

**Title**  
JOINT BUSINESS MEETING

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| <b>Date</b>                | <b>Location</b>        | <b>Duration</b> |
|----------------------------|------------------------|-----------------|
| 6 <sup>th</sup> April 2017 | Victory House, Balliol | 10am – 12.45pm  |

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**Present:**

Mrs Vera Baird – Police and Crime Commissioner  
Ms Elaine Snaith – OPCC Chief Executive  
Mr Steve Ashman – Chief Constable  
Mr Winton Keenan – Deputy Chief Constable  
Mr Darren Best – Assistant Chief Constable  
Ms Joscelin Lawson – Director of Human Resources  
Mr Mike Tait – Director of Finance  
Mr Mike Mullen – Director of Asset Management  
Mr Dean Lowery – Officer of the PCC

Dr Les Graham – Durham University

Apologies:

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**OPEN SESSION**

**1. Minutes from the Previous Meeting**

The minutes of 9<sup>th</sup> March 2017 were agreed as a true and accurate record.

**2. Northumbria Police Staff Survey Initial Findings**

Dr Les Graham. Durham University presented the initial findings of the recent Northumbria Police Staff survey to the Commissioner and Chief Constable.

There was a 67.9% response rate from officers with the survey highlighting the following main findings:

- Public service motivation, organisational pride, engagement, confidence in job skills, vision clarity, role clarity and job satisfaction are reported as high
- Leadership is reported as being at a positive level
- Mission importance, meaning of work, prosocial values and individual-Code of ethics values alignment are reported as very high
- Ethical voice behaviour, preparedness to make improvements, decision making autonomy and commitment to the public are high
- Uncertainty is reported as high, (higher for police officers)

- Incivility behaviour towards co-workers is low

The Chief Executive requested that a breakdown of responses by officers and staff be provided, breakdown of responses by department and also a breakdown of responses by gender.

Dr Graham stated that a more indepth breakdown of the survey results is to be provided with the above requests being included.

**ACTION:** That a further update report be provided at the next JBM meeting.

### **3. Implementation of the Apprenticeship Framework**

Mauricio Alvarez, Northumbria Police Human Resources Department provided an update report in relation to the development of an apprenticeship framework within Northumbria Police, outlining current and planned activity to support the introduction of the apprenticeship levy in April 2017.

The Commissioner highlighted ongoing discussions nationally in relation to the possible introduction of a Constable Apprenticeships and whether the apprenticeship levy could be used to fund these. Mauricio confirmed that this was possible however further clarity was needed following ongoing discussions nationally.

The report highlighted four main stages in the roadmap for apprenticeships in Northumbria and discussions took place regarding stage 3 which would see the force becoming an employer training provider for apprenticeships. The process for this has already begun and a decision is expected in June 2017 allowing the force to deliver apprenticeships training for 12 months.

Further updates are to be provided to JBM following the outcome of national discussions.

**ACTION:** The report was noted.

### **4. Medium Term Financial Strategy – Capital Programme**

The Director of Finance & ICT presented the detailed medium term financial strategy capital programme which included supporting information relating to each amount stated.

It was noted that scrutiny of the capital programme will be undertaken during forthcoming monitoring meetings.

**ACTION:** The report was noted.

### **5. National Ugly Mugs Scheme and Care of Police Survivors**

The Director of Finance & ICT presented two requests for funding from the below organisations:

- £2000 per annum, for a 3 year period (2017/18 to 2019/20) to the Care of Police Survivors
- £5000 for 2017/18 to the National Ugly Mugs Association

Care of Police Survivors is a UK registered charity dedicated to helping the families of police officers who have lost their lives on duty.

National Ugly mugs is a national organisation which provides greater access to justice and protection for sex workers who are often targeted by dangerous individuals but are reluctant to report this to police.

It was confirmed that if the payments were agreed, the contributions would be paid for through the Police Property Fund which currently has a balance of £87,973.

The Police and Crime Commissioner and Chief Constable both agreed that the contributions as stated within the report be granted.

**ACTION:** That the Police Property Fund be utilised to make a contribution of £2000 to the Care of Police Survivors and £5000 to the National Ugly Mugs Association.

## **6. PSC Pay and Reward Review – Changes to Police Staff Pay and Conditions**

The Director of Human Resources presented a paper which highlighted recent revised terms and conditions to the Police Staff handbook which have been made nationally by the Police Staff Council.

The Northumbria Police Staff handbook has been amended to reflect these changes.

An outline of these changes were also presented.

**ACTION:** That the report be noted.

## **7. AOB**

There was no further business to discuss