

Current Forward Plan – please note this is a working document and is constantly updated

FORWARD PLAN – UPDATED 27 February 2006

	Human Resources WG	3 March 2006
Focus on Retention and Workforce Planning – presentation		
People data and performance against Policing Plan targets – quarterly		
HR Plan 2005/06 – year end report		
Learning & Development Strategy 2006/07 – draft		
Health and Safety Action Plan – sign off final report and accident statistics		
Shortages – Sergeant/Inspector Ranks		
Work programme? (or June)	Diversity WG	15 March 2006
Pre-meeting with officers and staff with disabilities (Enable)		
CRE progress reporting to Full Authority		
Equality Impact Assessments		
Stop and Search – a paper on Authority's duties outlined in manual		
PIP – assimilated into force training process?		
Interim progress report on the External Audit for 2005/06, including current position on review of crime data quality/ABC	Audit WG	15 March 2006
External Audit draft Plan 2006/07		
Use of Resources 2005/06 – legal basis on which this could be mandated		
Progress in delivering the Internal Audit Plan 2005/06		
Risk Management		
Draft Internal Audit Plan 2006/07		
Police Force Restructuring	Full Authority	24 or 31 March 2006 (pm)

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<p>Policing Plan Objectives: Citizen Focus – Increase Public Confidence and Satisfaction:</p> <ul style="list-style-type: none"> (a) Improve Victim and Witness Satisfaction in the Police (a) Improve Public confidence in the Police, particularly among ethnic minority communities (b) Provide Assistance – Increase Visibility and Reassurance in all our Communities <p>Review of priority areas for scrutiny:</p> <ul style="list-style-type: none"> (a) Reduce Crime – burglary, robbery, vehicle crime and serious violent crime (b) Investigate Crime – Increase Detection Rates <p>Pilot scheme for recording customer satisfaction Annual Report – Stop and Search Local Criminal Justice Board [LCJB] – summary of quarterly performance report Recalibration HMIC Baseline Assessment ICV report SWITCH – (PP objective) NCRS annual report Hate Crime Best Value Review?</p>	<p>Performance Scrutiny</p>	<p>21 April 2006</p>
<p>Neighbourhood Policing</p>	<p>Community Engagement</p>	<p>28 April 2006</p>
<p>The Wider Police Family – HertsWatch conference and On-line Watch Link (OWL)</p>		
<p>Consultation and Engagement Strategy</p>		
<p>Feedback from engagement and consultation</p>		
<p>Marketing Strategy – update</p>		
<p>Youth Crime Reduction Strategy – Update based on activity analysis – referred from November 2005 meeting</p>		

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Youth Service		
HCC Children and Young Persons' Plan		
Initiatives Fund – application process and criteria 2006/07 CRB checks, Health and Safety Policies		
Community Safety Awards – proposals for 2006 scheme and details of how 2005 prizewinners spent money		
Freedom of Information – April 2005 – April 2006		
Report from Community Engagement Leads		
Crime and Disorder Update		
Meeting with staff representatives	Human Resources WG	28 April 2006
Review of Planning and Production Processes for Policing Plan 2006/07	Policing Plan WG	12 May 2006
Discuss Key Messages for Annual Report 2005/06		
Timetable for Production of Annual Report 2005/06		
Provisional Revenue and Capital Outturn 2005/06	Financial Resources WG	19 May 2006
2007/08 Budget Planning		
Annual Review of Financial regulations		
Activity Based Costing [ABC]		
	Policing Plan WG	19 May 2006
Draft Annual Report 2005/06		
Final proof of HPA Complaints Leaflet Policy for testing Police Officers and Recruits for Substance Misuse Agree work programme	Professional Standards WG	24 May 2006
Standing item for Independent Members of Misconduct Panel		
Quarterly report on Complaints		
PT II item on forthcoming trials		

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Election of Chairman & Vice Chairman	Full Authority	26 May 2006
Confirmation of County Councillor membership of HPA	Annual meeting	
Appointment of Committees, Working Groups, CELs		
Appointment of representatives to other bodies		
a Policing Plan – end of year report 2004/05		
b Annual Report of Hertfordshire Police Authority 2004/05		
Programme of Meetings		
Programme of Member Seminars		
Forward Plan		
Annual review of Standing Orders and Schemes of Delegations		
Annual review of Financial Regulations		
Annual review of Race Equality Scheme		
Force policy on Stop and Search		
Local Area Agreements – governance arrangements		
Funding of Police Officers' Representation in Legal Proceedings		
Memorandum of Agreement – Shared Cells and Other Accommodations – setting out the arrangements for the sharing of cells with the court service? [or a later meeting]		
Reports from representatives on outside organisations		
<i>For noting:</i>		
Annual report of the Performance Scrutiny Committee		
Annual report of the Community Engagement Committee		
Annual report of the Financial Resources Working Group		
Annual report of the Human Resources Working Group		
Annual report of Professional Standards Working Group		
Annual report of Diversity Working Group		
Annual report of Audit Working Group		
Annual report of Policing Plan Working Group		
Operational Matters – Part II		

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Force Sickness and Ill Health Retirements Work Programme for the forthcoming year	Human Resources WG	9 June 2006
People data and performance against Policing Plan targets – quarterly		
Work Programme for the forthcoming year ? Stops	Diversity WG	14 June 2006
Equality Impact Assessment Hate Crime Best Value Review?		
Final report on the External Audit for 2005/06, including current position on review of crime data quality/ABC Internal Audit Annual Report 2005/06 Statement of Internal Control Draft Statement of Accounts 2005/06 External Audit- Use of Resources 2005/6 initial conclusions HPA Risk Assessment Work Programme for the forthcoming year	Audit WG	16 June 2006
Final Revenue and Capital Outturn 2005/06 and Draft Statement of Accounts 2005/06 Performance of Treasury Management 2005/06 Annual Review of Financial Regulations Reports from representatives on outside organisations Operational Matters – Part II	Full Authority	30 June 2006
ICV Report Policing Plan Objectives 2005/06 and 2006/07	Performance Scrutiny	7 July 2006
Review of priority areas for scrutiny – (a) Reduce Crime – burglary, robbery, vehicle crime and serious violent crime		
(b) Investigate Crime – Increase Detection Rates		

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(c) Investigate Crime – Combat Serious Organised Crime across and within Force boundaries [6 monthly]		
Forensic Physicians/medical conditions in custody		
Evaluation of new FME service [or later meeting?]		
Local Criminal Justice Board [LCJB] – summary of quarterly performance report		
Scheme for dealing with Direction and Control Complaints?		
Final Revenue and Capital Outturn 2005/06	Financial Resources WG	7 July 2006
Review of Standstill Pressure/Benchmarking of Spending		
Submit Proposals for limited number of detailed savings' reviews		
Work Programme for the forthcoming year		
Report from Community Engagement Leads and crime and disorder update	Community Engagement	21 July 2006
Neighbourhood Policing		
Progress report on the implementation of the four recommendations arising from the HMIC Inspections of Professional Standards	Professional Standards	21 July 2006
Standing item for Independent Members of Misconduct Panel		
Quarterly report on Complaints		
Work Programme for the forthcoming year		

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	Human Resources WG	8 September 2006
People data and performance against Policing Plan targets – quarterly		
Further benchmarking/MSF/national comparison of spend against PPAF Domains [based on ABC data] Revenue and Capital Monitoring 2005/06 Progress on 2007/08 Budget Savings Reviews and Growth Priorities – Part II	Financial Resources WG	13 September 2006
Annual meeting	Standards Committee	15 September 2006
Disability Equality Scheme	Diversity WG	20 September 2006
Diversity Award		
Seminar Programme (Jan – Dec 2007) ?	Full Authority	22 September 2006
Clerking Contract		
Reports from Representatives on Outside Organisations		
Operational matters – Part II		
Stevenage PAVs – Construction contract (design + build): after tendering and before letting – Part II		
	Audit Working Group	29 September 2006
Draft Annual Audit Letter 2005/06		
Report on Accounts 2005/06		
Progress on External Audit for 2005/06		
Progress against Internal Audit Plan 2005/06		

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Policing Plan Objectives	Performance Scrutiny	13 October 2006
ICV report		
Review of priority areas for scrutiny – Reduce Crime – burglary, robbery, vehicle crime and serious violent crime		
Review of priority areas for scrutiny – Investigate Crime – Increase Detection Rates		
Local Criminal Justice Board [LCJB] – summary of quarterly performance report Management of police information-Bichard (AO/SM)		
Meeting with staff representatives - no set agenda	Human Resources WG	13 October 2006
Budget options Report back on progress on savings and prioritised growth review First draft of Capital Programme Second Quarterly Budget Monitor 2005/06 [to end September]	Financial Resources WG	1 November 2006
The Planning Process and Timetable for Production	Policing Plan WG	3 November 2006
Draft Policing Plan 2007/08		
Strategic Policing Plan 2005-08 Review ?		
Publication of Policing Plan 2007-08		
Report from Community Engagement Leads and crime and disorder update	Community Engagement	10 November 2006
Feedback from consultation and engagement for the 12 months ended 31 October 2006		
Initiatives Fund 2005/06 and 2006/07		
Neighbourhood Policing		

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Quarterly statistical report	Professional Standards	17 November 2006
Quarterly civil cases report		
Quarterly report on Complaints		
Standing item for Independent Members of Misconduct Panel		
Annual Audit Letter 2005/06	Full Authority	24 November 2006
Policing Plan 2007/08 and Strategic Plan 2007/10		
Performance against Policing Plan 2005/06 objectives and targets – April to September 2006		
Inspection Activity including Baseline Assessment		
Public Access And Visibility (PAV) Strategy – Update And Annual Review Part 2		
Reports from representatives on outside organisations		
Baseline assessment – process		
Operational matters – Part II		
Force Sickness and Ill Health Retirements April – September 2006 People data and performance against Policing Plan targets - quarterly Force Strength – quarter ending September 2006 Special Priority Payments – 2007 HR Plan 2007/08 – draft ? Policing Plan 2007/08 – people section – targets on Diversity, Recruitment, Retention/Workforce Planning, Health/Safety/Welfare and Development	Human Resources WG	8 December 2006
	Diversity WG	13 December 2006
Policing Plan Targets for 2007/08		
2007/08 Provisional Settlement and Standstill Budget Update Budget Monitor	Financial Resources WG	15 December 2006

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PROVISIONAL ITEMS FOR 2007

2006/07 Revenue Budget Update & Medium Term Financial Forecast Domestic Budget	Financial Resources WG	January 2007
Strategic Plan 2005/08	Policing Plan WG	January 2007
Policing Plan 2007/08		
Design and publication of Strategic and Policing Plans		
Process for approval of additional leaflets		
Policing Plan Objectives 2006/07 – 27 Promote Public Safety – Improve Safety on our roads (b) Provide Assistance – Improve Contact with the Police [to follow migration to OSB1 in Autumn 2005]	Performance Scrutiny	January 2007
Best Value Review Programme (2007/2008)		
ICV Report		
Review of priority areas for scrutiny – (a) Reduce Crime – burglary, robbery, vehicle crime and serious violent crime		
(b) Investigate Crime – Increase Detection Rates		
(c) Investigate Crime – Combat Serious Organised Crime across and within Force boundaries [6 monthly]		
Annual report on Stop and Search		
Hertfordshire Criminal Justice Boards [every 6 months]		
Local Criminal Justice Board [LCJB] – summary of quarterly performance report		

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		Community Engagement	January 2007
Report from Community Engagement Leads and crime and disorder update			
Best Value Review of Engagement and Consultation			
Neighbourhood Policing			
Feedback from consultation: MORI Citizens Panel Individual Stakeholders' responses		Policing Plan WG	January 2007
Draft Policing Plan 2007/08			
Policing Plan 2007/08		Policing Plan WG	February 2007
Local Domains			
Update on LAAs			
Direction and Control Complaints			
Standing item for Independent Members of Misconduct Panel		Professional Standards WG	February 2007
Quarterly report on Complaints			
PT II item on forthcoming trials			
Revenue and Capital Monitoring 2006/07 2007/08 Revenue and Capital Budget Domestic Budget Treasury Management Strategy for 2007/08		Financial Resources WG	February 2007

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Policing Plan 2007/08 and Strategic Plan 2005/08 Local Domains Update on Laas Update on Precept Leaflets	Policing Plan WG	February 2007
Policing Plan 2007/08 and Strategic Plan 2005/08	Full Authority	February 2007
Revenue & Capital Budget 2007/08	Budget meeting	
Domestic Budget		
Treasury Management Strategy for 2007/08		
Community Engagement Best Value Review		
Clerking contract		
Reports from representatives on outside organisations		
Operational Matters (Pt II)		
	Human Resources WG	March 2007
Focus on Retention and Workforce Planning		
People data and performance against Policing Plan targets		
HR Plan 2006/07 – year end report		
Learning & Development Strategy 2007/08 – draft		
	Diversity WG	March 2007

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Interim progress report on the External Audit for 2006/07, including current position on review of crime data quality/ABC	Audit WG	March 2007
External Audit draft Plan 2007/08		
Progress in delivering the Internal Audit Plan 2006/07		
Risk Management		
Annual Audit letter 2005/6		
Draft Internal Audit Plan 2007/08		
<p>Policing Plan Objectives: Citizen Focus – Increase Public Confidence and Satisfaction:</p> <p>(a) Improve Victim and Witness Satisfaction in the Police</p> <p>(b) Improve Public confidence in the Police, particularly among ethnic minority communities</p> <p>Policing Plan Objectives: Provide Assistance – Increase Visibility and Reassurance in all our Communities</p> <p>Implementation of best value review recommendations</p> <p>Annual Report – Stop and Search</p> <p>ICV report</p> <p>Agree priority areas for scrutiny</p> <p>Review of priority areas for scrutiny – Reduce Crime – burglary, robbery, vehicle crime and serious violent crime</p> <p>Review of priority areas for scrutiny – Investigate Crime – Increase Detection Rates</p> <p>Local Criminal Justice Board [LCJB] – summary of quarterly performance report</p>	Performance Scrutiny	April 2007

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Report from Community Engagement Leads and crime and disorder update	Community Engagement	April 2007
Initiatives Fund – application process and criteria 2007/08		
Feedback from engagement and consultation – 1 April 2006 to 31 March 2007		
Neighbourhood Policing		
Meeting with staff representatives - no set agenda	Human Resources WG	April 2007
	Policing Plan WG	May 2007
Review of Planning and Production Processes for Policing Plan 2006/07		
Discuss Key Messages for Annual Report 2006/07		
Timetable for Production of Annual Report 2006/07		
Provisional Revenue and Capital Outturn 2006/07	Financial Resources WG	May 2007
2008/09 Budget Planning		
Annual Review of Financial Regulations		
Draft Annual Report 2006/07	Policing Plan WG	May 2007
Agree work programme	Professional Standards WG	May 2007
Standing item for Independent Members of Misconduct Panel		
Quarterly report on Complaints		
PT II item on forthcoming trials		

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Election of Chairman & Vice Chairman	Full Authority	May 2007
Confirmation of County Councillor membership of HPA	Annual meeting	
Appointment of Committees, Working Groups, CELs		
Appointment of representatives to other bodies		
a Policing Plan – end of year report 2005/06		
b Annual Report of Hertfordshire Police Authority 2005/06		
Programme of Meetings		
Programme of Member Seminars		
Forward Plan		
Annual review of Standing Orders and Schemes of Delegations		
Annual review of Financial Regulations		
Reports from representatives on outside organisations		
<i>For noting:</i>		
Annual report of the Performance Scrutiny Committee		
Annual report of the Community Engagement Committee		
Annual report of the Financial Resources Working Group		
Annual report of the Human Resources Working Group		
Annual report of Professional Standards Working Group		
Annual report of Diversity Working Group		
Annual report of Audit Working Group		
Annual report of Policing Plan Working Group		
Operational Matters – Part II		
Force Sickness and Ill Health Retirements	Human Resources WG	June 2007
People data and performance against Policing Plan targets - quarterly		
Work Programme for the forthcoming year		
Work Programme for the forthcoming year	Diversity WG	June 2007

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<p>Final report on the External Audit for 2006/07, including current position on review of crime data quality/ABC Internal Audit Annual Report 2006/07 Statement of Internal Control Draft Statement of Accounts 2006/07 External Audit- Use of Resources 2006/07 initial conclusions Work Programme for the forthcoming year</p>	<p>Audit WG</p>	<p>June 2007</p>
<p>Final Revenue and Capital Outturn 2006/07 and Draft Statement of Accounts 2006/07 Performance of Treasury Management 2006/07 Annual Review of Financial Regulations Reports from representatives on outside organisations Operational Matters – Part II</p>	<p>Full Authority</p>	<p>June 2007</p>
<p>ICV Report</p>	<p>Performance Scrutiny</p>	<p>July 2007</p>
<p>Policing Plan Objectives 2006/07 and 2007/08</p>		
<p>Review of priority areas for scrutiny – (a) Reduce Crime – burglary, robbery, vehicle crime and serious violent crime</p>		
<p>(b) Investigate Crime – Increase Detection Rates</p>		
<p>(c) Investigate Crime – Combat Serious Organised Crime across and within Force boundaries [6 monthly]</p>		
<p>Local Criminal Justice Board [LCJB] – summary of quarterly performance report</p>		

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Final Revenue and Capital Outturn 2006/07	Financial Resources WG	July 2007
Review of Standstill Pressure/Benchmarking of Spending		
Submit Proposals for limited number of detailed savings' reviews		
Work Programme for the forthcoming year		
Report from Community Engagement Leads and crime and disorder update	Community Engagement	July 2007
Neighbourhood Policing		
Standing item for Independent Members of Misconduct Panel	Professional Standards	July 2007
Quarterly report on Complaints		
Work Programme for the forthcoming year		
	Human Resources WG	September 2007
People data and performance against Policing Plan targets - quarterly		
Revenue and Capital Monitoring 2006/07 Progress on 2008/09 Budget Savings Reviews and Growth Priorities – Part II	Financial Resources WG	September 2007
Annual meeting	Standards Committee	September 2007
Report on Accounts 2006/07	Audit Working Group	September 2007
Draft Annual Audit Letter 2006/07		
Progress on External Audit for 2006/07		
Progress against Internal Audit Plan 2006/07		

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	Diversity WG	September 2007
Seminar Programme (Jan – Dec 2008)	Full Authority	September 2007
Clerking Contract		
Annual Audit Letter 2006/07? [or Nov]		
Reports from Representatives on Outside Organisations		
Operational matters – Part II		
Policing Plan Objectives	Performance Scrutiny	October 2007
ICV report		
Review of priority areas for scrutiny – Reduce Crime - burglary, robbery, vehicle crime and serious violent crime		
Review of priority areas for scrutiny – Investigate Crime – Increase Detection Rates		
Local Criminal Justice Board [LCJB] – summary of quarterly performance report		
Meeting with staff representatives - no set agenda	Human Resources WG	October 2007
Budget options Report back on progress on savings and prioritised growth review First draft of Capital Programme Second Quarterly Budget Monitor 2006/07 [to end September]	Financial Resources WG	November 2007
The Planning Process and Timetable for Production	Policing Plan WG	November 2007
Draft Policing Plan 2008/09		
Strategic Policing Plan 2005/08 Review ?		

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Publication of Policing Plan 2008/09		
Report from Community Engagement Leads and crime and disorder update	Community Engagement	November 2007
Feedback from consultation and engagement for the 12 months ended 31 October 2007		
Initiatives Fund 2006/07 and 2007/08		
Neighbourhood Policing		
Quarterly statistical report	Professional Standards	November 2007
Quarterly civil cases report		
Quarterly report on Complaints		
Standing item for Independent Members of Misconduct Panel		
Annual Audit Letter 2006/07	Full Authority	November 2007
Policing Plan 2008/09 and Strategic Plan 2005/08		
Performance against Policing Plan 2006/07 objectives and targets – April to September 2007		
Reports from representatives on outside organisations		
Baseline assessment – process		
Operational matters – Part II		
Force Sickness and Ill Health Retirements April – September 2007 People data and performance against Policing Plan targets - quarterly Force Strength – quarter ending September 2007 Special Priority Payments - 2008 HR Plan 2008/09 – draft	Human Resources WG	December 2007
	Diversity WG	December 2007
Review of Provisional settlement	Financial Resources WG	December 2007

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Confirm Standstill Budget		
Budget Monitor		