

Northamptonshire Police, Fire and Crime Panel

Minutes of a meeting of the Northamptonshire Police, Fire and Crime Panel held at the Jeffrey Room, The Guildhall, Northampton NN1 1DE on Tuesday 19 July 2022 at 10.00am.

Present Councillor Gill Mercer (Chair)
 Councillor Andre Gonzalez De Savage (Vice-Chair)
 Councillor Adam Brown
 Councillor Dorothy Maxwell
 Councillor Zoe McGhee
 Councillor Russell Roberts
 Councillor Ken Pritchard
 Councillor David Smith
 Councillor Winston Strachan

Also in attendance: Stephen Mold, Northamptonshire Police, Fire & Crime Commissioner
Darren Dovey, Chief Fire Officer, Northamptonshire Fire & Rescue Service
Nicci Marzec, Director for Early Intervention, Head of Paid Service and Monitoring Officer, Office of the Police, Fire & Crime Commissioner
Ed Bostock, Democratic Services Officer, West Northamptonshire Council
James Edmunds, Democratic Services Assistant Manager, West Northamptonshire Council

There was also one member of the public in attendance.

The Democratic Services Assistant Manager opened the meeting.

70. **Apologies for Absence and Notification of Substitute Members**

Apologies for non-attendance were received from Councillors Carr and Jelley and from Mrs Shields and Miss Woodhouse.

71. **Appointment of the Panel Chair for 2022/23**

The Democratic Services Assistant Manager invited nominations for the Chair of the Panel for 2022/23. Councillor Mercer was proposed and seconded by Councillors Gonzalez De Savage and Maxwell respectively. There were no further nominations.

RESOLVED that: Councillor Gill Mercer be appointed as Chair of the Panel for 2022/23.

72. **Appointment of the Panel Deputy Chair for 2022/23**

The Chair invited nominations for the Deputy Chair of the Panel for 2022/23. Councillor Gonzalez De Savage was proposed and seconded by Councillors Strachan and Smith respectively. There were no further nominations.

RESOLVED that: Councillor Andre Gonzalez De Savage be appointed as Deputy Chair of the Panel for 2022/23.

73. **Declarations of Interest**

Councillor McGhee declared in relation to the agenda item on the Police, Fire & Crime Commissioner's Annual Report for 2021/22 that she was a funding executive at CSD Activity Camps, which had received grant funding from the Office of the Police, Fire & Crime Commissioner in 2021/22 as stated in the Annual Report.

74. **Chair's Announcements**

The Chair thanked members for their trust in reappointing her to the position, which she hoped to fulfil. The Chair also thanked members for their attendance at the current meeting on an extremely hot day and aimed that the Panel should get through the business on the agenda in good time. The Chair went on to advise that she had circulated a letter from the Chair of the National Association of Police, Fire & Crime Panels commenting on good practice and potential focus areas for panels, which members might find useful.

75. **Minutes**

In response to a query the Democratic Services Assistant Manager advised that the draft minutes of the Confirmation Hearing held on 6th July 2022 would be presented to the Panel meeting on 8th September 2022.

RESOLVED that: the minutes of the Police, Fire & Crime Panel meeting held on 14th April 2022 be approved.

76. **Police, Fire & Crime Commissioner's Annual Report for 2021/22**

The Police, Fire & Crime Commissioner (PFCC) presented the Annual Report, outlining work done during 2021/22 and progress towards the delivery of his priorities. The PFCC highlighted the following points:

- Although life was now returning to something like normality after the COVID-19 pandemic it was important not to lose sight of the experience gained during this period.
- His role included supporting innovation that enhanced effectiveness and there had been good examples of this in Northamptonshire during the past year. £2.5 million funding had been secured from the Safer Streets Fund and the government had praised work being done in the county. Northamptonshire was also seen as a hub for innovation in relation to policing and the Fire & Rescue service.
- He was responsible for holding to account the Chief Constable for the effectiveness of Northamptonshire Police and crime data was a key tool for this. However, a properly contextualised view of such performance data needed to be taken, which was why it had not been included in the current Annual Report. He

was confident that the force had made good progress and he proposed to bring a new style of performance report to the Panel in 2022/23.

- He thanked the team in the Office of the Police, Fire & Crime Commissioner (OPFCC) for their work in delivering the activity set out in the Annual Report.

The Panel considered the Annual Report.

A Panel member sought further information about how Safer Streets Funding had been used in Northamptonshire and the practical benefit this had produced. The PFCC made the following points:

- Funding had been used on the Hemmingwell estate in Wellingborough, in Northampton and in other parts of the county for purposes including the provision of CCTV and alleygating, for youth work and to fund the Safer Nights Out (SNO) van operating in Northampton.
- A second SNOvan for the north of the county would be provided if further funding was secured.

A Panel member referred to cases of young children being recruited by gangs to sell drugs and questioned PFCC on what was being done in Northamptonshire to address this, including the potential to do more engagement work in schools. The PFCC made the following points:

- The only way to resolve issues relating to drugs completely was to end drug taking in society: the drugs trade would continue whilst it remained lucrative. In the meantime, a range of work was being done in Northamptonshire on this matter.
- New doors and security measures had been fitted on properties on the Hemmingwell estate in Wellingborough using Safer Streets funding
- Northamptonshire had secured £350,000 additional government investment in police officer recruitment to reflect the progress made in the county.
- The Adverse Childhood Experiences team carried out work to engage with young people about the dangers of getting involved in crime.
- Young people's involvement in crime could be linked to wider factors such as exclusion from education and relevant agencies needed to work together to produce an effective joined up response.
- Engagement activity with young people should take into account that they spent more time with their families and in the local community than in school.

A Panel member noted that the Annual Report referred to various initiatives underway in Northamptonshire directed at improving safety for women and girls, but questioned what assurances that the PFCC had sought about their likely effectiveness. Further information was also sought about local responses to the issue of drink-spiking.

The PFCC made the following points:

- A significant amount of work was being done in Northamptonshire that would improve safety for women and girls. Operation Kayak launched in 2021 was an

example of specific action by Northamptonshire Police against predatory behaviour in the night-time economy, including drink-spiking.

- Other productive local initiatives included the Shout-Up project intended to counter sexual harassment in licensed premises; the Enough is Enough campaign encouraging men to challenge inappropriate behaviour towards women; and the SNOvan, which had received positive feedback from those it had helped.
- These initiatives reflected the commitment to making the night-time economy in Northamptonshire as safe as possible. He also planned an initiative focussed on inappropriate behaviour by boys towards girls, which he had seen examples of when carrying out school visits.

A Panel member emphasised the importance of joint working in supporting community safety, due to the complex nature of the issues that could be involved. Increased investment in social care should form a part of this, to reflect greater risks to vulnerable young people who might be living in a chaotic family environment. The PFCC agreed the importance of effective joint working between relevant organisations, including local authorities and health organisations. The PFCC went on to highlight the importance of effective data-sharing between organisations, which was an issue that was not exciting but was crucial to success.

The Panel considered progress on enhancing visible policing in Northamptonshire. Members made the following points:

- The focus on safety in the night-time economy should not detract from the importance of the daytime economy and the need for more visible policing during the day.
- The PFCC was challenged about whether the recruitment of additional police officers and Police Community Support Officers (PCSOs) was making a practical difference to visible policing in the county that would be seen by residents.

The PFCC made the following points:

- The amount of police activity during the daytime in Northamptonshire had increased. Information reported to him demonstrated that additional officers were deployed in Northamptonshire and were going out on patrol in the community. He could provide further information on this to the Panel.
- It was necessary to recognise that Northamptonshire Police still only had 1,500 officers to cover the whole of the county.

A Panel member welcomed good work being done in the county but noted that the Annual Report appeared inward-looking. The importance both of engaging with different communities and of learning from good practice relating to policing and community safety in other areas was emphasised. The PFCC made the following points:

- He was sorry if the Annual Report gave the impression of being too inward-looking and challenged that this was actually the case in Northamptonshire.
- Significant attention was given to community engagement by both Northamptonshire Police and Northamptonshire Fire & Rescue Service (NFRS).

- As PFCC he was willing to consider and learn from good ideas wherever they occurred.

A Panel member questioned whether the PFCC was satisfied with the progress being made regarding disposal of unused properties. It was subsequently also questioned whether there was scope for unused properties to be made available for community use. The PFCC made the following points:

- He would be using an Estates Board meeting later that day to emphasise that the current position with some property disposals was not satisfactory. More progress needed to be made, whilst still getting good value.
- He was willing to consider all ideas regarding the use of properties. However, a former police station building was unlikely to be suitable for community use. Disposing of a high value building was also likely to generate more overall benefit for Northamptonshire residents than making it available for community use at a nominal charge.

A Panel member sought further information about how the PFCC had used his role as Chair of the Local Criminal Justice Board (LCJB) to improve the operation of the criminal justice system. The PFCC made the following points:

- He was pleased with the continuing work by the LCJB but there remained more to do.
- Northamptonshire was in a better position than some areas with regard to the backlog in court cases, although this had resulted in one of its judges being transferred to Nottinghamshire to assist with pressures there.
- There were always likely to be demand pressures on the judicial system.

A Panel member questioned that the Annual Report did not include any comparative information on how community safety in Northamptonshire had changed at the end of 2021/22 compared to a year earlier, which would assist a member of the public to understand what progress was being made. The PFCC made the following points:

- This Annual Report did not include crime data due to the risk of this becoming the sole focus of attention, as had been the case when the 2019/20 Annual Report was presented to the Panel.
- It was essential that crime data was viewed in context. Various examples illustrating this could be highlighted.
- Northamptonshire had the third highest monthly increase in crime in the country in April 2022, but over the last 12 months its performance had improved most of all forces in the country. The recent position partly reflected hard work done by the force on crime recording, including the recording of secondary offences.
- Most forces nationally were currently seeing an increase in domestic abuse but there had been an 8% decrease in all domestic abuse crime in Northamptonshire and a 6% decrease in the volume of victims, which was reflected in the number of referrals to the Sunflower Centre. He was concerned that Northamptonshire was an outlier in this way and needed to be satisfied about the reasons for this.

- There had been a recent increase in shoplifting offences in Northamptonshire but this was largely due to a single repeat offender who had been responsible for 40 offences representing 13% of the total number.
- The Panel should be assured that as PFCC he had a good oversight of the force's performance and that performance data was also published on his website.
- Performance improvements by the force over the past year should be recognised and he expected them to be reflected in its next PEEL assessment. However, they should also be seen in the context that the force needed to continue to improve.

Panel members commented that the Annual Report was very focussed on policing and encouraged that more reference be made to Fire & Rescue in future. The PFCC acknowledged this point, whilst also highlighting that Northamptonshire Police was a much larger organisation than NFRS.

A Panel member commented that financial pressures were a key factor that could cause young people to get involved in criminal activity if this seemed to be the only way of making money to support themselves or their family. This issue would get worse if the current cost of living crisis was not addressed. All concerned should push for action on this. The PFCC made the following points:

- Current economic pressures had a wide-ranging impact. He would do all that was possible to make Northamptonshire safer within this environment.
- Evidence on gang-related activity indicated that the majority of it was not financially-driven.

Panel members made the following additional points during the course of discussion:

- It was positive to hear that activity in Northamptonshire was informed by examples of good practice elsewhere.
- The emphasis on early intervention and youth work conveyed in the Annual Report was welcome.
- The Annual Report referred to 375 young people supported by the Target Youth Service reaching their final progress point in the Outcomes Star framework at the end of 2021/22 Quarter 4. It was questioned what percentage this represented of the total number of young people supported.

The PFCC made the following points in response to further questions raised during the course of discussion:

- Victim support services in Northamptonshire were available to victims of historic crimes: there was no time limit on access to support. Voice was also intended to act as a gateway to different services that were available.
- There was a sponsored PCSO programme in Northamptonshire. The beat buses operated by the force were another means of enhancing visible local policing.

The Panel considered potential conclusions on the Annual Report for inclusion in its report to the PFCC.

RESOLVED that:

- a) **The Panel emphasises the importance of delivering the objective of increasing visible policing in Northamptonshire.**
- b) **The Panel recommends that the work of Northamptonshire Fire & Rescue Service be given more prominence in future annual reports.**
- c) **The Panel requests to be advised of what percentage of the young people supported by the Targeted Youth Service was represented by the 375 young people who reached their final progress point in the Outcomes Star framework at the end of 2021/22 Quarter 4.**
- d) **The Panel requests that an infographic on the deployment of Northamptonshire Police officers be provided for the next Panel meeting.**

77. Police, Fire & Crime Commissioner's Fire & Rescue Statement for 2021/22

The Chair welcomed the Chief Fire Officer to the meeting and noted that all concerned would be sorry to see him leave NFRS when he retired later in 2022.

The PFCC presented the Northamptonshire Commissioner Fire & Rescue Authority Fire & Rescue Statement for 2021/22, highlighting the following points:

- NFRS had continued to carry out a range of significant work during the past year, whilst dealing with the highest level of staff sickness experienced during the COVID-19 pandemic.
- He was proud of the further progress that had been made on recruitment, the development of the vehicle fleet and facilities.
- The past year had been an anomalous one due to the effect of the pandemic. The overall progress made by NFRS should be reflected in the report from its second inspection by Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS), which was due to be published in the next week.
- He thanked the Chief Fire Officer for his previous support and leadership of NFRS ahead of his retirement in October 2022.

The Panel considered the Fire & Rescue Statement and asked questions relating to the PFCC's confidence in the level of assurance it set out, with particular reference to operational assurance.

A Panel member sought reassurance that home safety visits (HSVs) were targeted effectively. The Chief Fire Officer provided information to the Panel as follows:

- The NFRS prevention strategy used a prioritised approach. HSVs were focussed on the most vulnerable people and the NFRS Prevention Team provided specialist support, including in response to referrals from partner agencies.
- Firefighters based at fire stations carried out activity focussed on a lower level of risk. NFRS also provided advice and information to enable members of the public to help themselves.

A Panel member noted that average response times had increased in 2021/22 compared to 2020/21 and questioned the reasons for this. The Chief Fire Officer provided information to the Panel as follows:

- The position on response times reflected the end of lockdown but also challenges relating to availability at retained fire stations.
- Response times were better than they had been prior to the creation of the Northamptonshire Commissioner Fire & Rescue Authority.
- The current average full response time also reflected that the average response time for fires in Northamptonshire was 9:58 seconds, but response times were higher for road traffic collisions and in rural areas.

A Panel member questioned whether the community outcome measure for staff sickness absence included mental health conditions as well as physical health. The Chief Fire Officer provided information to the Panel as follows:

- The community outcome measure covered all conditions. The end of year position for this measure for 2021/22 was worse than for 2020/21 due to the third wave of the COVID-19 pandemic.
- The Chief Fire Officer considered that NFRS had some of the best wellbeing support provision for firefighters that he had seen in his professional experience and it took the wellbeing of all staff very seriously.

A Panel member raised the need for the Panel to consider the outcomes of the latest HMICFRS inspection of NFRS. The PFCC agreed that it was open to the Panel to question him on this matter, although HMICFRS would determine when the inspection report was published.

A Panel member sought confirmation of when the new Community Risk Management Plan (CRMP) for Northamptonshire would be finalised and whether it had been informed by public consultation. The Chief Fire Officer provided information to the Panel as follows:

- The new full CRMP would be published in the immediate future and had been informed by consultation both with the public and with NFRS staff.
- The CRMP linked to the Vision 25 document that the Chief Fire Officer had published to set out his views on the priorities for NFRS and the challenges it would face up to 2025. The Vision 25 document represented the Chief Fire Officer's professional views and so had not been subject to public consultation.

A Panel member noted that members of the public might not be aware of the range of support that NFRS provided to the other emergency services and questioned to what extent NFRS was remunerated for this part of its role. The Chief Fire Officer provided information to the Panel as follows:

- NFRS received regular requests from the other emergency services to gain entry to properties, as well as for more specialist responses such as support in cases involving bariatric patients.
- Medical co-responding was carried out by retained firefighters on a voluntary basis.

- Additional work was not done at the expense of NFRS's core functions.
- The future role and working arrangements of firefighters were under discussion at national level.
- The Fire & Rescue Services Act 2004 specified the core functions of Fire & Rescue authorities and those for which they could charge. However, the 2004 Act defined core functions in relatively narrow terms. There was a view within the sector that Fire & Rescue authorities should be given a statutory role in responding to flooding and carrying out inland water rescue, with the appropriate accompanying resources.

The PFCC noted that the recent Fire & Rescue White Paper included proposals relating to the future functions of Fire & Rescue services and firefighters.

A Panel member asked the Chief Fire Officer to give a view at the end of his tenure about how community safety in Northamptonshire had improved. The Chief Fire Officer made the following points:

- In the period 2016-2019 NFRS had a shrinking budget, fewer officers and aging equipment.
- Since the creation of the Commissioner Fire & Rescue Authority a three-year financial stabilisation plan had been implemented and a capital programme had been developed that was delivering new appliances, which improved the safety of both Northamptonshire residents and NFRS personnel.
- Staff numbers were increasing again and a new headquarters for NFRS had been secured.
- The fact that NFRS had been able to improve performance whilst going through an organisational change was a testament to the work of all those involved.
- The timing of his retirement reflected that NFRS was at the end of a phase in its continuing journey of improvement.

The PFCC endorsed the comments made and highlighted that the Chief Fire Officer was already being asked to provide advice on good practice in other areas following his retirement from NFRS.

A Panel member sought further information about whether pressures on NFRS staffing in the past year had affected the Northamptonshire Emergency Services Cadets scheme. The Chief Fire Officer advised that the scheme had moved over to on-line activity during the pandemic and had been able to do good work in supporting young people at a difficult time.

A Panel member asked the Chief Fire Officer to give a view about whether NFRS had enough effective fire appliances to meet likely future needs in the county. The Chief Fire Officer made the following points:

- NFRS had sufficient appliances but may need to consider whether it had the right mix to meet future demands.

- The range of incidents that Fire & Rescue services were now attending was getting broader, with the addition, for example, of incidents connected with flooding or extreme weather conditions.
- The functions carried out by full-time and retained firefighters in future were being considered at national level.
- NFRS's future planning should involve looking at how to meet changing risks not just whether it had the right number of appliances.
- Ultra-high pressure capability was becoming increasingly available across Northamptonshire. The PFCC had provided resources to enable the specification for new appliances now being ordered for NFRS to include this capability.

The PFCC highlighted that enhancing the availability of ultra-high pressure capability was another example of action that would improve the safety of both members of the public and firefighters in Northamptonshire.

Panel members made the following additional points during the course of discussion:

- The Fire & Rescue service wellbeing support dog introduced by NFRS was an example of the attention given to staff members' wellbeing.
- The Chief Fire Officer was thanked for his service and dedication to Northamptonshire.
- NFRS had come back strongly from the previous difficult period in its history.
- NFRS made a commendable contribution to partnership working in Northamptonshire.

The Panel considered potential conclusions on the Fire & Rescue Statement for inclusion in its report to the PFCC.

RESOLVED that: the Panel commends the continuing progress and achievements reflected in the Police, Fire & Crime Commissioner's Fire & Rescue Statement for 2021/22.

78. **Police, Fire & Crime Panel Work Programme 2022/23 and operating arrangements**

The Democratic Services Assistant Manager presented the report, highlighting the following points:

- The Panel should use its first regular meeting of the new municipal year to consider its work programme, identifying the topics that the Panel wished to scrutinise in addition to its mandatory tasks.
- The report provided an outline work programme as a basis for discussion. This was modelled on the Panel's previous approach and included some potential topic areas suggested by the previous Panel and by the PFCC.
- The Panel had previously been a member of two relevant partnership bodies: the East Midlands Police & Crime Panels Network and the National Association of Police, Fire & Crime Panels. The Panel should determine whether it wished to renew its membership of these bodies.

- The report also included the link to information about the current public consultation on Fire & Rescue Service reform. Panel members were invited to consider the consultation document outside of the meeting and feed back any points that they wished to be included in a response by the Chair.

The Panel considered the report. The Chair made the following initial points:

- The outline work programme provided a good basis on which to proceed.
- The Panel had previously found the proposed briefing sessions with the Chief Constable and Chief Fire Officer and the proposed workshop session on the development of the PFCC's proposed precepts to be worthwhile.
- The previous Panel had identified the potential to carry out some more in-depth scrutiny work on early intervention in the county. It was open to the Panel now to consider whether this topic should be included in its work programme.

The Panel considered what further action it should take on the topic of early intervention. Several Panel members encouraged that this topic be pursued and the Chair suggested that a working group might be set up for this purpose, although another member questioned whether it was relevant to the remit of the Panel. In response to questions the Democratic Services Assistant Manager provided additional information as follows:

- 5 – 7 members was generally an appropriate size for a working group.
- It would be important to identify clear aims and outcomes for the proposed work to reflect the remit of the Panel and produce the most value for the time invested in it.
- The working group could meet to draw up a draft scope for the proposed work for final approval by the Panel.

Panel members went on to make the following points relating to the overall work programme:

- Consideration could be given to inviting the Chief Constable to attend Panel meetings more frequently.
- The Panel should take more of an overview of complaints about the conduct of the PFCC.
- The Panel should seek an update on the Fire & Rescue white paper at its meeting in December 2022.
- The Panel should invite the new Chief Fire Officer to attend a meeting 3 – 6 months after he had taken up the post.
- The Panel should request an update on the outcomes resulting from investment in interceptor vehicles in Northamptonshire.
- The Panel should seek an update on the outcomes of the latest HMICRS inspection of NFRS at its next meeting.

The Chair noted that the Panel had previously used briefings more than its formal meetings to engage with the Chief Constable. The Chair also referred to the role of the Complaints Sub Committee in carrying out the Panel's complaints function.

The PFCC made the following points during the course of discussion:

- He had suggested that it could be useful for the Panel to receive updates on the use of Automatic Number Plate Recognition (ANPR) technology and the operation of the Independent Custody Visitors scheme (ICV) in Northamptonshire. ANPR had been the subject of local investment. The provision of ICVs was part of the PFCC's statutory responsibilities that might not be widely understood.
- He could arrange for the Panel to receive a briefing on road safety strategy more generally, which could be held at an appropriate location.

The Panel considered whether to continue its involvement in the two partnership bodies identified. In response to a question the Democratic Services Assistant Manager gave the view that membership of the East Midlands Police & Crime Panel did add value to the work of the Panel in return for the £420 cost, which could be met from the Home Office grant funding stream that supported the operation of Police & Crime panels.

RESOLVED that:

- a) **The Panel agrees that its work programme for 2022/23 should include the following matters:**
 - **A Police, Fire & Crime Plan delivery update presented to each regular meeting of the Panel**
 - **Police and Fire & Rescue Authority budget updates presented to each regular meeting of the Panel**
 - **A report from the Police, Fire & Crime Commissioner on the outcomes of the latest HMICFRS inspection of Northamptonshire Fire & Rescue Service to the Panel meeting on 8th September 2022**
 - **A report from the Police, Fire & Crime Commissioner giving an overview of the use of Automatic Number Plate Recognition technology in Northamptonshire to the Panel meeting on 8th September 2022**
 - **A report from the Police, Fire & Crime Commissioner giving an overview of the Independent Custody Visitors scheme in Northamptonshire to the Panel meeting on 1st December 2022**
 - **The Joint Independent Audit Committee Annual Report 2021/22 to the Panel meeting on 8th September 2022**
 - **Briefing sessions with the Chief Constable and with the Chief Fire Officer on their organisations' operating environment, priorities and challenges at least once during the year**
 - **A workshop session on the development of the Police, Fire & Crime Commissioner's proposed precepts for 2023/24 as in previous years**
- b) **The Panel agrees that its work programme for 2022/23 should include a piece of focussed task and finish work on early intervention activity in Northamptonshire.**

- c) **The Panel agrees that councillors Gonzalez De Savage, Maxwell, McGhee, Mercer and Smith would be included in the membership of a task and finish working group on early intervention.**
- d) **The Panel agrees that Panel members not present at the meeting would be contacted subsequently to identify any additional members interested in being on a task and finish working group on early intervention.**
- e) **The Panel agrees to continue its membership of the East Midlands Police, & Crime Panels Network for 2022/23.**
- f) **The Panel agrees to continue its membership of the National Association of Police, Fire & Crime Panels for 2022/23.**

79. **Appointments to the Police, Fire & Crime Panel Complaints Sub Committee for 2022/23**

The Chair introduced the report, which invited that Panel to agree the appointment of members to serve on the Panel's Complaints Sub Committee for 2022-23.

The Panel considered the report and members indicated their interest in serving on the Sub Committee.

The PFCC offered to provide an update on learning that the OPFCC had taken from complaints about Northamptonshire Police if this was sought by the Panel. He suggested that this might best be done as a briefing session.

RESOLVED that:

- a) **The Panel agrees the appointment of the following members to serve on the Complaints Sub Committee for 2022/23:**
 - **Councillors Brown, Maxwell and Pritchard from the Conservative councillor members of the Panel, with Councillor Gonzalez De Savage as a substitute**
 - **Councillor Strachan from the Labour councillor members of the Panel, with Councillor McGhee as a substitute**
 - **Mrs Shields and Miss Woodhouse from the independent co-opted members of the Panel.**
- b) **The Panel agrees to include a briefing session with the Police, Fire & Crime Commissioner on learning taken from complaints about Northamptonshire Police in its work programme for 2022/23.**

80. **Urgent Business**

There were no items of urgent business.

The meeting closed at 12.30pm

Chair: _____

Date: _____