



# Police and Crime Strategic Board

19 January 2017

## Chief Constable's Report

### 1 Financial

#### 1.1 Apprenticeship Levy

- 1.1.1 From April 2017 Lincolnshire Police will be required to contribute to the Government's Apprenticeship Levy. The levy is collected monthly and held within a central account from which the Force may draw to pay for apprenticeship training undertaken by its employees.
- 1.1.2 The national implementation of the Policing Education & Qualifications Framework (PEQF) will require the Force to adopt four apprenticeship standards for the accreditation of staff at various ranks by 2020. The standards, assessment strategies, and implementation plans associated with the PEQF are still under development. It is understood that the apprenticeship frameworks will be applicable to newly recruited Constables and PCSOs, and to officers newly promoted to the ranks of Sergeant to Superintendent. Other PEQF standards are being developed for established staff.
- 1.1.3 Chief Officer Group has agreed that G4S Policing Support Services should act as the Force's Apprenticeship Training Provider with regard to PEQF.
- 1.1.4 Lincolnshire Police will be required to contribute to the Apprenticeship Levy at a rate of 0.5% of an employer's wage bill. Calculated on a wage bill of £69.4 million, (minus an allowance of £15,000), this equates to circa £332,000 per annum. The Force may reclaim its Apprenticeship Levy contributions to pay for apprenticeship training, which will then be topped-up by 10% from government funds. Thus, for every £1 we contribute to the levy we can draw £1.10 back to spend on apprenticeship training. This equates to a combined sum of circa £365,200 p.a.
- 1.1.5 If employers expend all levy contributions on apprenticeship training the Government has undertaken to make further funds available under a process termed 'Co-Investment.' The employer will be required to make an additional contribution of 10% to the cost of apprenticeship training that exceeds levy funds, at which time the Government will pay 90% towards the extra cost of training and assessment. The potential effect of this co-investment would be to offset 90% of PEQF implementation costs over annual levy payments. No upper limit has presently been imposed upon the level of funds that can be drawn down by way of co-investment.

## **2 Regional Issues**

### **2.1 No updates by exception**

## **3 Local Issues**

### **3.1 Rural Crime**

- 3.1.1 Under the newly appointed lead Superintendent Housley a root and branch examination of the approach to rural crime is being conducted in partnership with the effected community and the NFU by the adoption of an Independent Advisory Group.
- 3.1.2 The main initial thrust is to understand the nature of the problem with respect to analysing the data around times and locations along with collating details of known suspects and suspect vehicles. An analyst has been allocated to perform this function and once complete will enable an intelligence led proactive approach rather than reactive.
- 3.1.3 Due to relatively low Neighbourhood Policing Team numbers in rural localities two Rural Crime Officers have been employed, one for North Kesteven and one for South Holland to work with the Wildlife Crime Officer.
- 3.1.4 These officers will be supported by a contingent of Special Constabulary officers who will seek to surge resources at times of identified greatest demand and targeted days of action. Presently appropriate equipment and fleet is being secured for their use.
- 3.1.5 Existing rural officer will be re-briefed and trained with respect to rural crime and its importance. This internal communication strategy is to be extended to the Force Control Room (FCR) where rural crimes incidents have been analysed. Learning has been identified around correct resource allocation and triage of rural crime reports.

### **3.2 Blue Light Collaboration**

- 3.2.1 In the previous period the programme budget was revised to £19,495,313 (HQ £2.7m & BLC £16.7m), with the additional £5.6m agreed to be funded equally between the OPCC & LCC. We have identified in our recent Home Office report a projected underspend in year one and two, as well as confirming that this was ostensibly due to the Blue Light Campus Project slipping into a third year.
- 3.2.2 Shared HQ remains on track to have LFR located in March and in time for a possible pre-purdah official opening, though this will be tight and concerns remain regarding LCC HQ WAN timescales. The accommodation block is almost ready and departmental moves have already taken place.
- 3.2.3 The Blue Light Campus project plan remains within the contractor schedule. Detailed QA of the results of their design and specification sessions is now required to ensure accuracy, as well as too ensure divisional requirements are realistic and proportionate.

### **3.3 Organisational Development**

- 3.3.1 A review has commence following PBB on the workforce mix and command spans with the potential to release savings to achieve a different mix of officers and police staff to meet future challenges.