

“ PPP ”

People for Proper Policing in North Wales

North Wales Police Authority Job Profiles

We have based this document on the PA's recently published Job profiles. We have pasted in **our views** on the **key issues** that we have **highlighted**. The PA text is incomplete but verbatim. **This overly long document is so, primarily due to repetition**

Appendix A -Summary of the Role and Responsibilities of a Police Authority

Job Profiles

Police Authority Member

Role

- **To hold the Chief Officer to account** for the Policing Service delivered within the area. We believe that Brunstrom was never held accountable for any of his failures and unprofessional/irrational behaviour.... These are, in order of priority ...his own illegal activities prior to his move to N.Wales, The Bill Brereton persecution, the Peter Bolton persecution, The Flintshire council financial scandal, the ABUSE and use of the dead bikers remains, verbal abuse of sitting MPs on national TV, racist/anti English remarks at ELWA and Cymuned meetings. Financial waste on all the above plus, the needle machine, the mounted unit, the misappropriation of Penmaenmawr Police facility, his breaking in to the Police HQ and subsequent lies etc etc
- To **set the strategic direction for the Force** and exercise **effective oversight of Force performance**. We believe that the direction and almost every detail of policing policy is set and continuously tweaked by the Home Office via who ever happens to be Home Secretary. We believe the PA and force slavishly follow and respond to each new initiative like a conditioned reflex.
- **To determine the policing precept** (the element of Council Tax that supports local policing) and the police budget (where appropriate), and ensure that arrangements are in place for proper financial management. **We believe that the 5% increase in precept for 2009/10 was deliberately set early and without consultation due to the problems and objections during 'consultations' experienced last year. This effectively gives a rise MUCH greater than in either the RPI or tax payers incomes.**
- **To represent the interests of all those who live in, work in, or visit the Police Authority area and to ensure that the views of local people are reflected in the nature and style of local policing.** The Arrive Alive unholy alliance deliberately targets tourists and other visitors to North Wales with an almost racist zeal. See our photo articles on this issue. The style of this organisation is abusive, corrupt and actually perverts the cause of justice persistently and deliberately...see our separate paper on this issue.
- **To monitor the way in which complaints are dealt with by the Force and directly consider complaints against Chief Officers.** We believe the weak discipline of the PA has necessitated costly AND ineffective use of the IPCC on many occasions including the dead biker fiasco. **IPC investigations cost an average of £330,000 equates to £1.5 million for NWPF**
- To ensure that policing services are provided fairly and in a way **which does not discriminate against any group or individual.** Brunstrom has deliberately appointed officers from

minority racial and sexual groups at the expense of others. He deliberately takes an anti-english stance for the benefit of nationalists.

Responsibilities

- to carry out collectively all statutory and locally determined requirements of a Police Authority Member, including participation in **the formulation of policy**, decision-making and other activities of the full Authority (such as determining the budget and precept, **determining strategic direction and local policing priorities, agreeing policing and improvement plans for the Force area**, developing the Authority Corporate / Strategic Plan) A list of Police Authority roles and responsibilities is set out in Appendix 'A'. **See our earlier notes on the control of policy in detail by the Home Office. We believe that experienced and effective officers can determine policy and priorities with input from their customers. It is the PA's role to collate this information and ensure it reaches the home office.**
- to **participate actively in reviews of Force or Authority effectiveness** or efficiency, including reviews of personal effectiveness as an Authority member, and contribute to ensuring improvements and major change programmes are implemented successfully. **We are not aware of any such reviews that have been effective. We have attended many meetings where presentations weak in content and detail have been approved without question and probably without real understanding.**
- to maintain **an up-to-date knowledge and awareness of national and local policing issues.** **We have seen little sign of this from the majority of members**
- to maintain **a good working knowledge of Force policies and practices** and ensure they meet the requirements of all relevant legislation (including health and safety, human rights, race relations and disability), and to establish good working relationships with Officers of both the Authority and the Force. **There has always been an apparent overzealous attention to diversity and human rights issues but coincident with a lack of attention to such issues when relevant to real policing. Typical cases are the two fires at the HQ and the death of four cyclists on an icy road, both were management failings of significance. We also believe that the emphasis on diversity is 'encouraged' by it's disproportionate effect on Chief officer's (and others!) bonuses of £10-15k/annum! Over £1million in total.**
- **to rigorously scrutinise, challenge and monitor all aspects of Force performance. We wouldn't use the word rigorously in this context.**
- to **participate fully in developing Authority community engagement strategies with local people** about local policing services. **We feel that the PA policy is determined in minute detail by the Home Office to achieve some distorted objective..... currently to prove to us that our concerns about crime and ASB is all in our minds...not true and highly insulting to US ALL and to victims in particular.**
- to represent the views of the Police Authority within local communities and **the views of local communities to the Authority.** **Significant improvements have been apparent in the last year AFTER 6 years battling against ignorant arrogance.**
- **to be involved in the appointment, discipline or dismissal of senior officers and staff, as appropriate.** **The last appointments were highly suspect or even corrupt and we were convinced that**

the same 'policy' was being followed. It would seem that lessons have been learnt to coin a phrase. There has been no evidence of discipline OR the following contrition.

- to champion human rights and equality of opportunity, and work **to eliminate unlawful discrimination both internally within the Authority and Force** and in the provision of policing services. Senior Officers, Bill Brereton and Peter Bolton were victimised under the noses of the PA members! We also believe that discrimination in promotion and opportunity has been common. The Dale Hall survey highlighted such concerns clearly!

Job Profiles

Chair of the Authority Additional Responsibilities

- **To provide leadership**, ensuring that the Authority works as a coherent and corporate body. We are not impressed because most of the 'problems' highlighted above occurred on the current 'leader's' watch
- To preside at Authority meetings, applying standing orders and ensure that members have a fair **opportunity to participate** in debates. **Many members appear rather like the three wise monkeys and the 'leader' does not encourage those members to contribute....why?**
- **To represent the Authority to the press and outside organisations.** We believe that many of the leader's letters and comments are produced by the Chief Executive who has 'supervised' and been party to all the problems listed above over very many years!
- **To liaise with the Chief Executive**, Treasurer and Chief Constable to facilitate Authority business. **Liaison is one thing, the executive should not be in hock to the legislature!**
- To hold regular **strategic meetings with the Chief Constable.** See below
- **To undertake a Personal Development Review of the Chief Constable in consultation with HMIC.** The max. bonuses paid to Brunstrom indicate a VERY high degree of satisfaction with his OVERALL performance. If we believe his force performance figures, which we do not, then this would have been justified but mitigated by his very significant failures in public relations and professional behaviour. This didn't happen WHY?

Job Profiles

Committee Chairs

- **to develop and maintain up-to-date knowledge and specialist expertise** in the area for which he /she is responsible. **The rarely wide and sometimes limited experience of incumbents concerns us and the ability to chair a meeting but without achieving the control and direction needed is not sufficient.**
- to **contribute to national policy development**, national events, PAW or APA networks or initiatives on the areas for which he / she is responsible. **The PA seemed to contribute very significantly on the debate on the ALL WALES FORCE with the usual conflicting public statements by Brunstrom who had a significant vested interest. The pseudo debate on legalisation of drugs was just a platform for Brunstrom's pet obsession. Only two PA members made significant comments at the PA's PUBLIC MEETING. The PA allowed him to push the issue in police time for about 5 years and against ACPO and Government policy...i.e. he was/is out of control**

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Role of a Lead Member:

To fulfil **the basic responsibilities of a Police Authority member and to act as a lead member for a particular portfolio**

Responsibilities:

To act as the Authority's "champion" and spokesperson on the areas within a particular portfolio, recognising that on occasions **the lead member should have the freedom to act in a scrutiny or questioning capacity. For 'Should have' read 'has' and must exercise the right.**

To be the initial and **focal point of contact** for the Authority, Force, **or others** wishing to discuss issues informally with a Police Authority member or to sound out views. **For 'others' read any group like the PPP, local residents associations, neighbourhood watch, business groups like the FSB etc. Generally we feel the PA paid lip service to this, particularly at our first meeting. The time and effort all members of the PP have put in to the campaign justifies us being taken seriously. The situation has improved significantly recently.**

Where appropriate, to attend meetings of Police Force Boards, **and other appropriate meetings**, to represent the views of the Authority and if necessary arrange for particular issues to be considered by the Authority as a whole.

To contribute to (and steer if necessary) policy development locally within the Authority **and the Force**, and nationally as appropriate, by representing North Wales Police Authority on other bodies etc. **We said exactly that in an earlier section above**

To actively seek Best Practice both locally and nationally in respect of their particular portfolio. This does not equate to slavishly following Home office policy and emphasis

To transfer views and good ideas from the Authority to the Force. We would be pleased to receive and study papers on such good ideas.

Committee Chairs are by definition the lead member for those areas in their committee's terms of reference, unless another member has been allocated a specific responsibility – in such cases it is preferable for that member to be drawn from the committee's membership.

Lead members must consider how **particular issues identified in their role as lead member should be introduced to the Authority..We believe that we should talk to lead members on particular issues at informal meetings and/or communicate by e.mail. Currently this latter approach is failing due to downright refusal to correspond or even acknowledge us by several lead members.**

12. Lead members have a responsibility to keep the Authority or relevant committee informed of their work by way of regular written updates, and to **keep themselves informed of the key developments and issues in their lead area. See above...being informed means being receptive to information and ideas from a range of sources and actually seeking such information.**

A lead member can request briefings/information on their subject area from North Wales Police Authority and North Wales Police (within reason in terms of the time it might take to produce a briefing). **This facility could greatly aid our understanding of issues and results and would avoid the**

ridiculous insistence of the FOI system. We have already paid twice for this information and it should be readily available.

Lead members are regarded as the Authority's eyes and ears in respect of a particular subject, and must ensure that other members of North Wales Police Authority are confident that all aspects of the relevant subject are covered by the lead member on their behalf. Agreed BUT is such confidence justified?

Appendix A

Police Authority Statutory Duties and Responsibilities

Local police authorities, together with chief officers and the Home Secretary, make up the tripartite relationship responsible for governance of policing in England and Wales. We would include the local elected representatives and OURSELVES in this over exclusive club

➤ The Home Secretary sets national strategic priorities for policing, expresses the will of Government as it applies to policing, and is answerable to Parliament about how this is carried out. We believe that Parliament via ALL our elected representatives should determine policy for implementation by the Home Office and the police.

➤ The local police authority sets local policing priorities, provides independent local oversight of the police, holds the Chief Officer to account for policing services delivered, and is itself accountable to local communities for how it does its job. When the PPP was formed no member knew anything about the PA and there was no contact or accountability to the general public. Councillor & particularly magistrate members kept the whole thing under wraps in all together unsatisfactory system.

The authority's fundamental statutory duties are to:

➤ Hold the chief officer to account Really or back heel it to the expensive quango the IPCC

➤ Set the policing precept and police budget Ensure arrangements are in place within the force for proper financial management. We believe budget are agreed but priorities are changed by the chief thereafter. Budgets are also micro managed by the Home Office for their myriad and endless initiatives.

➤ Ensure that the force acts within its powers and in accordance with the law

➤ Appoint the chief officer of police and senior police officers We have already commented on this process and it is included in item 1 on the Agenda

➤ Oversee professional standards and complaints issues within the force

➤ Consult local people and ensure that their views are reflected in the nature and style of policing and local policing objectives

➤ Work in partnership with others to reduce crime and disorder and the fear of crime

- **Secure collaboration between forces, monitor their force's compliance with human rights legislation, and promote diversity**
- **Set local policing objectives within the national framework set by the Home Secretary, and publish plans and reports about the policing of their area**
- **Monitor force performance against plans and budgets**
- Use discretionary power to require the Chief Officer to submit a written report on any matters connected with the policing of the area
- Meet employer's liabilities, including health and safety requirements, and ensure the police force does likewise
- Ensure that the force has adequate arrangements for **the management of risk** and....**we would expect the analysis and management of risk to their customers would be the key activity in this field...we don't believe it is anywhere near the top of the list.**
- Publish annual accounts to demonstrate the authority's stewardship of public funds

The responsibility for operational activities and the day-to-day management of the force rests with the Chief Officer. This statement is used as a cop out whenever Police operations or priorities are questioned, totally unsatisfactory because if so most of the costs of the PA are a waste of money!

To meet the statutory duties placed on police authorities, members are responsible – collectively – for the following functions:

Engaging with Local People

We have dealt with all these issues above

A key role of police authorities is to **ensure that local people have a say in how they are policed and that their views are reflected in the nature and style of local policing.**

Scrutinising and monitoring police performance

It is the police authority's job to hold the chief constable and force to account, on behalf of local people, for the policing services delivered. Accordingly, one of the police authority's most important duties is to set standards and targets to improve local policing services, to monitor closely and to scrutinise all aspects of force performance against those targets and standards, and ensure that action is taken to remedy weak or poor performance.

Publishing a Local Policing Plan annually

To inform this process, police authorities are required to:

- **engage with local communities about their policing concerns and priorities – this is a wide-ranging and on-going process;**

Setting the Policing Precept (**where appropriate**) and Annual Budget

Police authorities are responsible for setting the police budget, aligned to priorities for policing in the force area, and then for holding the chief constable to account for how the budget is spent. Police authorities receive approximately **50 - 75% of funding via central government grants**, and set a precept on the council tax according to locally determined need (except in the Metropolitan Police Authority and City of London Police Authority – see above). It therefore follows that police authority members must be ready to acquire an understanding of how the funding system operates, and who is responsible for what. The chief officer is usually responsible for managing the financial resources allocated to him in the budget, although authority members will typically be involved **in agreeing large contracts and capital expenditure**. **We believe that the precept must be used to finance what the communities who pay for it want and these services are sacrosanct. Community policing is constantly damaged and treated as a poor relation by removal of resources at short notice. The regular threats of reduced/frontline' services is not acceptable and must stop.**