

STRATEGY GROUP

Notes of the Meeting held on 28th April 2010, Conference Hall, HQ

Present:

| | |
|-----------------|--|
| Sara Thornton | - Chief Constable |
| Francis Habgood | - Deputy Chief Constable |
| Terri Teasdale | - Director of Resources |
| Steve Rowell | - Assistant Chief Constable, Local Policing |
| Brian Langston | - Assistant Chief Constable, Operations |
| Andy Taylor | - A/ Assistant Chief Constable, Crime & Criminal Justice |
| Amanda Cooper | - Director of Information, Strategy & Technology |
| Dave Lewis | - BCU Commander, Berks East |
| Chris Shead | - BCU Commander, Berks West |
| Paul Emmings | - BCU Commander, Bucks |
| Brendan O'Dowda | - BCU Commander, Oxon |
| Simon Eatwell | - LPA Commander, Milton Keynes |
| Steven Chase | - Head of Human Resources |
| Liam MacDougall | - Head of CRED |
| Alan Baldwin | - Head of Crime Support |
| Pete Davies | - Head of Diversity Unit |

Specialist Support:

| | |
|-------------|--------------------------------|
| Emma Jordan | - A/Senior Executive Assistant |
|-------------|--------------------------------|

Apologies:

| | |
|-------------|-----------------------------------|
| Roy Probert | - A/Head of Corporate Information |
|-------------|-----------------------------------|

Attendance:**Item 3**

| | |
|-------------------|-------------------------------|
| Supt Jill Simpson | - Head of HR Service Delivery |
|-------------------|-------------------------------|

Item 9

| | |
|----------------------|-----------------|
| C/Supt George Turner | - Head of SECTU |
|----------------------|-----------------|

Item 13-14

| | |
|-----------------|---------------|
| C/Supt Dan Hale | - Head of ICT |
|-----------------|---------------|

Item 14

| | |
|----------------|-----------------------------------|
| Guy Lemon | - Head of Legal Services |
| Steve Vercella | - Hampshire ICT |
| John Opsblum | - Programme Consultant, Hampshire |

1 – ADMINISTRATIVE MATTERS

The minutes of the last meeting were agreed as a correct record.

2 - MATTERS ARISING

PDR Modelling Update

The modelling work has been undertaken in light of comments from the Police Authority regarding the percentage of Highly Effective graded staff, currently 33%. There have been lots of briefings regarding the correct procedure for assessing PDRs and BCU/OCU Commanders are briefing their determining officers. If the PDR matrix had been applied robustly then the percentage of staff with a Highly Effective grading should have been 25%, which is probably more appropriate. A decision as to whether to implement the newly suggested PDR grading process will not be made until the end of 2009/10 to see if the communication has affected the percentages.

3- MILEAGE POLICY

A paper on the amendment to the mileage policy for officers in receipt of the organisational postings bonus payment was presented to the meeting. The new mileage policy has had some unintended consequences therefore it has been altered to mitigate the impact.

It was stated that this is not a reversion to the Roamer policy, it is assessing if people are located in the correct place. When measuring the distance it is important to remember that it should be as the crow flies. It was commented that the Superintendents Association will discuss this and will feed back.

The update was noted.

It was agreed:

1. To note the update

Action: 1. All to note

4 – FINANCIAL POSITION

A financial update was provided by the Director of Resources.

As of yesterday there had been no formal notification for the firearms team, security grant or ACPO TAM. Nicola Kerslake thinks that they will receive indicative figures from the Minister but not the Home Office due to the upcoming General Election.

It was stated that work needs to progress on the amber savings that are planning to be taken in 2011/12.

The meeting was reminded that any bids for the CCMT Reserve need to be in by 7th May.

It was agreed:

1. To note the update

Action: 1. All to note

5 - PERFORMANCE UPDATE

The DCC presented a summary of the Force performance April 2009 to March 2010. It was commented that there had been a really good performance for the year especially with regards to reducing Serious Acquisitive Crime during an economic downturn. The total BME recruitment is 9.9%, the DCC congratulated Supt Pete Davies and his team, along with HR recruitment for all of their hard work. The Director of Resources commented that with regards to BME work needs to be taking place on a local level to make sure opportunities aren't missed.

The update was noted.

It was agreed:

1. To note the update

Action: All to note

6 – ANNUAL DELIVERY PLAN 2009/10 OUTTURN REPORT

The Outturn Report was presented to the meeting by the DCC. The report had been presented to the Police Authority the week before and it had been very well received, the Members were all very pleased with the results.

It was agreed to note the report.

It was agreed:

1. To note the update.

Action: All to note

7 – CONFIDENCE ACTION PLAN

The NI21 Confidence Action plan was considered by the meeting.

Objective 1 – Dealing with things that matter

ACC LP provided an update on all of the actions and it was agreed that they could now be closed as they had either already been completed or are included within the Annual Delivery Plan 10/11. It was noted that it had previously been agreed that Engagement Plans would now be KINs.

Objective 2 – Treat People Fairly and With Respect

It was agreed that the actions could now be closed as they had either already been completed or are included within the Annual Delivery Plan 10/11.

Objective 3 – Improve People’s Perceptions of Levels of Crime and Anti-Social Behaviour in their Community

It was agreed that the actions could now be closed as they had either already been completed or are included within the Annual Delivery Plan 10/11. It was commented that further work would be required on the Mystery Shopping work.

Objective 4 – Provide a Satisfactory Response

It was agreed that the actions could now be closed as they had either already been completed or are included within the Annual Delivery Plan 10/11. It was noted that CRED have picked up the monitoring of the Policing Pledge.

The DCC commented that the BCS had decreased, TVP were one of the few Forces to have declined in all 3 categories whereas last time we had improved in all 3. Penny Fraser will be contacting the Home Office BCS team to find out if the sample size was small or if there is something else statistically that can explain the change.

The Public Confidence route map was discussed and the requirement to have something in place for each area. The DCC is the lead for this work.

17-18 May there will be an Anti-Social Behaviour inspection with the results being published in July. They will be speaking to partners and examining partner data.

It was agreed to close the NI21 Action Plan as all of the actions had either been completed or were now included within the Annual Delivery Plan.

It was agreed:

1. To close the NI21 Action Plan

Action: 1. DCC

8 – SENIOR LEADERS FORUM

The upcoming Senior Leaders' Forum was discussed. Steven Chase explained that the morning session would be based on the Productivity Framework and there would be group work focussed on scoring the organisation and then their own BCU/OCU/Department within the maturity model. This information will then inform their action plans to help to develop the appropriate domains. C/Supt Alan Baldwin informed the meeting that the afternoon would be an interactive session looking at the four stages of investigation.

It was agreed:

1. To note the update

Action: 1. All to note

9 – T66 ACTION PLAN – CLOSED under the Freedom of Information Act 2000 – exemption 31 – Law Enforcement

10 – VOICE ACTIVATED DIRECTORY

ACC O introduced the paper. The main switchboard requires upgrading as the supplier has notified TVP that the current system will no longer be supported from January 2011.

Ordinarily this is a straightforward matter, however technology provides a possible alternative approach to a manually operated switchboard through a Voice Activated Directory (VAD), which would generate savings of £125,000 per annum.

Four options were presented:

- a. Upgrade Existing Switchboard
- b. Replace switchboard with VAD
- c. Integrate existing switchboard technology on PEC terminals
- d. Pass switchboard functioning to PEC staff without technology

Hertfordshire Police introduced VAD 1st March 2010, whilst it is still early in its implementation they haven't received any complaints from the public or their Police Authority. Sample recordings from their VAD were played to the meeting. It was explained that there would be a tiered response, for example if the caller asks for custody they will then be asked which station. A concern was raised that if staff didn't have their voicemail set up the caller would be stuck in a loop, any calls that aren't answered will be automatically re-routed to the PEC after 2 attempts. Diversity issues were also raised as a concern such as strong accents or mis-pronunciation. The Head of CRED has seen the technology in action and

it copes well with these issues and as intelligent technology it picks up on these differences and remembers them.

The interdependence with C/Insp Hugh Matthews voicemail project was discussed and acknowledged.

Option b was agreed.

It was agreed:

1. Option b

Action: 1. ACC O [Head of CRED]

11 – DETECTING CRIME ACTION PLAN

ACC CCJ introduced the action plan explaining that it has been developed to improve the detection of crime and build on the outcomes of Supt Richard Humphrey's report. The action plan was commissioned through Performance Group. It has been developed around the four stages of an investigation and has been built from other Force plans.

There was some discussion as to the name of the action plan. Concern was muted that if it was branded as an operation, it may be viewed as something with an end date but it is a continuous process, driving up skills, improving investigation and detection across the organisation. One suggestion was to brand it under Serving with Pride and Confidence. The title of Project Morse was agreed upon for both the long and short-term plans.

It was agreed that the action plan needs to focus on three or four key areas.

A draft communication plan has been developed and will be implemented alongside the action plan.

One omission highlighted was the patrolling of hotspots and getting officers to scenes quickly through linking in with CRED.

The strategic intentions were agreed.

It was agreed:

1. The title of Project Morse
2. That the action plan needs to focus on three or four key areas.
3. The strategic intentions were agreed.

Action: 1-3. ACC CCJ [Head of Crime Support]

12 – BCU REDEPLOYMENT PLANS

At the Police Authority meeting in February it was agreed that the budget for 2010/11 would allow the growth posts of 27 police officers and 74 police officers to be redeployed as a result of the productivity plan. All BCU Commanders were asked to submit plans for allocating the increases in establishment across their BCU and to submit these, via the DCC, for ratification at this meeting. The assumption was that all of the officers were PCs, any other rank the BCU would have to bid back to the centre.

Berks East BCU

The following bids were presented:

| Role Description | No of Posts |
|--|--------------------|
| Slough Priority Crime Team | 4 |
| Windsor and Maidenhead Priority Crime Team | 6 |
| PVPIU | 1.6 |
| CAIU | 1 |
| IOM (With a specific remit to cultivate offenders to provide TiCs) | 1 |
| Quality of Service Inspector | 0.6 |
| IOM Sergeant | 1 |
| PDU Sergeant | 1 |
| Total | 16.2 |

The above were agreed.

Berks West BCU

The following bids were presented:

Growth

- All five PC posts onto neighbourhoods as NOs.

Redeployed posts

- Seven (PS and 6 PCs) to populate an IOM/PIU focussing on offender management and detections – we currently only have four posts on the BCU working with PPOs, these will remain.
- Five (PS and 4 PCs) within PVP – an area that has been identified as under-resourced with potential for greater number of detections
- Three (all supervisors) to PCT - again with a view to increase detections for priority crime.

The above were agreed.

Milton Keynes BCU

The following bids were presented:

| | |
|--|------|
| Inspectors SDU post converted to 2 sergeant posts (0.5 and 0.75) | 1.25 |
| 2 SDU Sergeant posts | 2 |
| 2 PC redeployed to Neighbourhood (1 part time) | 1.6 |
| 2 PCs redeployed to Intelligence Office | 2 |
| 1 PC redeployed to PVP | 1 |
| 1 PC redeployed to Crime and Case Management Unit | 1 |
| Posts for PIU | 3.15 |
| TOTAL | 12 |

The Director of Resources queried why the part time female officer was part of the shift.

In the absence of a Milton Keynes senior management representative and in light of a couple of queries it was agreed that the DCC would speak to the Milton Keynes BCU Commander.

Oxon BCU

The following bids were presented:

- 1.47 x Inspectors
- 3.64 x Sergeants
 - 2 x NBH – Vale (Abingdon and Wantage)
 - 0.64 x SSP
 - 1x Operations(Rumble Team)
- 26.54 x Constables
 - 1 x DYO- IOM Team
 - 3 x CIU - Abingdon Custody
 - 6 x PCT - South Oxon x 2
 - Vale x 1
 - West Oxon x 1
 - Cherwell x 1
 - Oxford City x 1
 - 1 x CID Cherwell
 - 1 x CAIU
 - 2 x NBH West Oxon -Witney, Chipping Norton
 - 1 x NBH South Oxon - Henley Rural
 - 1.54 x Response - South Oxon
 - 2 x Response - Cherwell
 - 3 x Response - Vale
 - 3 x Response - West Oxon

2x Operations (Rumble Team)

The above bids were agreed.

Bucks BCU

The following bids were presented:

Growth

5 Uniform PC posts to work at Wycombe to supplement fast time response deployment according to daily or bi-weekly tasking requirements (aimed at tackling vehicle crime).

Redeployed posts

- 1 Inspector to lead the Integrated Offender Management team.
- 4 additional PC posts to be allocated to a BCU prisoner intervention team.
- All additional PC posts to be allocated to priority crime teams as follows:
 - 4 – Proactive BCU team
 - 4 - Aylesbury
 - 2 - South Bucks
 - 2 – Chiltern

The above bids were agreed.

It was agreed:

1. The bids presented by the BCUs were agreed with the exception of Milton Keynes at this stage.

Action: ACC LP [BCU Commanders]

13 – NSPIS CASE & CUSTODY UPDATE - CLOSED under the Freedom of Information Act 2000 – exemption 43 – Commercial Interests

14 – TVP/HAMPSHIRE ICT COLLABORATION – BUSINESS CASE – CLOSED under the Freedom of Information Act 2000 – exemption 43 – Commercial Interests