

**Title**  
JOINT BUSINESS MEETING

---

<b>Date</b>	<b>Location</b>	<b>Duration</b>
1 <sup>st</sup> June 2017	Victory House, Balliol	10:40am – 11:45am

---

**Present:**

Elaine Snaith – OPCC Chief Executive (Chair)  
Winton Keenen – Deputy Chief Constable  
Joscelin Lawson – Director of Human Resources  
Mike Tait – Director of Finance  
Mike Mullen – Director of Asset Management  
Lee Gosling – Chief Insp Northumbria Police  
Geoff Logan – Superintendent, Northumbria Police  
Dean Lowery – Officer of the PCC

**Apologies:**

Vera Baird – Police and Crime Commissioner  
Steve Ashman – Chief Constable  
Mr Darren Best – Assistant Chief Constable

---

**OPEN AGENDA**

**1. Minutes from the Previous Meeting**

The minutes of 18<sup>th</sup> May 2017 were agreed as a true and accurate record following the bellow amendments:

- **Item 4** – Reference was made to T/Supt Charlton however this should have read T/Supt Anderson.
- **Item 5 Para 6** – should read “The Chief Executive also highlighted the cost associated with the introduction of “Police Now” and asked for further clarity in relation to this.

The Director of HR also confirmed that a further update will be provided in relation to apprenticeships in the coming weeks.

**2. Staff Survey Outcomes**

Chief Inspector Gosling presented a further report highlighting the further work which is being undertaken in response to the recent Northumbria Police staff survey results.

Two areas were identified for consideration which were:

- Procedural Fairness
- Perceived Organisational Support

Chief Inspector Gosling highlighted three main areas of work that have been identified to improve the two areas highlighted above with specific mention to the Leadership Workshops that will be delivered to all officers beginning with newly promoted Sergeants and Inspectors in the first instance.

The Chief Executive stated that she was aware that the Chief Constable was keen to promote leadership from all ranks and queried whether constables will be included within this training. Chief Insp Gosling confirmed that all officers will receive this training however directing the training initially at Sergeants and Inspectors would give a greater impact.

Further actions included cultural research and intervention and further consultancy work with Dr Graham at Durham University Business School.

The Chief Executive highlighted a previous request for statistics of the staff survey to be broken down into responses by officers and staff, a breakdown of responses by department and also a breakdown of responses by gender.

**ACTION:** That the requested stats in relation to the survey breakdown be provided directly to the Chief Executive.

### **3. Strategic Risk management**

The Director of HR presented the current Strategic Risk Register and provided an update on the changes that have been made to the register since the last quarter.

Discussions centred on the existing risk relating to the "Failure to have a sufficient appropriate adults to support those in custody.

The Chief Executive highlighted that a scheme was now in place in partnership with students at Sunderland University. It was felt that if a re-evaluation of the scheme shows it is working well then this item could be removed from the Strategic Risk Register.

**ACTION:** Following the re-evaluation of the appropriate adult scheme, a decision be made regarding the removal of the associated risk.

### **4. Police Now – Implementation of the Scheme within Northumbria Police**

Extensive discussions by those in attendance took place with conditional commitment being given for the force to take part in the Police Now scheme during 2018.

This decision will however be subject to the submission of further financial information which is to be supplied to the Commissioner and Chief Executive so that a final decision can be made. The Director of HR confirmed this would be supplied at the earliest opportunity as the submission deadline for the application is soon approaching.

**ACTION:** That conditional agreement for the force to take part in the Police Now scheme be given only on receipt of further financial information which is to be supplied to the Commissioner and Chief Executive at the earliest opportunity by the Director of Finance and Director of HR.

## **5. Any Other Business**

There was no further business to discuss.

## **6. Future Meeting Date**

The next meeting of the JBM will take place on 15<sup>th</sup> June 2017 at 10am, OPCC Office, Victory House.