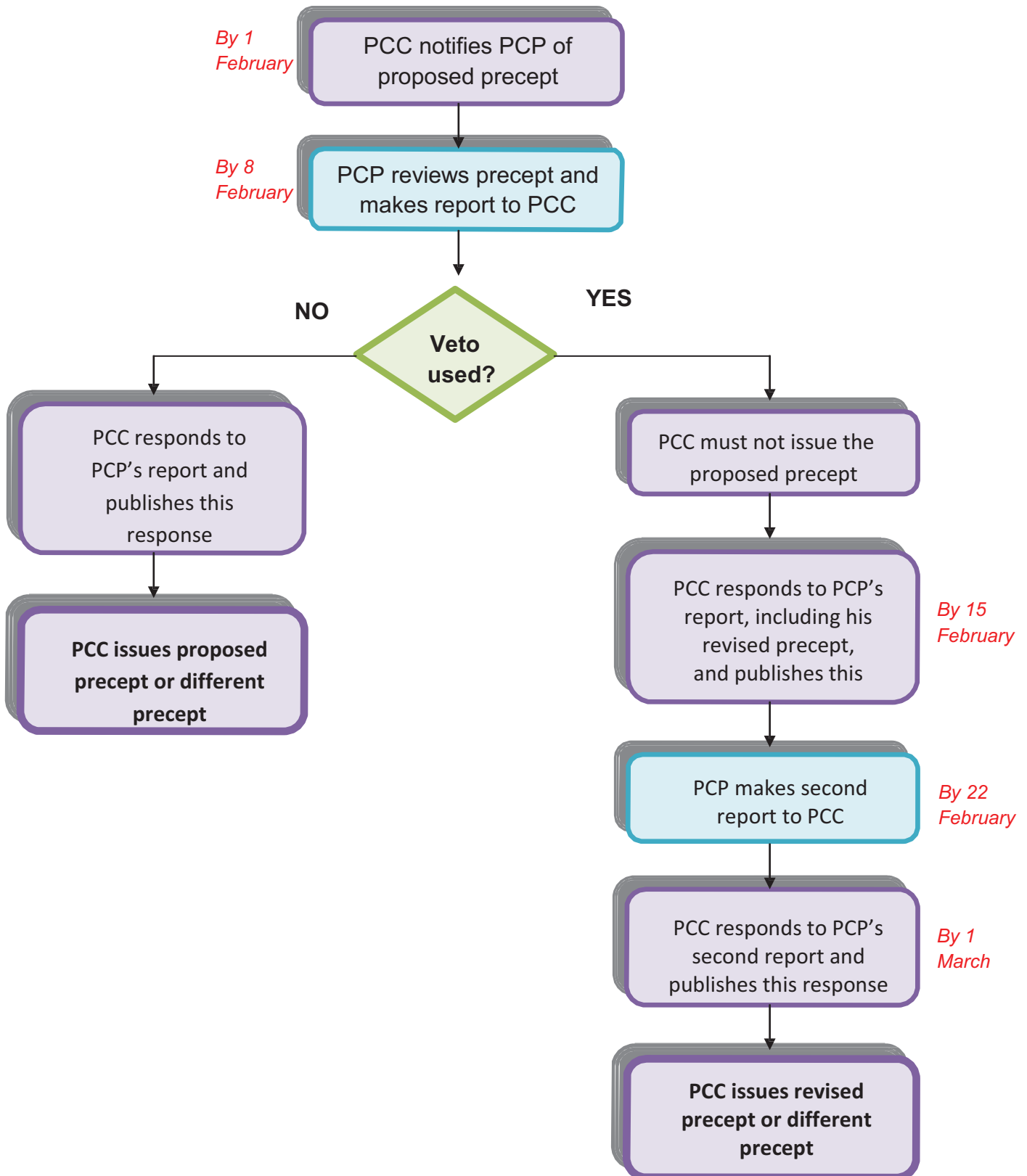
Issuing the precept

Excluding where the panel fails to report on the proposed precept by 8 February or make a second report on the revised precept by 22 February, the scrutiny process ends when the PCC gives the panel his/her response to their second report.

The PCC may then:

- issue the revised precept; or
- issue a different precept, although:
 - they must not issue a precept that is higher than the revised precept if the revised precept was lowered following the panel's initial report on the first proposed precept indicating it was vetoed because it was too high;
 - they must not issue a precept which is lower than the revised precept if the revised precept was raised following the panel's initial report on the first proposed precept indicating it was vetoed because it was too low.

Process for PCP scrutiny of PCC's proposed precept





REPORT TO:	North Wales Police and Crime Panel
DATE:	11 November 2013
CONTACT OFFICER:	Ken Finch, Strategic Director (Democracy, Regulation and Support)
SUBJECT:	Conwy County Borough Council Summary of Complaints Received

1. PURPOSE OF THE REPORT

- 1.1 To provide the North Wales Police and Crime Panel (PCP) with an update in relation to the action taken to resolve the complaints received to date.

2. EXECUTIVE SUMMARY

- 2.1 The North Wales PCP approved the Complaints Procedure at its meeting on 4 June 2013.
- 2.2 The North Wales Police and Crime Panel has statutory responsibilities as to the handling and determination of certain complaints made against the Police and Crime Commissioner (PCC) and Deputy Police and Crime Commissioner (DPCC). The Panel agreed to delegate its functions to the Strategic Director (Democracy, Regulation and Support) at Conwy County Borough Council (the North Wales PCP's Host Authority), who must consult with the Chair, Vice Chair and one Independent Member in determining the type of complaints received, and the strategy for managing complaints for local resolution and the Panel's final resolution of complaints.
- 2.3 Appendix 1 provides Members with a summary of the complaints received to-date, which includes the date received, complaint categorisation and the action taken.
- 2.4 In relation to complaints received by the Office of the Police and Crime Commissioner (OPCC), the Chief Executive of the OPCC will provide the PCP with information in relation to recordable complaints on a regular basis. The process will also be outlined within the Memorandum of Understanding.

3. RECOMMENDATION(S)/OPTIONS

- 3.1 That the Panel notes the action taken to resolve the complaints received to-date.

4. BACKGROUND INFORMATION

- 4.1 Appendix 1 provides a list of the recordable complaints received to date and detailed below is the action taken to resolve the complaints.

4.2 Complaint 001:

- 4.2.1 The Independent Police Complaints Commission (IPCC) has concluded its investigations into the Police and Crime Commissioner for North Wales.
- 4.2.2 The investigation looked at a claim that Winston Roddick CB QC misrepresented his home address when submitting nomination forms for the Police and Crime Commissioner election of November 2012.
- 4.2.3 The investigation found that there was no evidence to support the claim against Mr Roddick. On that basis, the investigation file was not passed to the Crown Prosecution Service (CPS). The IPCC published its report on the investigation on 29 October 2013.
- 4.2.4 This matter is now resolved and no further action will be undertaken by the PCP.

4.3 Complaint 002:

- 4.3.1 This complaint is for local resolution and the Strategic Director (Democracy, Regulation and Support) will consult with three Members of the PCP to decide an appropriate course of action.

4.4 Complaint 003:

- 4.4.1 The OPCC has now registered with the Information Commissioner's Office and that the transition period was covered by previous registrations, undertaken by the North Wales Police Authority.
- 4.4.2 This matter is now resolved and no further action will be undertaken by the PCP.

5. REASON(S) FOR RECOMMENDATION(S)

5.1 To inform Members of the types of complaints received.

Complaints Received by the North Wales Police and Crime Panel

Complaint ID:	Date Complaint Received	Complaint Category	Complaint Type
1	07/03/13	Commissioner	Conduct Matter
Details of Complaint			
That Winston Roddick CB QC was not entitled to stand for election as the North Wales Police and Crime Commissioner because he did not qualify in accordance with appropriate legislation			
Action			
Referred to IPCC			
Resolution			
No further action to be taken by IPCC - Matter closed			

Complaint ID:	Date Complaint Received	Complaint Category	Complaint Type
2	03/03/13	Commissioner	General
Details of Complaint			
That Winston Roddick CB QC had a dismissive attitude to a complaint made about the Chief Constable of the North Wales Police			
Action			
Referred to Panel			
Resolution			
Consultation to be undertaken with three Members of the PCP			

Complaint ID:	Date Complaint Received	Complaint Category	Complaint Type
3	16/07/13	Commissioner	Conduct Matter
Details of Complaint			
That Winston Roddick CB QC failed to notify the ICO that he was processing personal information from the date that he took up office on 22 November 2012.			
Action			
Referred to IPCC			
Resolution			
OPCC now registered with ICO - Matter closed			



**NORTH WALES POLICE AND CRIME PANEL
FORWARD WORK PROGRAMME**

Contact Officer:	Dawn Hughes
	Senior Committee Services Officer Conwy County Borough Council Bodlondeb Conwy LL28 5NF
E-Mail:	dawn.hughes@conwy.gov.uk
Telephone:	01492 576061

Date	Subject	Responsible Officer (including e-mail address)
Monday, 11 Nov 2013	Complaints Received To receive a summary of the number of complaints received and the action	Ken Finch, Strategic Director - Democracy, Regulation and Support ken.finch@conwy.gov.uk
Monday, 11 Nov 2013	Periodic Update from the Police and Crime Commissioner To receive an update on the work of the Commissioner since the last meeting	Winston Roddick, Police and Crime Commissioner
Monday, 11 Nov 2013	Presentation by the Chief Constable on future policing in North Wales	
Monday, 16 Dec 2013	Proposed Precept 2014/15 To consider the proposed precept for 2014/15 <i>(The date of this meeting will be finalised pending confirmation of the timetable for establishing a precept for 2014/15)</i>	Winston Roddick, Police and Crime Commissioner
Monday, 16 Dec 2013	Draft Budget for the Police Service for 2014/15 To consider the budget for the Police Service for 2014/15	Winston Roddick, Police and Crime Commissioner
Monday, 16 Dec 2013	Draft Budget for the Office of the Police and Crime Commissioner for 2014/15 To consider the draft budget for the Office of the Police and Crime Commissioner for 2014/15.	Winston Roddick, Police and Crime Commissioner

Date	Subject	Responsible Officer (including e-mail address)
Monday, 17 Mar 2014	<p>Police and Crime Plan - Review of Progress To review progress against the implementation of the Police and Crime Plan:</p> <p>11/09/13 - Quarter 1 11/11/13 - Quarter 2 17/03/14- Quarter 3</p>	Winston Roddick, Police and Crime Commissioner
	Future Items	
	<p>Confirmation Hearing for Deputy Police and Crime Commissioner To review the Police and Crime Commissioner's proposed appointment of a Deputy.</p>	Winston Roddick, Police and Crime Commissioner
Tuesday, 4 Jun 2013	<p>Future Member Training and Development Members are requested to consider what training and development opportunities they would like. The following list is not exhaustive, but provides training options for consideration:</p> <ul style="list-style-type: none"> • Police Finance, includes setting the precept • Role of the Police and Crime Commissioner • Police Performance Management • Strategic Policing Requirement • Complaints • Community Safety Partnerships • Collaboration • Local Criminal Justice Board • Appointments 	Ken Finch, Strategic Director - Democracy, Regulation and Support ken.finch@conwy.gov.uk