

**REPORT OF THE MEETING OF  
WEST MERCIA POLICE AUTHORITY**

**HELD ON 16 FEBRUARY 2010**

**17**

***Three Year Strategic Plan and Annual Joint Policing Plan***

1. The Authority has agreed the Three-Year Strategy and Policing Plan, which defines the purpose, aims, priorities and key principles for policing in West Mercia for the period 2010 – 2013. The Joint Policing Plan for 2010/11 is incorporated within the plan and gives particular emphasis to the planned outcomes and priorities for the forthcoming year. A copy of the plan is available on the Authority's website.
2. The successful delivery of the Plan over the three year period will result in the following outcomes -
  - The public have confidence and express satisfaction with the policing service.
  - Levels of crime and anti-social behaviour remain low.
  - Communities feel safe.
3. The Strategic Aims are -
  - Strengthen the confidence of all our communities and improve public satisfaction levels.
  - Protect vulnerable people.
  - Improve the service offered to victims and witnesses.
  - Tackle crime and anti-social behaviour.
  - Ensure sufficient capability and capacity to address major, serious and organised crime and civil contingencies.
  - Bring offenders to justice.
  - Reduce the harm caused by drugs and alcohol misuse.
  - Reduce road casualties.
  - Use resources efficiently and effectively .
4. The Police Authority will monitor the performance of West Mercia Police against the Plan during the year, including at a local level through the Divisional Policing Boards.

***Budget 2010/2011***

5. The Police Authority has set a net budget of £203.6 million for the financial year 2010/2011. Of this total 38% (£78.5 million) will be collected from local Council Taxpayers and £1.8 million will be financed from the Sustaining Service Delivery Fund.
6. The Council Tax for a Band D property will be £178.72, an increase of £5.10 per annum, representing an increase of 2.94% over the comparative figure for 2009/10.

7. In making its decision the Police Authority took into consideration responses received through the consultation processes with the public of West Mercia. This included feedback from -

- The West Mercia Crime and Safety Partnership Survey where 30,000 surveys had been posted and 6,958 people responded, giving a 22% response rate.
- On-going telephone surveys of victims of crime.
- PACT (Partners and Communities Together) priorities and Issues identified through engagement processes involving the 145 Local Policing Teams.
- Policing Matters public meetings and Your Community Matters events held across each of the five Police Divisions.
- Analysis of surveys and complaints.
- Special Consultation Evenings held in Hereford, Shrewsbury, Telford and Worcester where 3,500 leaflets were sent to partners, businesses and community representatives were consulted upon the policing priorities for 2010/11.

8. The budget contains reductions of £4.0 m following a process of Strategic Resource Leverage. The reductions include the removal of 42 police officer posts and 24.5 fewer police staff posts and the addition of 22 new police staff posts, which will undertake the duties of some of the deleted posts. In total this will result in 44.5 fewer full time equivalent employees equivalent to £2.0m and 1.28% off the pay bill. None of the reductions will affect the front line delivery of policing services, and in particular there will be no reduction in the number of operational divisionally based police constables (i.e. officers deployed in local policing, response policing or local CID roles).

9. The Police Authority has approved a policy framework for planning a three year capital investment programme. Following a review of existing projects resources have been redirected from former priority areas and three information management projects (Command and Control System, Operational Data Store and Security System Tools) added to the programme. .

### ***Planning for the Future***

10. As previously reported a detailed examination of the force's activities has been undertaken and outline proposals presented to the Police Authority. The Review recommends the retention of the five geographic (territorial) commands and an internal functional structure built upon the following broad areas of responsibility:

- Territorial Operations
- Protective Services
- Services to the Public
- People Management
- Resource Management

11. The Police Authority has given its outline approval for the Futures Review Team to move into the design phase of the review programme. It is anticipated that this will take four months to complete, during which time the Police Authority will be fully engaged. The firm recommendations on priorities, phasing and implementation will be submitted for final consideration by the Police Authority.

## ***Collaboration***

12. A five year collaboration Strategy for the police authorities and forces of Staffordshire, Warwickshire, West Mercia and West Midlands has been agreed, with the aim of increasing operational effectiveness.

13. The strategy is intended to support the discrete operational, organisational and financial challenges faced by each force and authority. The authorities and forces agree that savings in relation to local policing fall outside the scope of this strategy. The spend above that allocated to local policing is agreed as having potential for collaborative savings without reducing operational efficiency.

## ***Police use of resources***

14. West Mercia received a Grade of 3 (Performing Well) in the Police Use of Resources assessment. This was a harder test than in previous years and no police authorities received Grade 4. The Audit Committee considered that the marginal additional cost required to achieve a Grade 4 may not be warranted.

## ***Setting Employment Targets for Under Represented Groups***

15. The Authority is required to set employment targets for under represented groups and, having regard to the current economic climate and reduced recruitment levels, has agreed a process for consulting with staff associations, internal support groups and independent advisory groups. Once the targets have been agreed a communication strategy will be agreed to promote the commitment and drive of the Police Authority in ensuring that West Mercia Police continues to have a representative workforce.

## ***2008/09 Audit Letter***

16. The Authority has welcomed a positive Audit Letter from the Audit Commission for the year 2008/09, which highlighted the excellent working papers and co-operation from Finance Department and the Treasurer's staff. The report highlighted good practice in relation to the preparation of financial statements, Police Use of Resources and ensuring data quality.

17. The report did make a number of recommendations, which had or were being addressed. They related to obtaining maximum benefit from the Audit Commission's National Fraud Initiative and considering the evidence of outcomes to support the use of resources.

## ***Commendations and Honours***

18. Chief Constable Commendations have been awarded to Acting Sergeant Lee Grantham and PC Timothy Street from the Shropshire Division for displaying the highest level of bravery when confronted by a male pointing a replica firearm and refusing to put the weapon down. Deputy Chief Constable David Shaw was awarded an external commendation for his work on the DNA Database Transition Project.

19. The West Mercia Multi-Agency Public Protection Arrangements Team has been awarded the High Sheriff's Award in recognition of their great and valuable service to the community.

### ***Significant Cases and Court Results***

20. The Police Authority has been updated on significant cases and court results in each of the five Policing Divisions, where successful convictions were secured for a variety of offences including murder, burglary, kidnap, attempted robbery, drugs and harbouring an escaped prisoner.

Signed on behalf of the  
West Mercia Police Authority

Sheila Blagg  
Chairman

### ***Further Information***

*Any person wishing to seek further information on the subject matter of this report should contact David Brierley or Ian Payne on Shrewsbury (01743) 264690.*

*Further information on the West Mercia Police Authority can also be found on the Internet at [www.westmerciapoliceauthority.gov.uk](http://www.westmerciapoliceauthority.gov.uk).*

### ***Questions on the functions of the Police Authority***

*The Authority has nominated the following members to answer questions on the discharge of the functions of the Police Authority at meetings of the relevant councils:*

<i>Herefordshire Council</i>	<i>Mr B Hunt</i>
<i>Shropshire County Council</i>	<i>Mr M Kenny</i>
<i>Telford and Wrekin Council</i>	<i>Mr K Sahota</i>
<i>Worcestershire County Council</i>	<i>Mrs Blagg</i>

### ***List of Background Papers***

*In the opinion of the proper officer (in this case the Chief Executive of the Police Authority) the following are the background papers relating to the subject matter of this report:*

*Agenda papers for the meeting of the West Mercia Police Authority held on 16 February 2010.*