**OFFICE OF POLICE AND CRIME COMMISSIONER FOR GWENT**

**STRATEGY AND PERFORMANCE BOARD**

**5th JUNE 2024**

**Present:** **Office of the Police and Crime Commissioner (OPCC)**

J Mudd – Police Crime Commissioner (PCC) (Chair)

E Thomas – Deputy Police and Crime Commissioner (DPCC)

S Curley – Chief Executive (CEx)

D Garwood-Pask – Chief Finance Officer (CFO)

J Regan – Head of Assurance and Compliance (HoAC)

S Slater – Head of Strategy (HoS)

R Guest – Head of Communications and Engagement (HoCE)

Z Morris – Principal Finance and Commissioning Manager (PFCM)

S Howells – Standards and Governance Officer (SGO)

N Merrick – Office Manager (OM)

**Office of the Chief Constable (OCC)**

P Kelly – Chief Constable (CC)

M Hobrough – Temp Deputy Chief Constable (Temp DCC)

N McLain– Assistant Chief Constable, Resources (ACC Resources)

N Brennan - Director of Joint Legal Service (DoJLS)

M Coe – Chief Finance Officer(CFO)

L Bartley – Superintendent Continuous Improvement (Supt. CI)

K Thomas – Senior Manager – Business Change

A Quartermaine – Head of Human Resources (HoHR)

R Wiltshire – Force Crime Registrar (FCR)

C Thomas – Deputy Head of Corporate Communications (DHoCC)

K Lewis – Staff Officer (SO)

K Jones – Staff Officer (SO)

**Staff Associations**

L Davies – Unison

D Lanfear – Police Federation (PF)

The meeting commenced at 10:00am face to face and online via Teams.

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| 1. **WELCOME THE NEW POLICE AND CRIME COMMISSIONER**   The Police and Crime Commissioner (PCC) was introduced and advised that she would welcome any feedback following the meeting. | **Action** |
| 1. **APOLOGIES** |  |
| Apologies for absence were received from N Brain Temp Assistant Chief Constable-Operation (Temp ACC-Ops) and Jo Everson, Unison. |  |
| 1. **MINUTES** | **Action** |
| We received and confirmed the minutes of the meeting held on 7th March 2024. We agreed they were a correct record of the meeting and no amendments were required. |  |
| 1. **ACTIONS** |  |
| The PCC suggested that a meeting take place outside of this meeting to discuss the historical outstanding action points.  The Chief Constable (CC) advised that any outstanding actions from the previous meeting will be dealt with in a separate meeting and fed back to the OPCC. | **CC** |
| 1. **HMICFRS PEEL INSPECTION REPORT INCLUDING THE ORGANISATIONAL PERFORMANCE REPORT AGAINST THE POLICE AND CRIME PLAN PRIORITIES AND THE ANNUAL REPORT ON DATA QUALITY** |  |
| 1. **HMICFRS PEEL Inspection Report**   The Temp Deputy Chief Constable (Temp DCC) provided an update on progress with the PEEL inspection recommendations advising that 16 areas had been identified since the last review with 8 being written off at a level of contentment. He highlighted that some areas were ready to be submitted to His Majesty’s Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS), however, the gradings could not change until the next cycle which would form part of the liaison officer’s assessment. He guided us through the amber recommendations/areas for improvement (AFI) talking through the first two amber points under first point of contact. He advised that non-emergency 101 calls should be ready to be signed off with progress being made ensuring the attrition rate was being kept as low as possible. He added that in relation to the second amber point, lots of work had been undertaken to get emergency and priority response times to a sufficient level. The Temp DCC did make us aware that HMICFRS would like to see a large increase in performance, meaning a bespoke meeting would need to take place with all areas of the business to put a plan in place to meet the new metrics. He used a recent PEEL inspection in Greater Manchester Police as an example of the expectation, explaining that they had an 80% emergency response rate and a 51% priority response rate, but still received a cause for concern.  In relation to stop and search, the Temp DCC highlighted that the force have improved governance, there was a tactical group, a strategic coercive powers group and the PCC’s office looks at the legitimacy aspect which forms the operational affairs board reviews. He added that the force were currently at a stop search compliance level of 80%, however, the force need to be at the plus 90% level. The Temp DCC assured us that the reasons for non-compliance were strictly educational with officers undertaking the searches but not always recording grounds correctly.  The Temp DCC talked through the three public protection areas for improvement where he advised that lots of progress had been made and was confident that two would be signed off. He talked about the governance and scrutiny arrangements for dealing with vulnerable people, informing us that there was now a Domestic Abuse and Violence scrutiny panel that feeds into a Vulnerability and Violence against women and girls group. He added this would then feed into the Scrutiny Executive Board (SEB) and then onto the chief officer team (COT). He assured us that there was a high level of scrutiny to allow the force to identify the correct actions to mitigate risk.  We were told that in relation to the domestic violence disclosure scheme, the force were cautiously overusing the Clare’s Law principles and possibly over generating workloads being overcautious which then created a backlog in systems. The Temp DCC advised us that the last area under public protection is Multi-Agency Risk Assessment Conference (MARAC) use. He added since this had been identified, two MARAC Chairs had now been put in place which would cater for the MARAC meetings going forward.  The Temp DCC guided us through the final three areas; factors contributing to sickness and absence to improve the well-being of the workforce. He assured us that extensive work has been done in this area with the Head of Human Resources (HoHR) team conducting wellbeing surveys across the organisation resulting in the set up of a strategic task and finish group on sickness. He concluded that there was a lot of work to be done due to the force’s sickness level position standing at 3.6% when the national average was 2.6%.  We were given a summary of two aspects linked to the Head of Continuous Improvement which were ensuring the force have a strategic planning framework to tackle important issues and that the force manages demand. He confirmed there were more scrutiny and steering panels in place, adding that the force management statement would describe the work of the force to understand the demand.  The PCC thanked the Temp DCC for the overview and asked if there were any additional resource implications relating to the 80% compliance for Stop and Search. The Temp DCC confirmed it was largely a training issue and that it was not a simple metric to move. He added the force really needed to concentrate on that to improve.  The Chief Constable provided us with context around the amount of work people have done to put the force into a better position. She added that the force needed to ensure staff deal with the public with quality.  We were told that the PEEL inspection was ongoing and that it was important that the force work with HMICFRS as a partner, ensuring the force rectify issues throughout. She added that benchmarking across the UK was key.  The Chief Executive (CEx) asked if the response rates were set by Gwent Police or HMICFRS. The Temp DCC advised that HMICFRS were not specific in not providing a figure. He highlighted that although the force had asked for clarification, no metric had been set. We were informed that the force were keen to not change the force targets to meet HMICFRS demand for the wrong reasons and that a review of emergency and priority times had taken place and the force were happy with a target of 15/60 minutes. The CC added that other forces were struggling with the targets but highlighted it was important that the public know the force will be there when they needed them.  The Head of Strategy (HoS) asked if the force have any analysis of what calls were not an emergency. The Temp DCC told us that all emergency calls were classed as an emergency unless the person calls to advise it is not an emergency.  The Chief Finance Officer (CFO) queried if there was an expected date for the PEEL inspection. The Temp DCC advised that HMICFRS had started speaking to staff from Monday 3rd June. The CC told us that the force were expecting an ad hoc custody inspection, a serious organised crime inspection had been deferred and a child protection inspection was due.  The PCC talked about a highlight from the PCCs meeting with the inspectorate earlier in the week on how constructively they had worked together with Greater Manchester Police to address any issues.  The PCC gave thanks to the team who showed her around the control room to see the excellent work that was happening. | **Action**  **Action** |
| 1. **ORGANISATIONAL PERFORMANCE REPORT AGAINST THE POLICE AND CRIME PLAN PRIORITIES, QUARTER 4, 2023/24**   The Superintendent of Continuous Improvement (Supt. Continuous Improvement) took us through the Organisational Performance Report against the Police and Crime Plan priorities for quarter 4 of 2023-24.  The PCC informed us that retail crime was receiving a lot of media coverage and asked if there were any further plans relating to shoplifting and how the force supports victims. The Temp DCC told us that there have been historic issues within Newport and there was currently a shoplifting team tackling those issues. We were made aware of automatic facial recognition (AFR) and how South Wales Police use it for large events whereas Gwent Police use for retrospective detection for identification.  However, he told us that shoplifting does not hit the criteria to warrant an emergency response in comparison which were immediate effects of individuals.  The PCC explained she would be interested to see what the follow up rate would be with those cases and asked for this to be discussed outside the meeting. The CC advised that data shows there were low levels of violence linked to shoplifting.  The CC highlighted that within the last 10 days, the demand had been high due to a murder investigation which was classed as a category A. In the last 48 hours there had been a stranger rape where the offender had not been identified, also a high risk individual who has been outstanding for a stabbing, preparation for the general election as well as providing mutual aid to London to police protests. The CC praised the performance and demand over the last 10 days, adding that this needed to be reflected upon.  The CC informed us that the force had receives £1million from hot spot funding which would allow the force to bring some innovation when dealing with anti-social behaviour (ASB) and also show more visibility of police to the public. She highlighted that serious violence with weapons was increasing across the country and that the force had been proactive about this and that it was important that all these factors needed to be shared in consideration of organisational performance.  The PCC noted the concerns around the serious violence duty and asked how this would be aligned to the work the force do. The CC advised that she could provide provided a briefing outside of the meeting. She added that there was scope to receive support from the Violence Reduction Unit in South Wales.  The PCC talked about the increase in hate crime and asked the force what more the OPCC could do to encourage the reporting of hate crime. The Temp DCC asked us to note that neighbourhood policing was embedded in all national considerations with constant interaction with people who were representatives of different groups with protected characteristics.  The DCC said it was important that good news stories were highlighted and that we could maximise these stories by sharing them with the public. The Supt. Continuous Improvement stated that there were conversations that needed to happen with the comms team to see what more can be done to get those stories publicised. The CC stated it was important to reflect on the work Gwent Police do and celebrating success stories. The Temp DCC added it was about maximising opportunity and that the force had a social media desk in the control room which was now about warning and informing the public.  The CFO asked us to note the number of open crime cases that had been there over 12 months and if there were any underlying themes as to why they had not been completed. The Supt. Continuous Improvement advised those cases were more complex, serious crime cases that took a long time due to going through the court system and sit with the Crown Prosecution Service (CPS).  The CC suggested taking a look at the Criminal Justice dashboard and gave an example of the amount of work that goes into creating an advice file to put into the CPS in cases that have large numbers of victims and offenders. She stated it was important that the force look at the advice on the file to ensure they get it right first time. She concluded that the force needed to look at partners to account for timing too.  The PCC advised she had more questions but those would be discussed outside of the meeting. She recognised and thanked the team for the amount of time and work that goes into this report. | **Action**  **Temp DCC**  **CC &**  **PCC**  **Action** |
| 1. **FORCE DELIVERY PLAN 2024/25**   The CC introduced the force delivery plan which also included the annual report for 2023/24.  The CC talked through priority one, and highlighted it was key to keep neighbourhoods safe, however, when demand was high, the force utilise officers to deal with high call demand which then does not offer visibility within communities.  We were asked to note in relation to priority two, which was linked to serious crime, the force had invested in violence against women courtesy of funding from the Home Office.  The CC drew our attention to firearms issues highlighting the Plymouth shootings. There was learning in terms of the recommendations linked to risks.  We were informed that there was a constant question on how the force were managing resources, planning training and succession accordingly against demand in CID progression. She stated that it was difficult to find detectives officers to work in the rape team units, however, there had now been up to 90% of vacancies filled for detectives.  The CC asked us to note priority three which was protecting victims, advising that there had been lots of continued work in place in the victim’s team with a newly formed vulnerability group work going on.  We were told how the force ran public confidence surveys throughout Gwent advising that Blaenau Gwent was an area that has the lowest confidence levels in policing. He told us that 62.9% of people had confidence in policing with 15.5% not having confidence. She added this would be something to explore with the new PCC.  The CC talked about monitoring absence rates, the wellbeing agenda and building resilience. She added that the Police and Crime Panel were keen to monitor this work.  The PCC asked us to recognise there was a lot of public interest relating to firearms and asked for a briefing outside of the meeting. She added that she was interested in the survey and asked the force what other methods they had considered to engage with the public to understand their concerns.  The Temp ACC explained that Gwent Police were well ahead in comparison to other forces’ metrics, telling us that when the force look at the cultural strategy later in the meeting, its vital that the force have a robust approach to tackling issues and increasing confidence with the public. He suggested that the force needed to work hard to ensure the public were aware of what Police officers do. He informed us that Rookie Cops series starts from September which would focus on positive individuals working for the police.  The PCC noted it would be interesting to see if there were any historical influences on the community and if the data for Blaenau Gwent was segregated by age. The Temp ACC informed us that Blaenau Gwent has the second highest detection rate across Gwent and that the force needed to ensure that the performance was visible to the community.  The DPCC asked us to note the report where it states that three measures in the delivery plan that were in red in relation to victims. She asked how the force will make sure that they sustain the progress, keeping victims at the core.  The CC explained there was a number of strands including, a lot of movement in resourcing, listening to victim’s experience is essential which the force do but need to do more of and finally partnership approach. The CC added that there had been times where she had attended the victim’s hub and spoke to victims, there has been last minute changes in terms of witnesses/victims attending court which then has a huge impact in wanting to see a prosecution through.  The CC highlighted that keeping victims up to date was an area that needed to be improved which has been evidenced by the number of victims contacting the force control room and the OPCC office, advising that they had not received contact.  The Temp DCC stated that there was a cultural aspect in terms of informing and updating victims and that needed to be addressed. | **Action**  **Temp DCC** |
| 1. **ANNUAL REPORT ON DATA QUALITY IN RELATION TO CRIME AND INCIDENTS.**   The Force Crime Registrar (FCR) introduced the report, advising it sought to provide a briefing on the timeliness and accuracy of crime data which ensuring there was a high service provided.  She explained that the victim starts to get a service from Gwent Police once a crime has been reported and that when crime recording was ethical and correct, this then raises public confidence.  We were told that HMICFRS last inspected the crime data back in 2017 where number of AFIs were provided. We were asked to note that all departments were looking at the crime data to see what HMICFRS would be looking at as they were due back later in the year to inspect the crime data with AFIs being reviewed.  We were informed of the crime data integrity team setup which had consisted of three separate teams but now had merged into one.  The FCR talked through National Crime Recording Standard (NCRS) audits that were carried out to assess crime recording, accuracy and compliance. She talked about the data audit sample in the report and explained that quarterly audits were carried out but the force only carry out a small sample due to not having the resources to undertake the Home Office suggested sample size The FCR stated the team also carry out daily audits to highlight any areas of risk. We were informed that the force stood at 88% compliance from an NCRS audit in March 2023 and in February 2024 the force were now at 97%.  The FCR explained the next audit was due in July 2024 with the audit report becoming available in August. She told us that in terms of timeliness, the force were currently 93% compliant in terms of crimes reported within 24 hours: which was really positive.  We were asked to note the performance improvement section in the report adding that the force needed to sustain their compliance rate. She notified us that there was a crime data integrity working group where a brief update was provided on audit results and any updates from the Home Office.  The FCR asked us to note that the force were assessed as good on the victim services assessment, however, they did not review the force’s crime data which means they would be coming back later in the year.  The PCC noted the compliance rate, asking if this was a sustained performance improvement. The FCR explained this was the first audit completed since the Crime Data Integrity (CDI) team were embedded but she hoped this would be sustainable. We were told that members from the timeliness team update on how many incidents they had reviewed and how many crimes had been recorded. The FCR informed us that recently there had been 171 crimes recorded in a day.  The PCC asked the FCR to clarify why only one recommendation from 2018 had been closed. The CC advised that although the force inform them that it was ready to be closed, it takes a long time for HMICFRS to close the area of improvement down. The CC informed us that forces who had been inspected and their data integrity was low, had instantly entered special measures. The ACC Resources shared that the force was fortunate that they had a team that picks out the detail behind the data.  The DPCC asked if the force feel they have the level of capacity or if there were any other challenges. The Business Change Manager asked us to note that a business case was agreed in 2023 which had since been implemented and that the force had seen improvement in the team with staff members stable in their post and increasing and improving their skills. She concluded that in order for audit to grow, there would be a post implementation review on the team in 2024. | **Action**  **Action** |
| 1. **INFORMATION MANAGEMENT COMPLIANCE ANNUAL REPORT**   The ACC Resources introduced the report and asked us to note that firearms licensing falls under this department. He informed us that the team was made up of approximately 50 staff and that the report highlighted areas for concern.  The ACC Resources talked about the increase in Subject Access Requests (SAR) over recent years with people asking for their personal data. He added that the force had invested in technology to make it easier to review and redact body worn video (BWV) and paper forms that could quickly identify where data needed to be removed. We were told that the force currently sit at around the 63% for timeliness performance which was just under the national average for performance which stood at 75%.  We were informed that the second area of concern was around Freedom of Information (FOI) requests which had also increased over the years. The ACC Resources explained that performance fluctuates month by month and that the force was just under the national average which was 70%. We were asked to note that when FOIs come into the team, they were then sent out to a single point of contact (SPOC) in the wider force where they then come back in to process. The ACC Resources stated there was a dashboard that was taken to Chief Officers meeting every Monday to see how quickly people were responding.  The ACC Resources talked about the third area of concern which was the disclosure and barring service (DBS). He advised the team were good on timeliness but they were assessed on quality of the rationale, which the force struggled to get right.  The PCC noted in relation to SAR and FOI performance that the force had identified the need to develop the skills and capacity of the team to deliver on timescales and asked what it looked like in terms of how many responses may be overdue and how many turn into complaints.  The ACC Resources asked us to note that the governance monitoring system was robust and that on a monthly basis there was an information management team meeting.  He did advise that the force recognise that SAR and FOI requests were a risk and that a risk assessment had been written to ensure the force were managing it.  The PCC acknowledged that it was good to hear the force was managing this.  The HoAC queried if the DBS performance was linked to the external funding the force received. The ACC Resources assured us that he had not been advised of any link to performance and that it was not flagged as a risk. | **Action** |
| 1. **CODE OF ETHICS ANNUAL REPORT**   We received the code of ethics annual report with the Temp DCC advising that since the report was presented, there had been a launch of the new code of ethics by the College of Policing. He assured us that the ACC Resources and Superintendent of Continuous Improvement who were on the internal ethics meeting continue to meet regularly to discuss key issues in policing.  We were informed that the team have quarterly meetings at a national level hosted by a DCC from Hampshire which keeps them updated on national policing issues.  The Temp DCC made us aware that since the code of ethics launch, the learning and development team had made sure it was embedded in all learning and development.  The Temp DCC shared that following the Hillsborough disaster that showed policing in a very negative light, the National Police Chief’s Council (NPCC) had recently come out with a set of recommendations for police dealing with people following major incidents and disasters. He told us that Gwent Police needed to ensure that they used the right style and tone when engaging with people who were going through bereavement and making sure the approach is embedded within the organisation.  The PCC stated that it was good to hear that actions that had been taken to implement the code across the organisation. She asked if the force were confident that the code of ethics was well embedded within Gwent Police. The Temp DCC assured us that he felt confident that new recruits coming into Gwent Police was receiving the right training, operationally, organisationally, and culturally.  The CEx pointed out that after the previous HMICFRS thematic report on vetting, there was talk of the college of policing bringing something into the recruitment and assessment process to assess moral compass. She asked if this was an update on this. The Temp DCC advised that the ACC Resources was currently looking at the Angiolini recommendations with a plan on how the force can deliver them. He added that it was not only vetting but spread across the organisation. The ACC Resources informed us that good progress was being made with potential task and finish groups being set up and that the force wanted to jump ahead so that they were in a good position for when any guidance was available.  The CC informed us that she Chaired a recent meeting relating to home visits and in person interviews for new recruits. She told us that she believes there was going to be a national pushback on home visits due to a number of factors concerning going into people’s communities and homes. | **Action** |
| 1. **PROCUREMENT STRATEGY ANNUAL REPORT 2023/24**   The ACC Resources introduced the Procurement strategy annual plan, advising that £110 million was spent collaboratively last year and that the team were asked to save £300,000 and they managed to save £700,000. He told us that there was lots of work being done around ethical supply chains.  The ACC Resources informed us that a big area of work was around force changing their energy suppliers. He told us that the focus would now be on the Procurement Act changes and that there was a real confidence in the team to deliver this.  The PCC highlighted the report as an excellent example of what could be achieved through collaborative procurement. She asked why so much of the report had been redacted and if this could be looked into so that for future meetings the force could consider where it would appear on the agenda. The ACC Resources advised he would look into why there was parts of the report redacted.  In relation to the new legislation, the PCC asked how confident the force were, in delivering the requirements when it comes into effect; and subsequently having enough resources to deliver the additional requirements of the new regime.  The ACC Resources advised this would be part of the plans for next year and that the switch from the most economically advantageous tender to the most advantageous tender which will involve looking at how the force can help communities, will set the right example.  The CFO reinforced the point that local supply forms a major part of the tender process and having gone through an internal audit tender, the key points were provision and local office aspect and that the force were using local companies. He added the force were consistently making big savings and when that was built into the national policing productivity review, the work the joint procurement service do going forward will open up more opportunities.  The CC expressed there was so much potential and used an example of the force’s relationship with Blue Light Commercial which provides contracts for technology, aviation and drones.  The PCC stated this was an opportunity to have further discussions on this at the Gwent Public Service Board (PSB). The CFO highlighted the importance of keeping hold of resources in the procurement team.  The DPCC asked the ACC Resources to thank to the procurement team on behalf of the OPCC for their hard work. | **Temp ACC – Resources**  **Action** |
| 1. **The information contained in the report(s) below has been subjected to the requirements of the Freedom of Information Act 2000, Data Protection Act and the Office of the Police and Crime Commissioner for Gwent’s public interest test and is deemed to be exempt from publication under Section 7.** |  |
| **6a)** **FORCE MANAGEMENT STATEMENT OVERVIEW**  The PCC asked if a separate meeting could be held to discuss the Force Management Statement in more detail due to the complexity of the report. The CC gave thanks to everyone who was involved in the writing of the report. | **CC & PCC** |
| 1. **JOINT RISK REGISTER**   The Temp DCC proposed to talk through the risks and explained that the force now separate issues from risks. We were asked to note there were 5 issues of high importance, 4 high risks, 5 issues of medium importance, 1 medium risk and 1 issues of low importance and 4 low risks.  The Temp DCC provided us with an overview of the high and medium risks. He advised there was a good governance process in relation to Crime Data Integrity (CDI) Professionalising Investigation Programme (PIP) 2 Detective Constable recruitment and retention and this also covers an internal detective programme looking at opportunities for other people for recruitment.  The Temp DCC informed us that crime data integrity risk was to improve compliance rates, the go safe funding was a contentious issue and the force needed to look at how they fund moving forward.  The financial outlook risk was brought our attention with the Temp DCC stating that there isa £2.6 million deficit for this financial year escalating to £12.8 million, however, there were plans in place including a financial tracker to try and minimise the deficit.  We were also asked to note that culture continued to be a high risk within Gwent Police, as the force needed to find the right people for the organisation.  The Temp DCC made us aware that testing was currently in place for IPV4-6 Migration, (the movement of sim cards in phones) and so the force were hoping the risk could be removed shortly.  The Temp DCC highlighted that in relation to control room systems, the force was looking to get a joint command and control system with South Wales. The CC advised it would be worthwhile having a further conversation around this risk.  The PCC asked if there was any further evidence of the McCloud ruling. The CFO explained that the force was in the process of gathering data and starting with those in ill health and injury pensions.  He advised that resources were changing continuously not only in Gwent Police but in XPS who were the force’s pension administrators who also cater for approximately 33 other forces across England and Wales. The CFO informed us that although over the years, the force had specific resources to deal with McCloud queries, the force had now received version 8 from the Home Office.  The CFO highlighted the enormous scale of work to pull the right information out of the system that he has one person, 3 days a week who has to go through data from the past 7 years for over 2,400 staff members in Gwent which equates to 14,000 payslips.  The CC advised that Gwent Police has set up a regional team for the McCloud remedy and although the issue is difficult, the force was working through it. She added that she is the scheme owner and it was important that the force were getting it right.  The PCC highlighted that there were measures in place around information management and asked if the force were confident that this does not need to be on the risk register. The ACC Resources confirmed that although he believed it was a medium risk, he preferred if it stayed on the risks register until he had a plan in place. | **Action**  **CC&**  **PCC** |
| 1. **COLLABORATION UPDATE - EXECUTIVE SUMMARY OF OPERATIONAL AREA**   The Temp DCC told us about the scrutiny boards within last quarter where key issues regarding collaborative arrangements had been discussed such as Counter Terrorism Policing Wales, Joint Firearms unit and the joint scientific investigations unit which form the operative arms. He added that all had quarterly oversight boards where risks and national issues were discussed.  The Temp DCC talked about issues concerning recruitment of officers in the Joint Firearms unit. He advised that there was an issue with Dyfed Powys in which their vacancy rate does not reflect the other two forces. He added the force plan to look at data for service demand.  The PCC highlighted that there were outstanding action points relating to the collaborative arrangements. She added that it would have been beneficial to have received a collaborative update report in line with further discussions at Policing in Wales. | **Action** |
| **7. ANY OTHER BUSINESS**  The CC thanked the PCC for agreeing to the Ystryd Mynach custody investment and advised plans were now ongoing for the transition funding for Police Community Support Officers (PCSO). We were asked to note that it was important to work together with Welsh Government, however, the money was not enough to cover the shortfall. The CC made us aware that last year’s funding was £28million whereas this year’s funding is around £7million. She expressed her worry of what this would mean for the visibility of presence of police in communities.  The Temp DCC informed us that as part of the collaborative arrangements with South Wales and Dyfed Powys, there was a briefing on the firearms range which was in early construction. The Temp DCC was to give the PCC a briefing on firearms prior to the Platinum Board taking place.  The CFO advised the PCP were also interested in the firearms range with the PCC commenting that she was keen for the panel to experience where the PCC had made investments in the estate. | **Temp DCC** |
| **The meeting concluded at 13.20.** |  |