

Chief Constables' Council Minutes

Wednesday 16 – Thursday 17 January 2019, Birmingham

Security classification: Official
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Force/organisation: National Police Chiefs' Council (NPCC)
Date created 30 January 2019

Attendees

CC Sara Thornton	NPCC Chair
CC Andy Marsh	Avon and Somerset
CC Jon Butcher	Bedfordshire
CC Nick Dean	Cambridgeshire
T/ACC Ngarie Waine	Cheshire
Commissioner Ian Dyson	City of London
DCC Helen McMillan	Cleveland
CC Michelle Skeer	Cumbria
CC Peter Goodman	Derbyshire
CC Shaun Sawyer	Devon and Cornwall
CC James Vaughan	Dorset
CC Mike Barton	Durham
CC Mark Collins	Dyfed-Powys
CC Ben-Julian Harrington	Essex
CC Rod Hansen	Gloucestershire
CC Ian Hopkins	Greater Manchester
CC Julian Williams	Gwent
CC Olivia Pinkney	Hampshire
CC Charlie Hall	Hertfordshire
DCC Chris Rowley	Humberside
DCC Tony Blaker	Kent
CC Andrew Rhodes	Lancashire
CC Simon Cole	Leicestershire
CC Bill Skelly	Lincolnshire
CC Andy Cooke	Merseyside
Cmsr Cressida Dick	Metropolitan Police Service
D/Cmsr Sir Stephen House	Metropolitan Police Service
AC Robert Beckley	Metropolitan Police Service
AC Helen Ball	Metropolitan Police Service
AC Martin Hewitt	Metropolitan Police Service
AC Neil Basu	Metropolitan Police Service
CC Carl Foulkes	North Wales
CC Simon Bailey	Norfolk

DCC Rachel Swann	Northamptonshire
CC Craig Guildford	Nottinghamshire
CC Winton Keenen	Northumbria
CC Lisa Winward	North Yorkshire
CC Matt Jukes	South Wales
CC Stephen Watson	South Yorkshire
CC Gareth Morgan	Staffordshire
CC Gareth Wilson	Suffolk
CC Nicholas Ephgrave	Surrey
CC Giles York	Sussex
CC Francis Habgood	Thames Valley
CC Martin Jelley	Warwickshire
CC Anthony Bangham	West Mercia
CC David Thompson	West Midlands
ACC Sue Southern	West Midlands
A/CC John Robins	West Yorkshire
CC Keir Pritchard	Wiltshire
CC Paul Crowther	BTP
DG Lynne Owens	National Crime Agency
CC George Hamilton	Police Service for Northern Ireland
DCC Bernie O'Reilly	College of Policing
CC Mike Cunningham	College of Policing
CC Mike Griffiths	Civil Nuclear Constabulary
CC Iain Livingstone	Police Scotland
CC Andy Adams	MoD Police
Col Scott Meredith	Royal Military Police
Wg Cmdr Michael Dixon	Royal Air Force Police
Lt Cdr Andrew Williams	Royal Navy Police
C/Supt. Rachel Nolan	NPoCC
A/DCO James Wileman	States of Jersey Police

In attendance for specific items

Max Hill QC	Director of Public Prosecutions, CPS
Mark Sweeney	Director General, Justice and Courts, Ministry of Justice
John Apter	Chair of the Police Federation for England and Wales
Lawrence Morris	Head of Police Practice & Improvement, HMICFRS
DCC Gavin Stephens	Surrey Police
ACC Alan Todd	Police Service for Northern Ireland
ACC Andy Ward	Merseyside Police – UCPI
DAC Richard Martin	Metropolitan Police Service
Det Ch Supt Jo Chilton	West Midlands Police – NABIS
Rob Price	CEO, ACRO
Lynda McMullen	Director, Metropolitan Police Service
Hacer Evans	Director, Digital Policing Programme
Richard Thwaite	Chaucer
DCC Nav Malik	Operational Communications in Policing
Teresa Ashforth	Operational Communications in Policing
David Bailey	Digital Public Contact Programme

In attendance

Harbinder Dhaliwal	College of Policing
CC Dee Collins	Police Service Director, Strategic Command Course
Scott McPherson	Director General, CPMG - Home Office
DCC Richard Morris	National Police ESN Executive
ACC Gareth Cann	West Midlands Police
Robin Wilkinson	Director, Metropolitan Police Service
Supt. Richard Cooper	NPCC Chief of Staff
Insp. Ben Gasson	NPCC Staff Officer
Nicola Growcott	NPCC Communications Manager
Richard Hampson	NPCC Senior Business Officer
Susan Paterson	NPCC Business Manager
Sherry Traquair	NPCC FOI and Decision Maker
Christian Bace	NPCC Digital Communications Officer
Liam O'Brien	NPCC Policy Officer
Anastasios Vourexakis	NPCC Communications Officer

09:00-18:00, 16 January 2019, Birmingham

OPEN SESSION

1. ATTENDANCE AND APOLOGIES

The Chair welcomed those present and the following tendered their apologies for this session of Council.

Janette McCormick – Cheshire Constabulary
Mike Veale – Cleveland Police
Alan Pughsley – Kent Police
Lee Freeman – Humberside Police
Nicholas Adderley – Northamptonshire Police

2. MINUTES

The minutes of the previous meeting held on 3-4 October 2018 were agreed.

3. MATTERS ARISING

Action item number 3 (3 Oct 18): Andy Rhodes reported that the National Police Wellbeing Service was supported by the Policing Portfolio Board on 14 January. Action closed.

Action item number 3 (3 Oct 18): Julian Williams confirmed the initial action plan has been created and consultation held with staff associations. The action plan will be presented at the April Chiefs' Council meeting.

Action item number 4.1 (3 Oct 18): Mike Barton confirmed an initial draft paper for Crime Operations Coordination Committee transformation was submitted to the NPCC Chair for review and further development. The Chair suggested the wording on the action log should change from Police Reform and Transformation Board (PRTB) to Spending Review and the action be shown as closed.

Action item number 4.1 (3 Oct 18): Andy Marsh reported there is currently a comprehensive Home Office review on non-operational international policing taking place. Once HMG has made their position clear then a further update will be provided to chiefs.

Action item number 4.3.10 (3 Oct 18): Simon Bailey confirmed a paper would be submitted to the April Chiefs' Council meeting.

Action item number 17 (4 Oct 18): A paper for Operation Elter has been submitted to the January Chiefs' Council meeting and the action can be closed.

Action item number 19 (4 Oct 18): A paper on the policy has been circulated and would be raised with chiefs as part of item 19 on the agenda. Lynne Owens stated that the NCA has requested the College withdraw this paper as it currently inaccurately represents the position of the agency.

4. STANDING ITEMS

4.1 Chair's Update

The Chair welcomed visitors to Council and thanked David Thompson and West Midlands Police for hosting the meeting. The following were congratulated on their recent appointments:

Carl Foulkes appointed as Chief Constable of North Wales Police
Nicholas Ephgrave appointed as Assistant Commissioner of the Metropolitan Police Service
Mark Simmons appointed as Assistant Commissioner of the Metropolitan Police Service
John Campbell appointed as Chief Constable of Thames Valley Police
David Thompson was re-appointed as Chair of the NPCC Finance Coordination Committee
Olivia Pinkney appointed as Chair of the Local Policing Coordination Committee

A copy of the New Year Honours list has been circulated and the Chair expressed congratulations to all who received honours for their distinguished service:

Chief Constable Shaun Sawyer – Devon and Cornwall Constabulary awarded QPM.
Chief Constable James Vaughan – Dorset Police awarded QPM
Assistant Chief Constable Chris Shead – NPoCC awarded QPM
Assistant Chief Constable Nicola Holland – Merseyside Police awarded QPM
Commander Teresa Nicholson, Metropolitan Police Service awarded QPM
Deputy Chief Constable Louisa Rolfe, West Midlands Police awarded OBE

The Chair encouraged forces to submit nominations for honours and stated that it is important that the impetus continues to come from the profession. This should include deserving community officers and PCSOs. Giles York noted that nominations to attend garden parties also afforded a means of recognition.

The Chair updated chiefs on the issue of serious violence and the Home Secretary's first roundtable meeting. She stressed the need for effective preparation in advance of the next meeting. The NPCC is working with the Home Office and a planning meeting will be set up in advance to agree the operational response including sharing best practice.

Lynne Owens requested that the NCA be invited to this meeting given the links to county lines and the need for a joined-up approach to funding considerations.

Action: NPCC office to ensure the NCA is invited to operational meeting on serious violence.

The Chair confirmed a briefing note summarising key discussions at the last Police Reform and Transformation Board (PRTB) away-day will be shared with chiefs for consultation. This will include some options on the role of PRTB, and how strategic leadership and coordination are best exercised.

Action: NPCC Central Office to share briefing note from the PRTB away-day with all chiefs to gather initial views.

The Chair provided an update on the current position with chief constable tenure. Roundtable discussions have taken place with representatives from the NPCC and APCC. Four main areas that required specific focus were identified and actions agreed. The College will be arranging a follow up meeting at the end of January..

The Chair updated on the NPCC specific action which is to pilot a policing protocol workshop to review perspectives on the Policing Protocol Order 2011. A number of memoranda of understanding (MoU) from forces are being reviewed and the Chair requested that chiefs share best practice example MoU via the NPCC central office. The APCC are keen to review these and identify examples. The Chair emphasised that such MoU should focus on accountability rather than performance.

Action: Chiefs to share current MoU with the NPCC central office.

Dave Thompson raised the issue of schemes of consent. The Chair confirmed this will be reviewed as part of the workshop. Dave Thompson volunteered on behalf of the Finance Coordination Committee to write to all force finance directors before the workshop to gather further information about how schemes of consent were structured.

Action: Dave Thompson, as Finance Committee Chair, to write to all force finance directors on the subject of schemes of consent.

The Chair updated chiefs on the first meeting of the Economic Crime Strategy Board. This is a matter of significant political priority and the emphasis was on preventing financial loss through effective public / private partnerships.

Action: Ian Dyson as NPCC lead for Economic Crime to write to chiefs to further update on the work pertaining to the Economic Crime Strategy Board.

Andy Marsh highlighted the current chief constable secondment vacancy with the Sovereign Base Area Police, Cyprus and requested all chief constables share this opportunity with appropriate high quality candidates. The closing date is 29 January and the advert has been published via the College of Policing website and ChiefsNet.

The Chair thanked Francis Habgood for his tremendous leadership over the years, particularly on pay reform and ESMCP, and his significant overall contribution to the NPCC. The Chair also thanked Gareth Wilson for leading the Diversity, Equality and Inclusion work and for his broad contribution on behalf of the NPCC.

The Chair confirmed the ballot for the role of NPCC Vice Chair has been circulated to all chief officers and encouraged all to vote before the deadline of 31 January.

The next Chief Officer Day is to take place on 18 March in Central London and the Chair encouraged all chief officers to attend.

Delivery Plan Q3 2018/19 Update

The Chair introduced the Q3 update on progress towards the 2018/19 NPCC Delivery Plan. It was noted that the high risk regarding the Modern Slavery Transformation Programme would shortly be reduced. The paper set out the current position on progress for the objectives and was noted by chief constables.

Personal Development Review for the Chair of the NPCC

Olivia Pinkney reported that the personal development review for the Chair of the NPCC had been completed and that gifts and hospitality register had been reviewed with everything in order.

National Police Vetting Update – Contractor Vetting

Martin Jelley explained that the National Contractors Scheme holds information on over 500 companies with approximately 30,000 individuals. He asked chiefs who are currently running national projects which involve a large number of contractors and require them to be vetted to engage with him early in the project cycle. This will allow him to make sure he has the resources in place to carry out the vetting in good time. Ian Dyson said that in some cases local forces are unnecessarily asking that contractors go through their own vetting process even though they have been vetted nationally

4.2 College of Policing Update

The Chair confirmed that chiefs were happy to note the paper submitted by the College of Policing and no further update was given.

4.3 Regional papers

The Chair guided colleagues through the feedback from the review of regional papers.

4.3.1 Police Dogs Working Group Update

Chiefs noted the update.

4.3.2 Mounted Policing Working Group Update

Chiefs noted the update and agreed the support as requested in the paper. The national lead will address the comments of the East Midlands region.

4.3.3 Police Support Volunteer National Strategy 2019-2023

Lisa Winward informed chiefs that regional SPOCs had now been identified and she would write out to the South West regional SPOC to clarify the points raised from the regional feedback on resource and training requirements.

Action: Lisa Winward to write out to the South West regional SPOC clarifying the points raised from the regional feedback.

Chiefs were informed that Unison and other trade unions have been engaged during the consultation period. The intention is to propose a subgroup for staff associations to pick up issues from all associations and address these going forward.

Chiefs supported the strategy for implementation.

Action: Police Support Volunteer National Strategy to be published to all forces via ChiefsNet.

4.3.4 Serious Error Reduction within the acquisition and use of Comms Data

Simon Bailey responded to the regional comments by highlighting the concerns raised by the Investigatory Powers Commissioners Office (IPCO) on some recent cases about the quality of investigative and intelligence practice. Compliance with the Data Communications Guidance (DCG) guidance will significantly reduce the risks presented by the enactment of the criminal offence and litigation and Simon Bailey confirmed the IPCO supports this approach. To further mitigate some of the risks, DCG has commissioned a nationally accredited independent organisation to deliver further training on network data in 2019. This will be funded through the National Communications Data Service.

Action: Simon Bailey to liaise with the London region MPS CIU on their proposed solution and to address the concerns raised about the process being laborious. An update should be provided on this work at the next Chiefs' Council meeting in April.

All chiefs recognised the importance of error reduction and supported the recommendations that measures are put in place by forces to achieve this.

4.3.5 Responding to Online Child Abuse Activists

This paper was submitted to the July 2018 Chiefs' Council meeting and Simon Bailey informed chiefs further dialogue has taken place since this period to address the concerns expressed by Council previously. The concerns from the South East around language will be addressed by the NPCC Lead.

Action: The communications strategy will be updated incorporating feedback and shared with chiefs.

Chiefs supported the paper and the recommendations.

4.3.6 Learning Leaders Action Plan

Chiefs noted the update.

4.3.7 Electronic Monitoring Update

Nick Ephgrave explained that the paper sought to address the concerns raised at the last Council meeting. Since the last meeting Nick Ephgrave has been in correspondence with the Permanent Secretary at the Ministry of Justice outlining the view and concerns from Council and he has subsequently written to all chiefs seeking to allay those concerns.

The director of the electronic monitoring programme has been visiting a number of the regions to offer reassurance to chiefs directly. A number of forces have indicated they would be willing to participate in the pilot scheme as pathfinders. Once this pilot has taken place then there will be a period of review which will provide a firmer basis to make a better assessment of the impact on forces including costs and demand. This was expected by May.

Chiefs discussed the transfer of costs to policing that are associated with the enforcement burden, and the risk to the public that might arise if policing cannot respond as expected. The Chair summarised the position by confirming that the pilot needs to be fully evaluated and costs understood before further rollout and Council would await the outcome of the pilot from those forces who have agreed to participate.

4.3.8 Practitioner Guidance Pre-Charge Bail and Suspects Released under Investigation Update

National guidance has been developed for officers with case studies around when it is appropriate to apply pre-charge bail. The paper seeks to allay concerns about the lack of oversight in cases where suspects are released under investigation.

The concerns of the South West regarding the blurring of the custody role and expectations of custody sergeants to make investigative decisions were discussed. The Chair suggested rewording the guidance to make sure there is greater clarity regarding the expectations of custody sergeants.

Action: Nick Ephgrave and Darren Martland to reword the bail and RUI practitioner guidance to clarify the the expectations of custody sergeants and their role in relation to reviewing investigative steps.

The Chair emphasised the importance of greater consistency in how forces assess necessity and proportionality in respect of bail so as to provide adequate protection to victims. All chiefs welcomed further training being developed by the College of Policing.

Chiefs endorsed the operational guidance for implementation.

4.3.9 Operation Hydrant Update

Simon Bailey provided reassurance on recommendation 13 regarding chief officer appointments and previous accreditation. The College of Policing is working jointly with the Home Office and a number of options were being considered but the current position of the service is that this recommendation is unachievable. The NPCC national working group and partners were working closely with IICSA to amend the wording in the recommendation to something both the service and IICSA can agree upon.

Action: Simon Bailey to share with all colleagues any new wording once agreed for recommendation 13.

IICSA has recently launched a Truth Project Campaign to encourage more adult victims of child sexual abuse to share their experiences with the inquiry. Simon Bailey informed chiefs that 130 to 140 new reports to the police have also been made and it is expected that over the next six weeks an increased number of referrals will come into policing.

Chiefs supported, through Operation Hydrant, development of a communications campaign to raise awareness of the work of Child Sexual Abuse Review Panels.

Chiefs noted the paper and agreed the recommendation at 7.5 in the paper.

4.3.10 NPCC Guidance for Forces – Sex Working and Prostitution

Simon Bailey addressed the concerns of the East Midlands region regarding the costs associated with the implementation of this guidance. Chiefs were informed costs for each force will vary depending on how much they wish to invest. The guidance is a revision to the previous 2015 version and is

designed to help forces frame their response to this issue, although the level of resource committed is a matter for individual chiefs.

Chiefs ratified the implementation of the revised guidance.

4.3.11 Management of Risk in Law Enforcement Programme (MoRiLE) – Request for Support

The MoRiLE paper was supported overall by the regions but a number of chiefs requested further feedback on how costs will be funded and if the NPCC can own intellectual property rights.

Action: Jon Drake to clarify the issues raised by the regions on intellectual property.

4.3.12 Forensic Portfolio Update – Human Tissue

The Chair suggested that the national stance should be to maintain the guidance published in the Human Tissue Audit 2010-12.

Ian Hopkins stated that Greater Manchester Police had adopted a robust approach which it wished to maintain. This position was acknowledged and will remain the same.

Chiefs agreed that a further audit of category 1 and 2 human tissue is not supported; instead, forces should review their existing human tissue management structures to ensure that they are in keeping with the national guidance, published within the Human Tissue Audit 2010-12.

4.3.13 Consent for Obtaining Digital Downloads during the Course of an Investigation

Chiefs discussed the paper which recommended a nationally consistent approach based on informed consent to the obtaining of data and third party material in relation to complainants and witnesses. Consultation with stakeholders was a key part in the development of this approach and legal advice was also obtained.

Chiefs supported the paper for immediate adoption into force investigative processes.

4.3.14 APP for Post Incident Procedures following Death or Serious Injury

Chiefs discussed the breadth of the applicable criteria within the guidance definition and the number of cases that may be relevant. There was support for a proportionate approach to post incident procedures in DSI cases and resources required was discussed. The College will engage with forces to take this work forward and the comments raised by the East Midlands and London regions around resourcing, volume and cost implications would be considered in the development of this APP.

4.3.15 Digital Policing Portfolio Update

The majority of regions noted the paper. The Chair requested Hacer Evans respond to the London region's points outside of the meeting.

Action: Hacer Evans to respond to the London region's points including information on levels of investment and any further detailed information on deliverables/benefits.

4.3.16 Proposal for 2019/20 Charging for Police Services and Mutual Aid Guidelines

Chiefs agreed the implementation of both sets of guidelines.

4.3.17 Workforce Data

Giles York assured chiefs that many forces are already using workforce data and that switching from ADR returns to the workforce census would reduce time spent for forces. The paper was noted.

4.3.18 Chief Officer Retention and Recruitment Update

Chiefs noted the paper.

5. INVESTIGATION, DISCLOSURE AND FILE QUALITY

Max Hill QC, the Director of Public Prosecutions, thanked the Chair for inviting him to Chiefs' Council. He recognised the constructive relationship between the Police and CPS at all levels and emphasised his desire to maintain this. He wishes to build on chiefs' confidence in the CPS, provide robust legal decisions, and successfully bring cases to court. To achieve this he will be focussing on delivering high quality case work ensuring that everyone in the prosecution team has a good understanding of each step of the process from investigation to court hearing.

He emphasised the importance of high quality case progression and getting disclosure right. This will ensure fairness in trials which will in turn build public confidence. He recognised that everything begins with the police investigation, and that judgment of what is a reasonable line of inquiry is a matter for the police. It is then the duty of prosecutors to ensure that they identify any further potential inquiries. There must be a rigorous search for material, and all officers must understand the importance of an investigative mindset. Prosecutors require a good quality file that accurately provides the required detail. Currently, a third of files don't meet the required standard and there are inconsistencies in performance between forces and CPS areas. Therefore policing needs to reach a good and consistent standard across all forces to ensure that the location of a crime does not impact the chances of justice being done.

He set out that the CPS does not return files because of a desire not to charge the case, but rather because the prosecutor must get it right first time. He requested chiefs ensure that action plans for case progression are acted on as soon as possible. The CPS has agreed to turn around charging decision in priority cases within three hours, with local offices doing so between 08.00am and 5.00pm. He asked for a more even spread of cases being submitted across the working day.

In respect of disclosure, the approach has been one of joint improvement and shared endeavour. There is an ongoing need for effective leadership, consistent implementation of guidance, and on the ground take-up. The common theme that the DPP wished to stress is the need for all parts of the prosecution team to operate together in open collaboration in as seamless a way as possible. There will be human mistakes but when they happen lessons should be learned with failures addressed honestly by all.

Max Hill said that commitment from senior leaders is crucial for the changes to be embedded therefore is important to have chief constables as champions. He was very grateful for the joint working relationship and said we need to learn lessons and address honestly areas for improvement to reduce mistakes in the future.

Chiefs discussed with Max Hill the role of the National Criminal Justice Board and its link into Local Criminal Justice Boards. They also pointed out the difficulties in transforming certain areas of practice, such as using bodyworn video for the purposes of conducting interviews. Chiefs further explored the differences in funding and remuneration for different agencies within the Criminal Justice System and the DPP stressed the need for any funding to be spread across the system rather than being injected into one element.

Chiefs questioned if there was an element of risk aversion that meant that charges were disproportionately only preferred where a successful outcome was very likely. Max Hill emphasised that the CPS does not have targets for guilty outcomes and that efficient case progression is the greater focus. Chiefs asked that consideration be given to greater coverage in terms of advice provision before reliance on CPS Direct. He also stated that there are discrepancies in the views of the prosecution, the defence and the judiciary on disclosure – particularly digital and third party information.

Finally, chiefs discussed with the DPP means of increasing consistency of decision-making around serious sexual offences. Max Hill stressed the considerable scrutiny on prosecuting such offences and that the emphasis was very much on quality of case work and prosecuting advice.

6. NATIONAL DISCLOSURE IMPROVEMENT PLAN – PHASE 2

Nick Ephgrave thanked chiefs for supporting the National Disclosure Improvement Plan and updated chiefs on progress.

Of 42 original commitments, 40 have been discharged through joint endeavour with the College of Policing and the CPS. The next stage is to refresh the improvement plan and take the work that has been carried out nationally and embed learning and methodologies locally, particularly in volume crime cases in the Magistrates Court.

Nick Ephgrave asked all chiefs to champion the improvement plan and continue to support this work with their tactical champions and strategic leads.

7. MARK SWEENEY, DIRECTOR GENERAL, JUSTICE AND COURTS, MINISTRY OF JUSTICE

Mark Sweeney gave an overview of the Ministry of Justice role within the Criminal Justice System and the current challenges being faced. These challenges include the changing nature and complexity of crime; the balance between criminalising behaviour and the impact that has on the criminal justice system; falling rates of charging; the effects of technology on evidence and disclosure; and the effective rehabilitation of offenders.

There is also significant current focus on Brexit and consideration of its implications for the justice system. Mark Sweeney then discussed opportunities for cooperation, including maximising effectiveness of the National Criminal Justice Board and identifying common problems through effective engagement with chiefs. He acknowledged the difficulties associated with limited resources both within policing and the wider Criminal Justice System.

The director general answered a number of questions from chief constables. He accepted an offer to look into the 'Checkpoint' programme in Durham which has had some success in reducing re-offending. He also updated chiefs on a consultation document on the performance and future of Community Rehabilitation Companies (CRC).

It was suggested by chiefs that an extension of electronic monitoring to volume crime offenders, which is permissible in statute, would assist policing in managing offenders under early release.

Giles York stressed the importance of recognising the work of different agencies as strands in a single system. There needs to be work on issues such as video enabled justice, and he further noted that extended hours of courts would be positive.

Mark Sweeney recognised the importance of a coherent approach and the dangers of uneven investment across the system.

8. DIGITAL EVIDENCE TRANSFER SERVICE

Giles York gave background information regarding the Digital Evidence Transfer Service (DETS) since 2016.

He sought agreement from Council to continue testing DETS, on the premise that there will be a final solution built and he will remain alive to the benefits case and to the parallel work being conducted by forces. He will also maintain conversation with CPS to ensure their objectives are met. Chiefs discussed the proposals and their potential consequences. Chiefs agreed that DETS pilots should continue as planned and that a review of common platform achievability and timescales should be undertaken by Digital First and the National Police Technology Council. Chiefs further agreed that an assessment of overall cost to the public purse and to policing of single versus multiple integrations is undertaken in conjunction with CJS partners. Finally that there will be a further decision point following completion of pilots to determine whether DETS should proceed to national rollout.

Giles York asked Council for permission for him and his team to be able to access police data via the Home Office and that was agreed by Council.

9. PAY REFORM

Francis Habgood summarised the work on pay reform to date and emphasised the important link to workforce reform. Feedback from officers indicates there is a view that the pay structure isn't fair compared to other sectors, and there hasn't been a pay benchmarking exercise for some time.

Francis Habgood explained he has been working on a new framework for a number of years and it is a complex process. It isn't possible to move everyone on to a new structure quickly and there has to be a strong evidence base. The paper he has submitted has been written to provide chiefs with enough information to support informed decision making.

He explained the 'P factor', which is an additional factor that describes the value of the specific environment that police officers face which other occupations don't. This value would be assessed each year and, if we follow the armed forces model, would probably be at a lower percentage value for higher ranks who do not face physical danger as frequently. The staff associations are supportive around the descriptors that make up the P factor. Francis Habgood set out his view that independent advice would be beneficial in determining the level that factor should be set at.

He also summarised variable pay, explaining the following groupings which represent options:

- Geographic allowance – comparison with other sectors broadly agrees with the division of the country into three bands of London, London's surrounds, and the rest of the country.
- One off bonus payments for outstanding or unpleasant work, which is already established and works well.
- Role based allowance
- Specialist skills payment.

It is clear from the responses to the survey that was conducted that not all chiefs have decided what their position on demanding or hard to fill roles will be. There needs to be greater flexibility for chiefs, taking account of market forces. This will be a culture shift but will be achievable as long as it is founded on a strong evidence base.

In respect of benchmarking, the methodology does not give a final answer but involves reviewing as much relevant information as possible and making a judgment. There are currently some anomalies between ranks in benchmarking comparators against different sectors. From a national perspective constable pay appears to be in line with the market median of all organisations, and that should be our priority in order to ensure people continue to enter the service. When you look at senior ranks the pay scales are more in line with the public and not for profit sector.

Francis Habgood has been working with the Home Office looking at modelling to get an indication on what the benchmarking is telling us and whether, based on assumptions, the pay bill is broadly in line with what we have at the moment. He has carried out three different modelling exercises and each modelling output is broadly in line with the overall pay figure. The next stage is to carry out further modelling, test assumptions in more detail against the market, and then develop the proposal for PRRB. He reiterated that none of this can be implemented until workforce reform is in place. Robin Wilkinson emphasised the importance of being able to explain the reasons behind this.

The following decisions were taken by chiefs in respect of pay reform:

- Chiefs agreed to endorse the design principles set out at Appendix A.
- Chiefs agreed to endorse the descriptors for the P factor set out in Appendix B.
- Chiefs agreed to the recommendation that the Office for Manpower Economics are commissioned by the Home Office to value the P factor, in a similar way to that used for the Armed Forces X factor.
- Chiefs agreed to endorse the four categories for variable pay set as out in Appendix C
- Subject to feedback around use of the interim targeted bonus payment scheme and from finance committee (to be provided at CCC) to build this scheme into the variable pay model on a permanent basis as a means of recognising additional skills.
- Chiefs agreed to carry out further work to update the London and South East allowances both in terms of structure and value. The basic format to remain unchanged for 2019/20.
- Chiefs agreed to endorse the methodology for benchmarking of police pay.

Affordability of pay uplift

Francis Habgood summarised the background to the annual uplift recommendations and said the latest CPI figures from December 2018 has shown a decrease. He reminded chiefs of the approach taken in Scotland with an uplift of 6.5% upfront.

Recruitment is a relevant consideration but the experience is different depending on where in the country it is. Across the country as a whole the numbers of applicants are sufficient however there are some acute areas who are not getting enough candidates. At national level there is a slight increase in overall retention figures, with the majority of the moves being transfers across forces.

Francis Habgood suggested that most chiefs have used a 2% assumption for the uplift but he sought to explore their interest in a multi-year deal. He explained the benefits of such an approach in terms of certainty around budgets and giving staff a greater uplift upfront in the first year. Analysis has been carried out on different uplift models and Francis Habgood asked chiefs to consider which model they could afford to support. He also said there was a specific requirement to look at on call payments. There was limited support for such a payment at superintendent level based on the seniority of the role. However the £15 figure for federated ranks hasn't changed for some time and

is out of line with most organisations. He recommends considering increasing this by £5. Additionally, he said that from staff survey feedback, forces are not managing on call effectively and there may be wellbeing issues that need consideration and monitoring.

Chiefs discussed the merits of a multiyear approach. Iain Livingstone stated that the Scottish view was that there had been real benefit in terms of stability and certainty. There was general support for this but some questions remain about affordability, in that some chiefs have already prioritised officer numbers based on the policing settlement and so a rise above 2% in Year 1 may be problematic. That said, chiefs sought more detailed modelling of the phasing of any multiyear deal but with frontloading in Year 1 and at least matching CPI over three years as underlying principles. The implications in respect of police staff would also need to be considered.

Chief constables were in favour of increases to the on call payment by £5 for federated ranks. A brief discussion also took place regarding fixed term contracts for DCCs and Francis Habgood agreed to send a note out to chiefs for his successor to then bring the topic back to Council.

Francis Habgood said a decision on pay uplift needs to be made by 8 February when the PRRB meets. In respect of apprenticeships, it is suggested that a pay range will be established and then chiefs can make a judgment within that range.

Action: Francis Habgood to send a note out to chiefs regarding fixed term contracts for deputy chief constables.

10. LOCAL POLICING COORDINATION COMMITTEE DISCUSSIONS

Contact Management

Alan Todd introduced the draft National Contact Management Strategy. He explained that the last iteration of the strategy was produced in 2012 but given developments in digital technology, a refresh was necessary. He explained that the 'principles and practice' document that accompanied the 2012 strategy requires a refresh, but this cannot be done until the new strategy itself is signed off. He added that the strategy will be fed into the work being undertaken in relation to the Spending Review.

Andy Rhodes asked whether there was any appetite for an improved multi-agency approach to 101. Alan Todd explained that there is a clear case to be made but there appears to be little appetite. He added that the strategy could help to facilitate discussions about this, but that would need to be at a high level. Simon Cole added that the NPCC, APCC and Home Office have agreed to establish a working group to consider the future of 101, responsibility for which he will be handing to Chief Constable Olivia Pinkney who is due to take over the Local Policing Coordination Committee.

A discussion followed as to whether the strategy assumes that the public will shift from traditional contact to digital and social media contact, rather than digital and social channels encouraging new contact. Alan Todd acknowledged that creating new channels of communication may increase the volume rather than shifting existing contact, but suggested the service must respond to public need. He suggested that individual chiefs will need to carefully consider the extent of 'nudge' they wish to deploy in order to facilitate a shift between communication channels.

There was a suggestion that it may be necessary to disaggregate service requirements for transactional issues from those for complex and vulnerability-rich matters where voice can be more

effective. Dave Thompson however described evidence of some victims of domestic abuse feeling more comfortable having a live-chat online rather than speaking over the phone, due to perceived embarrassment. He added that live chat can also be beneficial in terms of instant translation. He suggested that this might benefit from evidence-based research.

Alan Todd closed by expressing caution to chief constables about introducing small-scale, local contact management fixes, as these could cause problems longer term.

Chief constables agreed to approve the strategy (decision 5.1)

Police use of Social Media

Gavin Stephens provided an update on the Social Media Project, including the social media survey, a review of existing research, and primary social media analysis. He invited chiefs to read the paper for details of the results of that research.

He explained that the relationship between the police and the social media industry is improving, and referred colleagues to the social media engagement model detailed within the paper. He explained how social media gives police a stronger voice in engaging with children and young people, and described a small team that has been set up to generate content for this purpose, which is being tested in some forces. However, he explained that during recent research into Twitter use, it was shown that the police are largely 'talking to themselves' and that communities want different updates through different platforms. He also cautioned that members of the public expect a response when they communicate with the police via social media in the same way they would if they had made a phone call, and a lack of response does impact on satisfaction levels. He urged chiefs to ensure that their heads of communications are engaged in this work.

Lynne Owens requested that the NCA be included in the work, because there is a link across to the issue of child abuse images online. Gavin Stephens agreed to work jointly with the NCA to help address this.

Concern was expressed about the potential cost to forces if they have an insufficient number of trained officers to use social media to best effect.

The paper was noted by chief constables and Gavin Stephens was thanked for his update.

Neighbourhood Policing

Gavin Stephens thanked those chiefs whose forces are engaged in the Neighbourhood Policing Guidance, explaining that 27 forces were early adopters and now a total of 35 forces are part of the 'network'. Gavin encouraged the remaining forces to join, adding that the Policing Minister had enquired about how many forces are not engaged. He went on to describe some capability gaps, including performance management framework, analytical capability and investment in professional development but added that there is positive work taking place, including peer review. He requested that where other positive work is ongoing in forces, this be shared amongst the network.

Simon Cole praised the work that has been undertaken to date. He added that any force that has not joined the network must be able to provide a rationale to HMICFRS as to why that is the case.

11. CHAIR OF THE POLICE FEDERATION

John Apter thanked the Chair for inviting him to Council and explained to chief constables that his priority is to be member–focussed. He has developed the Federation’s first national strategy to achieve that.

The priorities of the strategy are integrity, transparency, value for money and to have an effective governance procedure in place. He wishes to build good, professional relationships with other policing partners and he believes that his members wish to have a constructive professional relationship with chiefs. Additionally, wellbeing and welfare support is key and he would like all forces to get the same consistent service.

The Chair of the Federation discussed a number of matters with chiefs, who thanked him for the positive start made to his chairmanship. He expressed his support for the frontline review. He also stated that he had made a difficult decision not to support the memorial arboretum from central funds in the context of the large amounts given by local branches, the existing commitment to support the Westminster memorial, and the overall position of finances being tight. He is a strong supporter of the arboretum and will continue to consider options for financial contributions.

12. CHARTER FOR FAMILIES BEREAVED THROUGH PUBLIC TRAGEDY AND DUTY OF CANDOUR

The Chair reminded chiefs of Bishop James Jones’ previous visit to Council and introduced an updated paper suggesting that the NPCC sign the charter for families bereaved through public tragedy. This follows previous discussion at Council in which there had been support for the principles of the charter subject to some legal work which has now been completed.

Rob Beckley provided a brief update on the criminal proceedings related to Hillsborough and said that although the bishop’s report is not linked to the proceedings, chiefs should be circumspect with public comments until they are concluded.

Chiefs reflected on the numerous ways in which policing has developed in the years since the Hillsborough disaster. It was the view of Council that the response to the charter is a coordinated one with the Chair acting on behalf of all chiefs. There are forces who are still considering any implications in respect of possible civil litigation and those considerations should be concluded before a final decision is made to sign the charter. Council reemphasised its support for the principles that underpin the charter, and acknowledged that chiefs should not delay in considering its essence and its intended outcomes .

Action: The chair of the NPCC is to set a date to review the decisions to be made on the charter for families bereaved through public tragedy.

13. NATIONAL POLICING TECHNOLOGY PROGRAMME OVERVIEWS – FORWARD LOOKING

The Chair gave an update on how national technology programmes were progressing in 2019/20 and what the cost will be to forces. She has asked Chaucer, who are contracted by the Home Office, to provide Council with a progress report on each programme and what the expected spend will be in 2019/20 for forces.

The Chair summarised the main points:

- Digital Public Contact - programme is rolling out and the cost to forces is £4.8 million per annum
- Digital Intelligence and Investigation – there is no cost to forces in the next financial year

- Digital First – primarily DETS programme - cost to forces not yet confirmed but will vary depending on take-up and pilots
- Home Office Biometrics - there will be no charges to forces in the next financial year
- National Law Enforcement Data programme – significant review is ongoing in terms of scope and cost.

Mike Barton expressed his concern at the lack of success of the NLEDs programme to deliver on its objectives and the need for re-programming. He stressed the importance of chief constables in challenging the Home Office on their delivery. Ian Dyson explained that the scale of ambition for NLEDs always went beyond policing. There is a Chief Constable Reference Group which is happening next week and he will feedback to the Home Office the views from this group. The programme team are unable to deliver the full scope within the funding envelope and the reference group has not accepted the business case. Scott McPherson emphasised the Home Office desire to work with chiefs to deliver effectively.

The Chair continued to summarise the position of the programmes:

- NEP - cost to forces is for licensing only and should be forces' forecasts
- National Management Centre - cost to forces £14m per annum from 2020
- CAID - cost £2.7m per annum to all forces and is in live service
- Transforming Forensics - approximately £5.2m cost to forces per annum from 2020
- NCA change portfolio - TBC
- National ANPR Service – should go live over the summer so charging will commence in 2019/20 with dual running with old system for one year only
- Mercury CT programme – no planned cost for forces.

Dave Thompson reminded chiefs that the means of dividing costs for these programmes going forward in the long-term will need to be determined. Chiefs agreed on the importance of the benefits of programmes being communicated and understood. The Chair stated that there will be further roadshows run by Chaucer.

14. EMERGENCY SERVICES MOBILE COMMUNICATIONS PROGRAMME - CLOSED

15. UPDATE FROM IMORCC

Ian Dyson introduced his first paper analysing the data provided by forces in response to the HMICFRS PEEL Efficiency recommendation. All forces have a plan for delivering foundation digital capability but the current landscape is cluttered. The work has identified three main themes:

- The delivery of national programmes, in particular (NLED) and ESMCP, are of significant importance to achieving compliance
- There is a lack of confidence from forces in relation to the delivery of these programmes in terms of both their scope and timelines
- This in turn impacts on the ability of forces to make effective financial plans.

The National Enabling Programme and Digital Policing Programme are broadly on track and their delivery should improve confidence amongst forces in other national programmes. Chief constables noted the analysis that had been provided.

Teresa Ashforth then provided an update on the Information Assets Data Quality Dashboard. Five forces have agreed to share their data regarding how PND is being used. This has revealed a significant variation in the purposes for which it is used, and the extent to which tools within PND are utilised. She set out some of the differences in data quality that had been revealed and emphasised the fundamental importance of getting data input right at the first time of asking.

Day 2: 09:00-13:00

17 January 2019

16. NATIONAL AVIATION USER REQUIREMENT - closed

17. NATIONAL COMMERCIAL BOARD

Linda McMullen reminded chiefs of the 2015 target to make efficiency savings of £350 million by 2020. This target has now been met and will be reported to the Home Office.

Dave Thompson explained that he is looking for chiefs to agree to proceed from outline to a full business case. He stressed the importance of professionalised category management of procurement activities with a head of profession and a central team that can work to improve on what we already do. He made the case for a centre of excellence for shared services and discouraged forces from pursuing independent approaches that would generate islands of practice. Initiatives that are in-flight can continue however, and a convergence strategy will then be considered. .

Chiefs were supportive of the paper and the agreed to move a full business case.

18. SPENDING REVIEW 2019 UPDATE - CLOSED

19. COLLEGE OF POLICING – IMPLEMENTATION SUPPORT AND PRIORITY SETTING

Mike Cunningham gave an update on the four workforce reform priorities previously agreed. The College is looking at better ways to support implementation rather than simply designing practice for forces to adopt. Implementation teams are now in place, working with forces to identify issues and provide support. He advised that the focus is on first line supervisor development, sergeants and police staff, to ensure they are well prepared to deliver a critical role in CPD and implementation of PEQF. Consideration is being given to forming strategic practitioner user groups to pass on best practice and knowledge. He also acknowledged that many forces are at different stages of implementation for each of the reform areas and that some forces need more support than others.

The College has been exploring ways to provide an evidence base for future development of guidance and standards, and has been working to identify and analyse recurring themes. Ten such areas of consistently emerging issues, along with underlying factors, were presented to Council. Shaun Sawyer suggested that in addition to the themes already identified, consideration should be given to developing wider 'business skills' in supervisory officers and staff, to ensure the required skills to effectively operate a public service. Simon Bailey agreed with the identified priorities and suggested a greater role should be played by the coordination committees to inform the priority list and ensure critical issues are dealt with.

Mike Cunningham proposed that College staff will engage with NPCC leads and work through the issues identified and develop a priority list for development of guidance and standards going forward.

Action: NPCC Business Support staff to circulate the College of Policing slides to all chiefs.

Mike Cunningham also provided an update on the APCC/NPCC roundtable discussion around recruitment and tenure. He advised that work was ongoing to look at taxation and payment issues. He further reported that one of the proposals from the roundtable was to implement a more coordinated approach to ACC appointment, including a set timeline for advert, application, interview and offer(s), to assist in recruiting the best people to the right posts. He suggested that the 'coordinated approach' would allow candidates to apply for multiple ACC roles of interest and select from available offers.

There was general support from chiefs for a coordinated approach to recruitment.

Dee Collins also acknowledged that at present there is a lack of centralised information regarding candidates and available vacancies. She offered to share the list of candidates on the Strategic Command Course (SCC), noting that there are several other potential candidates not on the current course, and asked for vacancies to be circulated for wider awareness. Mike Cunningham clarified that the College's role would be to coordinate and not to become involved in recruitment or appointment.

The Chair confirmed support for the College's proposal of a coordinated approach and acknowledged there was a need to clarify a more specific process for approval.

Action: The College to work to design a more detailed coordination and recruitment process for chief officers, which is then to be brought back to Council.

20. RESPONSE AND NEIGHBOURHOOD BIG DATA TOOLS

The Chair introduced Lawrence Morris from HMICFRS. He explained that the tool is a cloud based application which allows the agile breakdown of data almost instantaneously. It provides quick and flexible access to a rich dataset and examples were given of its potential usefulness.

He asked forces to provide data to assist in developing the national picture. Bill Skelly said in the future the NPCC should look to take ownership of this application.

21. TRANSFORMING FORENSICS PROGRAMME – BUSINESS CASE UPDATE

James Vaughan gave an update on the current status of Transforming Forensics (TF), reporting that funding is in place until 2020 and the project is currently under budget and ahead of time.

He confirmed there is near unanimous agreement from forces to engage with TF and he advised that the programme is now looking for a long term, sustainable funding agreement for the core team which is currently estimated at £5.2m. He referred to the paper submitted to Council which outlined three possible funding models and acknowledged that there may be other models which could be considered.

He also raised the need to agree the long term delivery mechanisms for the Forensic Capability Network beyond the current hosting within Dorset Police. Options have been considered within

PRTB and two possibilities remain – either hosting the FCN within the NCA or adopting a lead force model.

Lynne Owens gave her thanks to James for his leadership and the work so far between TF and the NCA. She advised that the topic of housing the FCN has been subject to numerous discussions at NCA operational boards centred on the link to the core mission of cutting serious and organised crime. No decision has been agreed at this point and discussions are ongoing. Work will continue to ensure due diligence and the NCA will remain open to discussions. She reminded chiefs that the NCA is a non-ministerial department of the Home Office in which she is the Accounting Officer reporting directly to the Home Secretary.

The Chair clarified that a clear view from TF on delivery mechanisms is due by April 2019 and asked for views from Council. No issues were raised and there was agreement for work to continue in an effort to arrive at a clear and appropriate solution. The Chair moved to the issue of funding and clarified that TF budget requests (£5.2m) were applicable after 2019/20.

Francis Habgood queried what potential savings could be realised in force to offset the local cost of FCN funding requirements. James Vaughan responded that within the current business case, savings are estimated in the region of £9m per year, if all forces follow the recommendations made and gave an example of greater capacity and financial savings having been already realised through collaboration in three regions on fingerprint bureau services. James Vaughan stated that all forces are capable of making savings to some degree by driving efficiencies; however that is dependent on forces identifying and taking up opportunities to engage with the programme.

Francis Habgood suggested that the business case be updated with case studies and cost savings models, to be brought back to Council with more detail in July 2019 as there is not currently enough information to make an informed decision. He suggested that additional data and discussion around savings could potentially allow TF to evidence an 'invest to save' model to forces. James Vaughan agreed to do so.

Action: James Vaughan to update TF/FCN business case to evidence cost saving examples to support force funding decisions, to be brought back to Council.

The Chair sought clarification from James Vaughan that if some forces do not engage with the TF model then the proposed £5.2m funding requirement would be shared across a smaller number of forces, increasing contribution requirements from those forces which are on board. James Vaughan confirmed that would be the case and advised that consideration has already been given to force engagement and TF has projected a minimum requirement of 50% of national capacity to deliver a viable product, however at 50% the level of delivery would have to be revised.

Peter Goodman noted that the East Midlands region are supportive of TF's work and raised that for forces that have already implemented some of the suggested changes, queries may be raised as to why those forces should invest, at cost, when many of savings have already been realised. He acknowledged that there may still exist some further savings to be made, but potentially not as many in some forces as in others and that this may be an obstacle for some.

The Chair clarified the points raised and referred back to methods of funding. The Chair asked if colleagues were in favour of contributions from forces, rather than a reallocation or top slice. There was some discussion around the difficulties which may be encountered in contributions and support was given for reallocation. The Chair commented that reallocation was not something that could be

decided by Council and would have to be taken to the Home Office. Agreement was reached that reallocation would be the first choice of Council.

The Chair referred back to the TF paper and recommended changing the wording of the option referring to 'spending review' to 'reallocation'. This was agreed.

Action: Wording within the TF business case to be changed to reflect 'reallocation'.

22. UCPI UPDATE AND CONTINUED RESOURCING PAPER

Andy Cooke gave a short description of the Undercover Policing Inquiry and asked that chiefs agree to continue to fund the NPCC UCPI Coordination Team for a further 3 years, as detailed within the paper. He assured chiefs that this will be reviewed every year, and cautioned that costs may increase due to increased legal support and the Relativity IT platform. He confirmed that the costs would be distributed based on core grant percentage, but this may change in later years as more work is undertaken in relation to alternative funding models.

Mike Griffiths of the Civil Nuclear Constabulary gave his support to the funding of the coordination team, but explained that he would be required to seek support from his government department in each year.

Chiefs discussed the reassurance they would be required to provide to their PCCs about the value for money and governance of the unit. Andy Cooke provided assurance that both he and the head of the unit, Andy Ward, are very much engaged with the detail and are content to provide such reassurance to chiefs and PCCs.

Chiefs noted the paper, and specifically that the funding level and/or size of the team may need to increase in future. Chiefs agreed the decisions at section 4, specifically, to continue funding the coordination team over the next three years and that Derbyshire Constabulary would continue to manage the funding and payroll administration.

23. RESOURCING OF OPERATION ELTER

Andy Cooke described the basic remit of Operation Elter as being an investigation into the practices of the NPOIU, explaining that funding for this must continue. He reminded chiefs that continued funding had been agreed at a previous meeting, although not the precise amount or the funding method. He suggested that given current progress, it may be that only six months of funding will be required, although it would be preferable to agree to twelve months of funding at this stage rather than having to return with a further request.

Sara Thornton reminded chiefs that Operation Elter is not an NPCC unit but an operation under the command of Andy Cooke.

A short discussion followed regarding the funding distribution model. Andy Cooke explained that he and the NPCC Finance Committee lead had agreed that cost distribution based on core grant would be preferable at this stage given there is ongoing work about alternative models based on net budget that remains incomplete.

Chiefs agreed all the recommendations at section 5 of the paper specifically that Operation Elter will continue supported by chief constables; that costs will be shared by forces; and that oversight will

continue via the NPCC Gold Group. It was also agreed to distribute costs to forces based on core grant percentage rather than net budget.

24. BREXIT – INTERNATIONAL CRIME COORDINATION CENTRE UPDATE - CLOSED

25. EU EXIT PLANNING - CLOSED

26. MOBILISATION AND COORDINATION

Rachel Nolan gave an overview of mobilisation and coordination arrangements following a discussion at the October meeting of Council that had been prompted by the policing of the POTUS visit. She set out existing practice and how this might be applied in the context of policing possible Brexit outcomes. Chiefs discussed the need for planning a resilient process for attendance at COBR if convened, and agreed resources should be provided to known risk areas / events, rather than being held by individual forces as a contingency.

27. CT POLICING UPDATE

Neil Basu reflected on the increasing operational tempo against a background of already fast-paced activity. He provided an update on finance and recruitment matters, and there has been progress in respect of recruitment following gold groups being established.

He reminded chiefs of the purpose of Operation Temperer and the three levels of response. The paper asks that Counter-Terrorism Coordination Committee (CTCC) be able to determine the augmentation notice, but the agreement he sought from chiefs was for CTCC to make a recommendation back to Council for final decision.

He also spoke to his paper on counter-terrorism policing governance, and the proposal to change and formalise the role of Senior National Coordinator, particularly in respect of protect and prepare, was agreed.

Neil Basu updated chiefs on the review of Operation Bridger and asked that they check with their local SPOCs that effective contact has been made with MPs in their force area. Simon Cole further advised on the value of effective Prevent briefings. Neil Basu concluded by outlining that the year ahead for CT Policing would see a number of inspections being reported on.

28. BUDGETS

28.1 NPCC Budget

The Chair noted a 2% increase in funding request. Chief constables approved the budget plan.

28.2 ACRO Funding Proposal 2019-2020

Chief constables agreed the contribution of £1,825,000 to pay for the services of ACRO in 2019/20.

28.3 NPoCC 2019/20 Budget and Funding

Chief constables noted the level of funding requirement and approved the budget plan for 2019/20.

28.4 NABIS Funding Paper 2019-2021

The Chair confirmed that the current NABIS funding plan was previously noted and agreed on a three 3 schedule, this was confirmed and noted by chief constables to enter into the CCC reporting.

28.5 Funding Bid for National Police Policy Lead MAPPA with HMPPS

Chief constables noted and agreed the proposals.

28.6 Third Party Reporting Funding (National Ugly Mugs) Sex Working

Chief constables agreed to the proposals for one further year of funding only, for 2019/20, but not beyond. There was some discussion around alternative funding sources. The Chair noted the relatively low proposed funding cost and suggested a 43 way split between the forces, this was agreed by Council.

28.7 National Wildlife Crime Unit Budget and Funding

The Chair noted the proposed increase in funding for 2019/20. The Chair confirmed that there was nobody in attendance to speak to the proposal and the Chair invited chief constables to discuss any issues. No objections were raised and proposals were agreed.

29. ANY OTHER BUSINESS

David Thompson encouraged all chiefs to attend or send a senior representative to the next Senior Women in Policing Conference taking place on the 6-8 March in Birmingham.

Dee Collins made a request to all chiefs to help find a chief officer to become a syndicate director for module 2 on the upcoming Strategic Command Course. The Chair suggested any chief officer expressing an interest in the role should make contact with Dee directly.

The Chair informed chiefs that this would be Chris Shead's last Council meeting and thanked him for his hard work in leading NPoCC.

The Chair wished Mike Griffiths well in retirement as this would be his last Chiefs' Council meeting.

The Chair confirmed this was her last Chiefs' Council meeting and thanked everyone for their support and friendship and wished everyone well for the future.

DATE OF NEXT MEETING

The next meeting will be held on 17-18 April 2019.