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STRATEGY GROUP

Notes of the Meeting held on 11th August 2009, Conference Hall

Present:

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| Sara Thornton | - Chief Constable |
| Francis Habgood | - Deputy Chief Constable |
| Terri Teasdale | - Director of Resources |
| Brian Langston | - Assistant Chief Constable, Operations |
| Amanda Cooper | - Director of Information, Strategy & Technology |
| Steve Rowell | - ACC Local Policing |

Specialist Support:

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| Roy Probert | - Communications Manager |
| Emma Jordan | - A/Senior Executive Assistant |

Apologies:

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| Nick Gargan | - Assistant Chief Constable, Crime & Criminal Justice |
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Attendance:

Item 62

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| Danny Clarke | - Capital Schemes Manager |
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| David Backhouse | - Head of Learning & Development |
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Item 65

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| Supt Gez Chiariello | - Serving with Pride and Confidence |
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58 – 09/10 ADMINISTRATIVE MATTERS

The minutes were agreed as a correct record with one amendment to *minute 55 – 09/10 ZBB CIMU, SDU and CRED*:

The last sentence is to be amended to 'The DCC is to update staff on the Productivity and Efficiency Team with regards to current ZBBs.'

59 – 09/10 MATTERS ARISING

49 – 09/10 2010/11 Financial Growth Bids

It was agreed that the overtime paper being written by Mike Hatton will be submitted to the October Strategy Group.

It was agreed:

1. That the overtime paper will be submitted to the October Strategy Group

Action: 1. DCC [Head of Productivity & Efficiency]

50 – 09/10 Protective Services Update

There was discussion around collaboration and the links to Protective Services either as a region or on a bilateral basis.

It was agreed:

1. That a paper regarding possible collaboration options would be submitted to the September Strategy Group.

Action: 1. CC

60 - 09/10 PERFORMANCE UPDATE

The Force performance summary April to July 2009 was looked at by the meeting.

The following indicators were commented on:

Reduce the level of Serious Acquisitive Crime by 2% compared to 2008/09 – GREEN

The performance was listed as -9.8% however the meeting was informed that this had now been reduced further to -11%.

95% of Domestic Risk Assessments to be completed and recorded on CEDAR within 3 days of the incidents being reported – RED

It was agreed that the RAG status should be amended to amber.

Reduce assault with less serious injury – Non Domestic by 3% - RED

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The BCUs are currently working on improving the performance for this target.

Increase the percentage of Sanction Detections for Serious Sexual offences to 25% - AMBER

This performance indicator is heading in the right direction; it is now 23.2% which is not far off the target and it has reached 24%. Bucks BCU is the main area of concern with Chiltern LPA yet to get a detection.

Increase the Sanction Detection rate for Hate Crime to 35% - AMBER

The DCC is monitoring progress in relation to this target on Bucks BCU since the last Performance Group.

10% of new police officer/staff/PCSO to be from a BME background – AMBER

It was noted that there will not be significant changes to this target unless there are more intakes; there is a summer intake planned.

It was agreed:

1. To note the update

Action: 1. All to note

61 – 09/10 FINANCIAL HIGHLIGHT REPORT

The Director of Resources provided an update on the Force's financial position as at the end of July 2009.

Police officer strength is now 39 higher than budgeted for and this is being managed through the recruitment programme which will be adjusted to reflect the reduction in officer wastage.

PCSOs are currently 0.5 over strength but this will be managed through recruitment and wastage. The current year end forecast for police staff of £0.295m overspent remains largely unchanged since last reporting to the Police Authority.

The overall force position is an over spend of £0.816m, which compares to the last monitoring report to the PA which showed an over spend of £1.097m. The main factors contributing to this reduction have been:

- Police pay has increased to an overspend of £0.870m from £0.730m last period due to wastage again being lower than expected.
- A reduction of the devolved budget holders outturn from an overspend of £0.222m to £0.101m
- A one off annual under spend of £0.150m on photocopier usage due to over billing last year and lower expected usage for the remainder of this year.

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- The £0.150m growth for the serious sexual assault rota that has been identified as not required in 2009/10. (This was previously reported in last months highlight report but excluded from the PA report).

It was agreed:

1. To note the update

Action: 1. All to note

62 – 09/10 NEW CAPITAL AND MAJOR REVENUE PROJECTS

The larger new capital and revenue projects were presented to the meeting prior to appearing in the budget development process in order to provide further background information. The projects were:

- a. New HQ Block
- b. Officer Safety Training facility – Sulhamstead
- c. New Accommodation of OH – Crossfield House, Sulhamstead
- d. New water supply – Sulhamstead
- e. Additional car parking at Bicester Traffic Base
- f. Safer Roads Partnership – Crouch Street

The two projects that would need to go through the Capital Steering Group process if they are to proceed are projects a and b.

- a) New HQ Block

Two options were presented for this project:

1. Build a new block on the site of the old B block – approx cost £3.45m
2. Build a new block on the site of both B and C block – approx cost £5.9m

The benefits of replacing both B and C block would be savings in staff travel, postal costs as well as heating and rental costs. The new buildings would be energy efficient and there would be a saving, of approximately £1m, associated with building on our own land rather than having to buy land and build on it.

The Chief Constable stated that she was not keen on replacing C block and would prefer to just replace B block instead rather than have additional parking spaces. It was highlighted that it is important to maximise the opportunities of working together on one site and how best to locate staff. Consideration must also be given to the perception of spending such a sum in this economic climate.

- b) Officer Safety Training facility – Sulhamstead – approx cost £4.75m - £5m
The new facility would be used to allow Officer Safety Training and fitness assessments to take place. In addition to these roles it would also be used for general fitness training and sports. The design has been developed to

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include some limited meeting/conference facilities and a new location for the Sports & Social club.

The most the cost could be reduced by would be £0.75m as the site is grade 1 listed and therefore the district council will be strict about how the building looks as was experienced when developing the firearms range.

There was discussion about the removal of the 'Dojo' area and using the main area for personal safety training.

It was agreed that this option is 'nice to do' compared to option a and this may have to move in slow time and be re-examined next year. It has previously gone to the Police Authority and been rejected.

It was agreed that option b should be submitted to the Strategic Property Forum as a long term investment and Property Services are to look at reducing the costs. Both projects are to be scored for the Capital Programme but project a is a priority.

c) New Accommodation for OH – Sulhamstead

It was agreed that this work would need to be carried out at an appropriate time but it is unlikely to be next year therefore it is not be included in the Capital Programme.

d) New Water Supply – Sulhamstead

There have been significant concerns about the water supply at Sulhamstead due to the fact that the farmer whom TVP lease the water tower from was not going to re-new the lease as he had development plans for the site. However due to the economic downturn this work will not be going ahead. There are also additional concerns regarding the Health & Safety of the water tower and it is now out of bounds due to its structural safety.

The cost to bring the water supply on site is approximately £175,000 and it was agreed that if possible this should be included in next year's budget.

e) Additional Car Parking – Bicester Traffic Base

The meeting was informed that the parking issues at the traffic base have been caused by mis-use of the on site parking with vehicles being allowed to park there that shouldn't. This project is to be removed.

f) Safer Roads Partnership – Crouch Street Banbury Accommodation

There have been long standing concerns about the condition of this building and some limited remedial work has already been carried out to improve the standard of the accommodation. There was a review of this building in 2008 and this identified a significant amount of work which would approximately cost £0.45-£0.5m

Following some discussion the Director of Resources commented that the costs should be paid for by the Safer Roads Partnership. The lease runs out in 2012 and it was agreed to look to move out at the earliest opportunity.

It was agreed:

1. That option b should be submitted to the Strategic Property Forum as a long term investment and Property Services are to look at reducing the costs. Both projects are to be scored for the Capital Programme but project a is a priority.
2. That project c would need to be carried out at an appropriate time but it is unlikely to be next year therefore it is not be included in the Capital Programme.
3. That if possible project d should be included in next year's budget.
4. That project e is to be removed
5. That with regards to project f we should look to move out of the property at the earliest opportunity.

Action: 1-5. DoR [Head of Property Services]

63 – 09/10 RECRUIT TRAINING MODERNISATION – IPLDP 2

A report providing an update on the design and development of the approved changes to IPLDP was presented to the meeting. The new programme will be known as IPLDP2. The paper also outlined the work required to accommodate the recommendations arising from the national IPLDP stock take conducted by the IPLDP Central Authority with regard to the assessment of student officers (proposed changes to the National Occupational Standards).

It was commented that Learning & Development will need to work with recruitment to ensure that there is sufficient lead in time for applicants to attend the weekend training sessions. The meeting was informed that DAO's will be reduced by about a third.

The opportunity for distance learning was discussed and the Open University was suggested as an option. The meeting was informed that Oxford Brookes were now aware that TVP would prefer not to follow the Further Education route and have agreed to re-look at the options.

The Director of Information, Science & Technology asked if TVP could stipulate that another pre-entry requirement is to hold a first aid certificate which would reduce the training by a weekend. This is something that will be looked at for the next stage of the project but it does create additional barriers to applicants.

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There is a need to look at the impact of having a policing certificate and the recruitment process; it needs to be incentivised for the individual.

The budgetary changes of this project need to be assessed.

CCMT commented that they were happy with the progress made with this project.

It was agreed:

1. To note the update

Action: 1. All to note

64 – 09/10 LEADERSHIP AND CONTINUING PROFESSIONAL DEVELOPMENT INITIATIVES

A paper providing a brief overview of a number of leadership and Continuing Professional Development (CPD) initiatives under the Leadership strand of the Serving with Pride & Confidence (SWPC) Programme for 2009/10 was presented to the meeting. It outlined the following proposals:

- Inspector Leadership Conferences

This would consist of 4 conference dates with 59 Inspectors attending each one to manage abstraction levels. The main theme of the conference will be about what is a leader in TVP and the vital role Inspectors play in ensuring their staff are engaged. There will be a format of presentations and workshops. It would be delivered between February and the end of May 2010.

It was suggested that one of the workshops could deal with flexible working etc, there are policies in place but the issues are about implementing them and providing people with the confidence to approach it. Examples of when situations have not been positive could be used. This issue was raised by the Diversity Board.

- Sergeant and Inspector Learning forums

The BCU/OCU Learning Forums form part of the Force Delivery Plan 2009-10. These were originally aimed at Sergeant rank, but the intention is to expand this to include Inspector rank. The proposal for this year's forum is 'managing investigative practice' for frontline supervisors. The exact format of the forums is yet to be decided, but they will be interactive and scenario based (possibly using the Streetcraft approach). The aim is to have the package ready to be delivered by November 2009.

- Continuous Professional Development

In April 2008, a CPD development needs page was added to the Snowdrop PDR system. This page enabled a clear development plan to be defined, measured and agreed within the PDR year. The CPD page is usually initiated by the line manager and clear actions are defined. There will be an expectation that all

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officers and staff using the leadership PDR should demonstrate personal learning through CPD in each reporting year.

- Inspector/Chief Inspector Action Learning Sets

Action Learning Sets are proposed for each BCU/OCU during 2009/10. For maximum impact, the group should have no more than 10 members from the Chief Inspector ranks who are working towards promotion. The learning set will be led by a Chief Officer and meet regularly to discuss and reflect on purposeful action for current and future issues. The Executive Research Assistant is developing a standard template/agenda for the Chief Officers to follow.

The 4 initiatives were agreed by the meeting.

It was agreed:

1. The proposals were agreed.

Action: 1. DoR [Head of Human Resources]

65 – 09/10 ZBB CIMU, SDU AND CRED– CLOSED UNDER THE FREEDOM OF INFORMATION ACT 2000 – EXEMPTION 22 INFORMATION INTENDED FOR FUTURE PUBLICATION