

# Finance, Change and People Oversight Board

## Record of Meeting 22 September 2022

### Present

#### **MOPAC**

Sophie Linden, Deputy Mayor for Policing and Crime (DMPC)  
Kenny Bowie, Director of Strategy and MPS Oversight  
Lisa Kitto, Interim Chief Financial Officers  
Elliott Ball, Head of Corporate Services and Financial Oversight

#### **MPS**

Sir Mark Rowley, Commissioner  
Dame Lynne Owens, Deputy Commissioner  
Roisha Hughes, Director of Strategy  
DAC Matt Horne  
Ian Percival, Director of Finance  
Clare Davies, Deputy Chief of Corporate Services  
Michelle Thorpe, Director of Transformation

### **1. Minutes and Actions**

- 1.1. The minutes of the Finance, People and Change Oversight Board meeting on 19 July 2022 were noted and approved. The completed actions were noted.

### **2. Growth**

- 2.1. The Commissioner outlined the challenges the MPS was facing in meeting the Home Office's target date for recruiting new officers as part of the national Police Uplift Programme. He advised that his priority was as much on the quality of the officers recruited and that a longer timeline for recruitment may be needed to achieve this. He would be discussing this with the Home Office in the coming weeks.
- 2.2. The Board was advised that the MPS was undertaking analysis to understand the reasons for the level of recruitment they were achieving. It was also evaluating the schemes they have to retain officers.

- 2.3. The Deputy Commissioner outlined her priorities for the placement of the additional officers and staff. She advised of the work being undertaken to ensure the MPS had the data to enable it to match resources to demand. She also noted the need for the MPS to be able to set out clearly the impact of additional resource into priority areas.

**Action:** MPS to provide a further update to the Deputy Mayor and Mayor in October on its progress towards meeting the Home Office Police Uplift Target following the completion of relevant work currently underway, including on the training of new recruits and any improvements that might be needed in that regard.

**Action:** MPS would share with MOPAC, as early as possible, its proposed plans for where the extra officers from the Police Uplift Programme would be posted, as well as a high-level assessment of what performance impact might be expected as a result.

**Action:** MOPAC offered to assist the MPS with developing performance analysis, and it was agreed it would be invited to attend next MPS Performance Board for the discussion about mapping existing data products against the Commissioner's priorities.

### **3. 2022/23 Q1 Financial Oversight and 2023/24 Budget setting**

- 3.1. The Board discussed the 2022/23 Q1 Finance Report. The MPS was asked about the robustness of the forecasted revenue and capital underspends and drawdown on earmarked reserves all of which seem optimistic.
- 3.2. The MPS advised the Board of the financial stocktake it was undertaking and the challenges it was making to its business groups around their forecasting. They were challenging and testing the commitments against earmarked reserves to identify where surplus reserves could be released and used to support other priorities, including the Commissioner's new priorities.
- 3.3. There was a discussion of the 2023/24 budget setting process. The Deputy Mayor advised that the budget needed to be clear on how it was meeting the Mayoral priorities and how the Mayoral investment was being spent.
- 3.4. It was agreed that the budget process would be used to support the realignment of financial resources to priorities.

**Action:** MPS would share with MOPAC the analysis and assumptions relating to revenue and capital budget setting. This would include a review of MPS earmarked reserves and capital projects that would deliver the Mayor's ambition to achieve Net Zero by 2030.

**Action:** MPS would include Net Zero projects in the capital allocation process during 2023-24 budget setting in the same way as all other potential bids for capital funding.

**Action:** The MPS would share data and analysis based on the most recent HMICFRS VFM assessment with MOPAC.

#### **4. CONNECT**

4.1. The MPS advised the Board that its next Management Board meeting would be receiving an update on the confidence point assessment. This would feed into the decision later in October on going live with Drop 1. It advised that the project was going through gateway review processes based on the Cabinet Office / IPA framework. An external provider was being used to review and give assurance.

4.2. There was a discussion of the implications if a decision was taken not to go live at this time.

**Action:** MOPAC representatives to attend the MPS Management Board discussion on 6 October regarding the CONNECT confidence assessment and go-live decision.

#### **5. Transformation Portfolio Update**

5.1. The MPS provided an update on its transformation work, using an Enterprise-wide view of change and providing advice on how issues and risks were being managed.

5.2. The Commissioner set out his views of the transformation programme, noting that it would need some shaping to reflect his priorities.

**Action:** In terms of the Transformation portfolio, the MPS would provide a demonstration of the various products to MOPAC, including on how benefits were calculated and captured.