

## **Joint Audit and Standards Committee**

**22<sup>nd</sup> January 2024**

### **Standards Update**

#### **Update from Fairness, Policy and Standards Meeting**

The last Fairness, Policy and Standards meeting was held on 14/11/2023. This meeting is chaired by the Deputy Chief Constable (DCC).

The meeting covered a range of topics including:

- Professional standards department (PSD) Q2 performance report
- Fairness at work, MyMax/PDR and regulation 12.
- Ethics Committee update

The PSD performance presentation included data on volume of complaints, complaint allegation types and conduct cases.

Recorded complaints continue to fluctuate but are steadily increasing. The timeliness element is improving, however there is an increase in the number of cases logged – almost double in comparison to MSG.

Recent dip sampling from IOPC was positive in relation to most complaints being dealt with in a similar way to other forces – West Mercia are not seeing any random themes. The most common themes are delivery of duty and service (failing to deal/lack of contact).

There has been a steady increase in conduct cases (23 more than last year). A major theme is computer misuse. There is a new Information Security manager starting who will link in with PSD and Corporate Communications to refresh campaigns.

Fairness at work analysis highlighted that, over the past five years, females are consistently submitting a higher volume of FaW than male counterparts (all 7 in the last quarter being submitted by females), however only 0.6% of the workforce have submitted a FaW.

There are no overall themes, however dip sampling would suggest that earlier intervention from line management would prevent FaW being submitted. Work is being carried out to highlight this theme and equip Sgt's and Insp's to address these issues appropriately during development training.

MyMax was again discussed, with over 80% of the workforce now having objectives set. Under 10% have 6-month reviews recording however the meeting was scheduled before the deadline for these to be completed.

The new Origin system (to be implemented next year) will show MyMax, whereas the current system relies on Heads of Department dip sampling to ensure compliance.

10.56% of student are currently utilising Regulation 12 – this is comparable with the rest of the region and will be because of university work and time scales.

The last Ethics Committee meeting was cancelled and will be re-scheduled in the New Year. Work is ongoing to re-model and re-launch.