

Purpose

The Finance and Resources Committee is responsible for approving the Policing Plan, including any local targets. It recommends the revenue and capital budgets to the full Police Authority and sets the parameters for ensuring that the budget, when approved and delegated to the Constabulary is spent wisely and in line with the priorities set out in the Plan.

A.	Plans	
1	To approve the Cambridgeshire Policing Plan including the determination of the local priorities and targets having regard to the views of the people in the Authority's area.	Added duty to consult.
B.	Revenue and Capital Budgeting and Spending	
1	To consider all matters relating to workforce planning and training, including the police officer establishment.	From HR&T Panel.
2	To consider and approve the Authority's Medium Term Financial Plan (including the Capital Strategy and the Asset Management Plan).	New.
3	To consider the draft revenue and capital estimates for the ensuing year and to recommend the Budget and Council Tax level to the full Authority.	
4	To consider and recommend capital project scheme business cases and financial appraisals (in accordance with the Scheme of Delegation).	
5	To consider revenue and capital monitoring reports and approve in year revisions (including virement) to the revenue budget and the Capital Programme.	
6	To consider and approve the creation and use of Earmarked Reserves, within any parameters which may have been set by the Authority.	New.
C.	Land and Property matters	
1	To consider and approve disposals of Authority assets, unless such disposal is significant or potentially controversial.	
2	To consider and approve leases (rentals) of land or property, as lessee or lessor, where there are no capital implications, where the costs do not exceed £250,000 per annum and where the period is less than 10 years.	
D.	Efficiency	
1	To approve and monitor the implementation of the Efficiency Plan.	From S&A.
E.	Other Matters	
1	To consider and approve a policy for the receipt of sponsorship income	Clarified.
2	To approve loans (other than the routine lending of cash within the agreed Treasury Management Policy).	Clarified.
3	To approve the write-off of income, stocks or stores, in accordance with Financial Regulations.	

People and Professional Standards Committee

Purpose

The focus of the People and Professional Standards Committee is to satisfy the Police Authority's duties as they relate to professional standards and monitor how the Constabulary maximises the effectiveness of its staff.

A. Human Resources		
1	To maintain an overview of and monitor policies, practices and performance of the Constabulary in relation to: <ul style="list-style-type: none"> • Recruitment and Retention • Development and Training • Health, Safety and Welfare (inc. Occupational Health) • Diversity of Police Officers and support staff under the direction and control of the Chief Constable.	From HR&T
2	To determine any matter relating to the functions of the Authority as the responsible person under Health and Safety legislation.	From HR&T
B. Professional Standards and the Constabulary		
1	To satisfy the Police Authority's statutory duties and enhance public confidence in relation to the complaints and discipline process and professional standards within the Constabulary. <i>This will involve the oversight of all matters (complaints and discipline) relating to Professional standards of all ranks of officer (including Specials) and as appropriate police staff, and will include pension forfeiture, Occupational Health appeals and any other quasi-judicial decision making or appeal process for staff (including any directly appointed members of staff of the Police Authority).</i>	From PSC
2	In relation to officers of Superintending rank and below, to monitor the working of the complaints and disciplinary procedures, including the "local resolution" procedures	From PSC
3	To carry out the Authority's responsibilities under Section 77 of the Police Act 1996, to keep itself informed as to the manner in which complaints from Members of the public against Members of the Constabulary are dealt with by the Chief Constable to include as appropriate the inspection of individual files when completed.	From PSC
4	To monitor how complaints about the direction and control of the Constabulary are dealt with	From PSC
C. Professional Standards and Chief Officers		
1	To record complaints against chief officers	From PSC
2	To consider such complaints and either: <ul style="list-style-type: none"> • determine them and subsequently report to the Police Authority for information that no formal disciplinary investigation be instituted, where it appears that the conduct complained of, even if proved, would not justify a criminal or disciplinary charge, and for the matter to be dealt with informally; or, in any other case, <ul style="list-style-type: none"> • appoint an officer from the Cambridgeshire Constabulary, from another Constabulary, or another organisation or seek nomination from the Independent Police Complaint Commission (IPCC), to investigate the complaint, and subsequently, 	From PSC

	<ul style="list-style-type: none"> • receive the investigating officer's report, and, • make recommendations to the Police Authority on whether disciplinary proceedings are required where it is appears that the chief officer may have committed a disciplinary offence. 	
3	To refer the case to the Independent Police Complaint Commission (IPCC) where serious misconduct is alleged.	From PSC
D. Other		
1	To consider any Ombudsman or other complaint organisation report, specific or general, which touches on the Authority or Constabulary, as directed by the Chairman of the Authority, or Committee or the Chief Executive, or Treasurer.	From PSC

Audit and Governance Committee

Purpose

The Audit and Governance Committee has oversight of all audit, governance, and risk management arrangements. The Committee approves the Authority's Statement of Accounts and considers the audit reports thereon.

A. Audit and Accounts		
1	To approve and monitor the annual audit plans for both internal and external audit and make recommendations to the Authority as appropriate on audit activities.	From S&A.
2	To consider and approve the Authority's Statement of Accounts.	From PA/ F&R.
3	To receive reports from the external auditor on the statement of accounts (reports addressed to 'those charged with governance').	From S&A.
4	To receive, consider and make recommendations to the Authority as appropriate on the Audit Management Letter.	From S&A.
B. Governance		
1	To ensure compliance with the Police Authority's Code of Corporate Governance, to approve and report its assessment on compliance to the full Police Authority.	From S&A. Added to approve.
2	To receive the Annual Report of the Head of Internal Audit and approve the Annual Governance Statement and the System of Internal Audit.	New.
C. Risk Management		
1	To maintain an overview of and monitor the corporate risk management activities of the Constabulary and Authority.	From S&A.
D. General		
1	To approve the Value for Money (VFM) Strategy.	New.

Scrutiny Committee

Purpose

The Scrutiny Committee monitors on behalf of, and with, the public, the Constabulary's progress with implementation of the Policing Plan and other relevant National and Local Plans.

A. Regard to the views of the People		
1	To oversee the statutory duties of the Police Authority to have regard to the views of the people in the Authority's area about policing in that area.	From Citizen Focus Panel. Updated for Policing & Crime Act 2009.
2	To oversee the production of the Local Policing Summary / Annual Report.	From Citizen Focus Panel.
3	To consider any issues regarding public consultation and public engagement, as may arise from time to time.	From Citizen Focus Panel. Widened to consider engagement as well as consultation.
B. Performance Monitoring		
1	To monitor the performance of the Constabulary against the targets as set out in the Cambridgeshire Policing Plan in all its aspects, within the requirements of the relevant performance framework, or other criteria as the Panel may consider appropriate.	From S&A. Emphasises the Policing Plan as the single focus. Note the Policing Pledge and Partnerships are within the Policing Plan
2	To monitor the quality of service provision by the Constabulary and Authority generally, including feedback from the public, complaints and expressions of appreciation and dissatisfaction relating to such service.	From S&A. Added the public.
3	To consider any other HMIC/Audit Commission and other relevant reports on the performance of the Constabulary and to hold the Chief Constable to account in relation to any such assessments.	From S&A. Edited down.
4	To review and scrutinise the performance of other relevant public bodies in the area, linking to their scrutiny arrangements and inviting reports from them as necessary.	From S&A. Added linking to their scrutiny arrangements.
5	To approve and monitor the Authority's Equality Schemes (incorporating Human Rights) and to receive regular reports on progress against the Constabulary's Equality Schemes.	From S&A. Widened to include Human Rights.
6	To oversee and monitor the work of the Performance Panel, and receive any issues referred from it.	From S&A.
7	To initiate and oversee value for money investigations of the Authority's functions.	From S&A.
C. Standards of Custody Provision		
1	To oversee the Independent Custody Visiting Scheme through the Independent Custody Visiting Panel	From PSC
2	To ensure custody provision complies with the requirements of Health and Safety and other relevant legislation and in particular with the NPIA's (Home Office) Guide to Safer Detention in all its aspects including the condition of the custody estate.	From PSC