

Chief Constables' Council Minutes

Minutes of the meeting held on 27-28 October 2015 at NCA CEOP Headquarters, London

Security classification: RESTRICTED (In Part)
Disclosable under FOIA 2000: Closed session - See Continuous Exemption Certificate
Author: Rose de la Cuesta
Force/organisation: National Police Chiefs' Council (NPCC)
Date created: 2 November 2015

ATTENDANCE

Present

CC Sara Thornton
A/CC Gareth Morgan
CC Jon Boutcher
CC Alec Wood
DCC Janette McCormick
Commissioner Adrian Leppard
CC Jacqui Cheer
DCC Michelle Skeer
CC Mick Creedon
CC Shaun Sawyer
CC Debbie Simpson
DCC Stephen Watson
DCC Carl Langley
CC Stephen Kavanagh
CC Suzette Davenport
DCC Ian Hopkins
CC Jeff Farrar
CC Andy Marsh
CC Andy Bliss
DCC Gary Forsyth
DCC Paul Brandon
DCC Andy Rhodes
CC Simon Cole
ACO Nancie Shackleton
CC Sir Jon Murphy
Commissioner Sir Bernard Hogan-Howe
Assistant Commissioner Mark Rowley
Assistant Commissioner Helen King
CC Mark Polin
DCC Charlie Hall
CC Simon Edens
CC Steve Ashman
CC Dave Jones
DCC Sue Fish
CC Peter Vaughan
CC David Crompton
CC Jane Sawyers

27 October 2015

NPCC Chair
Avon and Somerset
Bedfordshire
Cambridgeshire
Cheshire
City of London
Cleveland
Cumbria
Derbyshire
Devon and Cornwall
Dorset
Durham
Dyfed Powys
Essex
Gloucestershire
Greater Manchester
Gwent
Hampshire
Hertfordshire
Humberside
Kent
Lancashire
Leicestershire
Lincolnshire
Merseyside
Metropolitan
Metropolitan
Metropolitan
North Wales
Norfolk
Northamptonshire
Northumbria
North Yorkshire
Nottinghamshire
South Wales
South Yorkshire
Staffordshire



CC Lynne Owens
DCC Olivia Pinkney
CC Francis Habgood
DCC Karen Manners
CC David Shaw
CC Chris Sims
T/CC Dee Collins
CC Mike Veale
CC George Hamilton
CC Paul Crowther
CC Mike Griffiths
CC Alred Hitchcock
DDG David Armond
Ms Rachel Tuffin
Colonel Nadine Park

In attendance

Adrian Hanstock
Andy Cooke
Maxine de Brunner
Neil Hutchinson
Nick John
Mark Gilmore
Tim Metcalfe
Ben Gasson
Nicole Higgins
Rose de la Cuesta
Georgina Wade
Nicola Growcott
Sherry Tracquir
Oliver Cattermole
Lord Justice Gross
Robert Lennox
Alison Saunders
Hacer Evans
Mary Calam

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CC Andy Marsh
CC Andy Bliss
DCC Gary Forsyth
DCC Paul Brandon
DCC Andy Rhodes
CC Simon Cole
ACO Nancie Shackleton
CC Sir Jon Murphy

Surrey
Sussex
Thames Valley
Warwickshire
West Mercia
West Midlands
West Yorkshire
Wiltshire
PSNI
BTP
Civil Nuclear Constabulary
Ministry of Defence
National Crime Agency
College of Policing
Royal Military Police

BTP
Merseyside
Metropolitan
Metropolitan
Thames Valley
West Yorkshire
NPCC Chief of Staff
NPCC Staff Officer
NPCC Strategic Risk and Planning Manager
NPCC Business Manager, Minutes Secretary
NPCC Public Affairs Officer
NPCC Senior Communications Officer
NPCC FOI and Decision Maker
College of Policing Chief of Staff
Criminal Justice System
Criminal Justice System
Crown Prosecution Service
BTP
Home Office

28 October 2015

NPCC Chair
Avon and Somerset
Bedfordshire
Cambridgeshire
Cheshire
City of London
Cleveland
Cumbria
Derbyshire
Devon and Cornwall
Dorset
Durham
Dyfed Powys
Essex
Gloucestershire
Greater Manchester
Hampshire
Hertfordshire
Humberside
Kent
Lancashire
Leicestershire
Lincolnshire
Merseyside

Commissioner Sir Bernard Hogan-Howe	Metropolitan
AC Mark Rowley	Metropolitan
AC Helen King	Metropolitan
CC Mark Polin	North Wales
DCC Charlie Hall	Norfolk
CC Simon Edens	Northamptonshire
CC Steve Ashman	Northumbria
CC Dave Jones	North Yorkshire
DCC Sue Fish	Nottinghamshire
CC Peter Vaughan	South Wales
CC David Crompton	South Yorkshire
CC Jane Sawyers	Staffordshire
T/CC Gareth Wilson	Suffolk
CC Lynne Owens	Surrey
DCC Olivia Pinkney	Sussex
CC Francis Habgood	Thames Valley
DCC Karen Manners	Warwickshire
CC David Shaw	West Mercia
T/CC Dee Collins	West Yorkshire
CC Mike Veale	Wiltshire
CC George Hamilton	PSNI
DCC Neil Richardson	Police Scotland
CC Paul Crowther	BTP
DCC Simon Chesterman	Civil Nuclear Constabulary
CC Alfred Hitchcock	Ministry of Defence
DDG David Armond	National Crime Agency
Ms Rachel Tuffin	College of Policing
Colonel Nadine Park	Royal Military Police

In attendance

Tim Metcalfe	NPCC Chief of Staff
Ben Gasson	NPCC Staff Officer
Nicole Higgins	NPCC Strategic Risk and Planning Manager
Rose de la Cuesta	NPCC Business Manager, Minutes Secretary
Georgina Wade	NPCC Public Affairs Officer
Nicola Growcott	NPCC Senior Communications Officer
Adrian Hanstock	BTP
Andy Cooke	Merseyside
Mark Gilmore	West Yorkshire
Dame Shirley Pearce	College of Policing
Oliver Cattermole	College of Policing
Aidan Melling	College of Policing
Richard Morris	Home Office
Giles Herdale	Essex
Nick John	Thames Valley

1. ATTENDANCE AND APOLOGIES

- 1.1. The Chair welcomed all those present to the meeting, especially guest speakers DPP Alison Saunders, Lord Justice Gross and Hacer Evans.
- 1.2. The following tendered their apologies for the 27 October session of Council:

Mr Byrne; Mr Graham; Mr Barton; Mr Prince; Ms Curran; Mr Mackey; Mr Hewitt; Mr Wilson; Mr York; Mr Jelley; Mr Brook; Sir Stephen House; Mr Marshall and Mr Warren.

1.3 The following tendered their apologies for the 28 October session of Council:

Mr Bryne; Mr Graham; Mr Barton; Mr Prince; Mr Farrar; Mr Eyre; Mr York; Mr Sims; Mr Brook; Sir Stephen House; Mr Griffiths; Ms Curran; Mr Pughsley; Mr Finnigan; Mr Rhodes; Mr Mackey; Mr Rowley; Mr Hewitt; Mr Bailey; Mr Marshall and Mr Warren.

2. **MINUTES**

2.1 The Minutes of the previous meeting held on 16 - 17 July 2015 and the Minutes on 7 September 2015 were agreed.

3. **MATTERS ARISING**

3.1 An update was provided on the funding of federation representatives within forces. A percentage split has now been agreed and a billing process would soon be developed between the Federation and forces.

3.2 Chiefs noted the contents of the Council Action Log.

4. **STANDING ITEMS**

4.1 Chair Update

4.1.1 The Audit and Assurance Board was now in force to ensure that the NPCC delivered against the 38 objectives of its delivery plan and that these were implemented across forces.

4.1.2 An NPCC response to the proposed funding formula has been submitted to the Treasury and the Home Office in September, which highlighted the need to consider precepts, as these were the most significant driver of inequality, as well as the trigger on the referendum and capping. A submission has also been made to the Home Affairs Select Committee in preparation for an evidence session on 3 November. The submission had emphasised the need to accurately predict demand and model the impact, particularly on vulnerable forces. The letter also highlighted the challenges surrounding the transition and spending review. Ms Calam added that a technical briefing note would be circulated to forces later that afternoon.

Action: Ms Calam

4.1.3 The positions of Chair for the Finance Coordination Committee and Chair for the Criminal Justice Coordination Committee have been advertised. Those present were encouraged to provide expressions of interest.

4.1.4 The Chair and the Commissioner represented the service on the National Criminal Justice Board, which was chaired by the Lord Chancellor and attended by the Home Secretary. There was a need to develop a joined-up approach towards the challenges facing the criminal justice system.

4.2 College of Policing Professional Committee Update

4.2.1 Chiefs noted the content of the update and that a further paper on the education qualification framework would be submitted to a future Council meeting following consultation on a direct entry process for inspectors. An official notification would be sent to Mr York to develop a concerted response on behalf of the service.

Action: Mr Marshall/Ms Tuffin

- 4.3.1 Pre-circulated papers – see separate Restricted and non-FOI disclosable minutes attached
- 4.3.2 Emergency Services Mobile Communications Programme (ESMCP) – see separate Restricted and non-FOI disclosable minutes attached
- 4.3.3 Chiefs agreed in principle the three year funding bid for the post for the National MAPPA Policy lead within the National Offender Management Service (NOMS) and funding would be divided in proportion to the size of forces.

5. 2015-16 Q2 DELIVERY PLAN UPDATE

- 5.1 The Chair emphasised the importance of the delivery plan, especially as it would be subjected to increasing scrutiny from the Audit and Assurance Board in future. Heads of Coordination Committees were therefore urged to ensure the quality of their submissions prior to sign-off.
- 5.2 Chiefs noted the contents of the 2015/15 delivery plan. The delivery plan for the following year would commence in December and a further update would be submitted at the next meeting of Council.

Action: Chair

6. CRIMINAL JUSTICE REFORM AND ITS EFFECTS ON THE POLICE SERVICE - SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED

7. NATIONAL PRISON INTELLIGENCE COORDINATION CENTRE - SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED

- 7.1 An update was provided on the progress surrounding the enhancement of the national prison intelligence capability. A multi-agency national function was being established for April next year and stakeholders, such as the National Crime Agency, HMRC, immigration removal, Counter Terrorism and Crime Coordination Committees, have agreed to put forward some funding and/or resources towards that national capability. However, there was a need for more CT prison intelligence and the CT Coordination Committee would therefore place a bid with the Home Office to uplift the CT prison intelligence capability.
- 7.2 Chief constables agreed the recommendations articulated at paragraph 5.1 (i) and (ii). Chiefs further agreed to maintain the Regional Organised Crime Unit prison intelligence baseline for 2015/16 and noted that a CT and OC business case would be developed. A further update on the outcome of the bid would be submitted to Council in due course.

Action: Mr Rowley

8. REGIONAL ORGANISED CRIME UNITS UPDATE

- 8.1 Those present supported the direction of travel and the need for a consistent performance reporting for serious and organised crime as well as the management of organised crime groups, however, it was noted that the London region would not have a ROCU in future.
- 8.2 The recommendations outlined in the paper were agreed.

9. UNDERCOVER POLICING- SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED

10. SPECIALIST CAPABILITY PROGRAMME UPDATE

- 10.1 Chief constables noted the update but asserted that mounted policing did not form part of the Strategic Policing Requirement. Chiefs therefore requested assurance from the Operations Coordination Committee that there were other tactics and capabilities which could be deployed to deliver the same effect. Therefore, any decision to have a mounted branch would be for a local force, not required nationally.

Action: Ms Owens

10 (a) CASUALTY BUREAU PROPOSAL

- 10(a).1 Chiefs acknowledged the savings surrounding the proposed regional model and were supportive of the approach. It was noted that Wales and the West Midlands region had already adopted a regional approach, whilst the South East, South West, North East and North West regions would be moving towards a regional model in future. The East Midlands and Eastern regions each had a 2 and 3 force option respectively, but were supportive of the regional casualty bureau arrangements.

- 10(a).2 The recommendations in the paper were agreed with the caveat that the potential savings for national hubs would be explored.

Action: Ms Owens

11. FORCE BASED CYBER CRIME UNITS

- 11.1 The proposed guidance which was intended to assist forces in developing local cyber-crime units was agreed for publication.
- 11.2 A further update was provided on some of the issues which came out of the crime survey. The statistics showed that there would be a significant increase in fraud and cyber-crime offences in the next year, especially as organised crime was now moving into fraud and cyber-crime at a rapid rate. The Home Secretary would therefore be launching a volume fraud taskforce by next year and those present were advised to be mindful of the risks of this form of crime and put into place the necessary mechanisms to monitor threats.
- 11.3 Chiefs agreed to have a further discussion on how to address the growing threats surrounding fraud and cyber-crime at the next meeting of Council.

Action: Sir Jon Murphy

12. UNITED KINGDOM PROTECTED PERSONS SERVICE NATIONAL SERVICE DELIVERY - SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED

13. DEMAND, RISK AND RESOURCE - SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED

14. COMMAND, CONTROL AND COORDINATION OF MAJOR COUNTER TERRORISM OPERATIONS - 2015 - SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED

15. COLLABORATIVE LAW ENFORCEMENT PROCUREMENT PROGRAMME - SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED

16. STOP AND SEARCH - SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED

17. SCOTTISH EXPERIENCE

17.1 The attached presentation regarding the transition programme for the establishment of Police Scotland was delivered.

17.2 Police Scotland were anticipating savings of £140.8b, however, there was still a £35m gap that needed to be addressed. Although, there was currently some flexibility for local authorities to provide a contribution towards the funding of certain officers, this might change in future.

17.3 The transition had led to a number of changes in the policing approach, style and culture and further changes would be driven by the outcome of the referendum. Those present were advised of the importance of focusing on people and the vulnerability of staff.

17.4 Chiefs recognised that the forces in England and Wales shared parallel issues with Police Scotland in areas surrounding budget, amalgamation, culture, collaboration and local relationships. Further consideration should be given to how Police Scotland would link in to the NPCC structures, given that the S22a Collaboration Agreement applied only to forces in England and Wales.

18. DEVELOPMENT OF A NATIONAL COMMON APPROACH TO ICT INVESTMENTS

18.1 Chiefs supported the requirement for consistent technical standards and for the development of a transparent joint-up mechanism for agreeing national systems. The recommendations contained in the paper were agreed.

19. THE CASE FOR INVESTMENT IN DIGITAL POLICING CAPABILITIES

19.1 Those present were advised that the programme was the National Digital Exploitation Service's attempt to build upon capabilities and particular focus was given to slide 5 of the presentation which consisted of 7 interconnected services: communications data, open source, digital media, lawful intercept, cyber offensive, digital and biometric recognition and cyber investigation.

19.2 Chiefs noted the importance of sharing methodology, capabilities and funding, especially in times of financial restraints and therefore agreed in principle to central coordination.

19.3 The decisions contained in the paper were agreed with the caveat that the Police Innovation Funds (PIF) would be coordinated and that a complimentary approach would be explored.

Action: Mr Kavanagh

20. IMPLEMENTING CONTINUOUS PROFESSIONAL DEVELOPMENT – SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED

21. FUTURE REWARD FRAMEWORK

- 21.1 Chiefs acknowledged that the leadership structure was sensible and that there should be a reward mechanism for leaders as well as specialists. Specialisms and expertise should be linked with professional responsibility and there should be equal pay for jobs of equal value.
- 21.2 Clarity was sought on how this might fit in with the plan of employers and the mitigation of risks surrounding the treatment of responsible employees when they do not get it right.
- 21.3 The future reward framework was tied in with the work being conducted by the College of Policing regarding career pathway. Although there was a need to demonstrate continued progress, there were currently no plans to develop performance related pay. Those present were also advised that that Hay had been commissioned to look into what a healthy organisation might look like and that they would be developing a matrix map for leaders and specialists.
- 21.4 A transition and protective arrangement was also being developed for the pension scheme and it was suggested that a coordinated approach and single legal advice should be sought.
- 21.5 Chiefs supported the direction of travel and any further feedback should be sent to CC Habgood.

Action: Chief constables

22. COMPULSORY SEVERANCE FOR POLICE OFFICERS - SEE SEPARATE RESTRICTED AND NON-FOI DISCLOSABLE MINUTES ATTACHED

23. FUNDING FORMULA

- 23.1 The Chair encouraged chiefs to share their thoughts on NPCC handling of issues, such as the funding formula review and upcoming Government spending review. A precept letter and technical advice would be circulated to chief constables.

Action: Chair

- 23.2 It was added that the College of Policing had previously submitted a strong argument for the continued need for neighbourhood policing in reducing crime to the Treasury.

24. ANY OTHER BUSINESS

- 24.1 Investigatory Powers Bill - see separate restricted and non-FOI disclosable minutes attached

- 24.2 Disability Hate Crime

- 24.2.1 Disability hate crime had risen by 25 percent. Chiefs were encouraged to send details of their good practice to Mr Cole by close of play tomorrow in preparation for his and Mr Hitchcock's provision of evidence at the Home Affairs Select Committee.

Action: Chief constables

24.3 NPCC Intranet Project

24.3.1 The project was progressing according to schedule and the first workshop would be held on 6 November at NPoCC Headquarters. The workshop would be attended by NPCC staff as well as key users from forces and external agencies.

24.4 Retiring Members

24.4.1 The Chair congratulated Mr Leppard, Ms Cheer, Mr Sims and Sir Peter Fahy on their imminent retirement and she thanked them for their leadership and contribution to the work of the NPCC.

24.6 December Council Meeting

24.6.1 A conference call might be arranged for Council members between the 25 November and 16 December to further discuss funding arrangements.