

STRATEGY GROUP

Notes of the Meeting held on 27 April 2011, Conference Hall, HQ

Present:

Sara Thornton	- Chief Constable
Francis Habgood	- Deputy Chief Constable
Steve Rowell	- Assistant Chief Constable, Local Policing
Helen Ball	- Assistant Chief Constable, Crime & Criminal
John Campbell	- Assistant Chief Constable, Operations
Amanda Cooper	- Director of Information, Science & Technology
Steven Chase	- Head of Human Resources

Apologies

Terri Teasdale	- Director of Resources
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Specialist Support:

Chris Allum	- Executive Coordinator
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1 – ADMINISTRATIVE MATTERS

The minutes of the meeting held on 15 March 2011 were agreed.

2 – MATTERS ARISING

Minute 137 The ACC Crime and Counter Terrorism circulated a chart outlining the CPS / TVP Strategic and Tactical meetings and their escalation points – The meeting noted the chart.

Minute 144 – Resourcing of Incidents – it was agreed that the action plan would be presented to the next meeting

Minute 145 – NSPIS Case & Custody – Update – the procurement process has started and the mini tender advert is due for release soon.

3 – ICT BLUEPRINT

The Head of the Joint ICT Department introduced his senior staff to the meeting and outlined a 'Blueprint' which would form the basis of a joint ICT Strategy to eventually be signed off by both Forces. The Blueprint highlighted a number of areas where a change in approach could result in financial savings by simplifying the number of systems in use and reducing the conflicting, overlapping and duplicated functionality.

It was proposed to adopt a 'service platform' approach for areas of the business by creating a 'Police Service Platform', 'Business Service Platform' and an 'Enterprise Service Platform'

It was agreed:

1. To endorse the Blueprint as the basis of a new joint ICT strategy and request that the draft strategy be presented to the June Strategy Group Meeting

Action: 1. All to note

4 – DAD PROGRAMME UPDATE

The Head of Change presented an update paper on DAD (Desktop Application Deployment). The paper outlined some of the challenges ahead with the roll out but there was nothing identified at this stage that would prevent delivery within the agreed timescales although there was a need to maintain / increase the momentum to ensure that it was delivered on time.

It was agreed:

1. To note the update

Action: 1. All to Note

5– TVP MICROSOFT ENTERPRISE AGREEMENT LICENSE - CLOSED under the Freedom of Information Act 2000 – exemption 43 – Commercial Interest.

6 – PERFORMANCE UPDATE

The DCC presented the Force Performance position as at the end of the financial year and would cover points in more detail in Outturn report which was the next item. Of note was the improved performance across the board with the exception of the Satisfaction measure which in the previous month had exceeded the target but fell back for the end of year. It was also highlighted that the satisfaction figure of 85.6% was an increase on last year's position.

It was agreed:

1. To note the Force Performance

Action: 1 All to Note

7 – ANNUAL DELIVERY PLAN 2010-2011 OUTTURN REPORT

The DCC presented the Outturn report for the Annual Delivery Plan for 2010-11. This document would be presented to the Authority at its meeting on 27th May 2011.

Performance in relation to measures and targets was as highlighted in the previous item on Force Performance and therefore the DCC concentrated his update on the Delivery Plan Objectives.

The performance was green across all areas with the exception of 3.5 (Sexual Assault Referral Centre). Acknowledging the delay in getting the Bletchley site running it was agreed that this should be recorded as Green as Slough had been delivered and the utilisation of Wendover as an interim solution for the Bletchley delay meant that the service was being delivered.

The group was well aware and sighted on the issues in relation to 5.1 and therefore it was to remain as Amber.

The group agreed, subject to the minor amendment to 3.5, to approve the Annual Delivery Plan 2010-2011 Outturn Report

It was agreed:

1. To approve the Annual Delivery Plan 2010-2011 Outturn Report.

Action: 1. DCC

8 – COUNTY PARTNERSHIP STRUCTURES.

The ACC NP&P presented a paper on the Partnership Meetings held across the Force at various levels. The paper gave a comprehensive view of a number of meetings and attendees which were contained in an appendix to the paper.

In the light of the implementation of the Local Policing Model agreement to a number of recommendations and principles were sought and outlined below:

- 1 CCMT is invited to note the contents of this paper. - **AGREED**
- 2 CCMT is invited to agree the following partnership arrangements proposed for Buckinghamshire and Oxfordshire: - **AGREED**
 - i) A joint community safety post for each county, subject to agreement and funding by the respective local authorities; - **AGREED funding for current year from LAA award grants**
 - ii) Inclusion of LPA Commanders at SSBSP and OSCP. – **NOT AGREED**
- 3 CCMT is invited to agree that the generic template proposed by Force Crime be applied across the force area. - **AGREED**

4 CCMT is invited to encourage LPA Commanders and Heads of Department to review all partnership meetings and discontinue or withdraw from those that are unproductive. - **AGREED**

5 CCMT is invited to review partnership arrangements in the spring of 2012. – **AGREED**

It was also agreed that the Head of Neighbourhood Policing and Partnerships has responsibility for and holds the masterlist of meetings and ensures it is regularly reviewed and updated.

It was agreed:

1. To the recommendations outlined above

Action: 1. ACC NP&P

9 – WORK EXPERIENCE AND SUPPORT FOR NEETS

The ACC NP&P presented a paper to the Strategy Group to consider how the Force could support those individuals seeking work experience and in particular those Not in Employment, Education or Training (NEET). The paper outlined the current work experience programme which is aimed at 14/15 year old students which provides a set week of timetabled visits. This programme was resource intensive and it was proposed to develop a volunteer programme for the NEET sector managed by the Volunteers Team. The paper outlined the positives, negatives and risks with the existing and proposed programmes and gave an indication of associated costs drawing a conclusion that a further development of the Volunteer Programme to provide opportunities for the NEET sector is a viable option and the paper made the following recommendations:

1. CCMT approve the introduction of a tailored programme of volunteering opportunities to support NEETS.
2. CCMT ceases the schools based work experience programme as no longer a priority expenditure.

Following a discussion the meeting reached the following decision

Recommendation 1 was AGREED

Recommendation 2 was reworded that 'CCMT ceases the existing schools based work experience programme as no longer a priority expenditure' with an action that a review of what other Forces are providing to 14/15 year olds is undertaken and to develop a simplified option for delivery.

It was agreed:

1. To approve the introduction of a tailored programme of volunteering opportunities to support NEETS.
2. To cease the existing schools based work experience programme as no longer a priority expenditure with an action that a review of what other Forces are providing to 14/15 year olds is undertaken and to develop a simplified option for delivery.

Action: 1-2 ACC NP&P

10 – SENIOR LEADERS FORUM

The DCC raised the issue of the forth coming Senior Leaders Forum and suggested a discussion take place on attendees and topics for the Forum.

It was agreed that all officers the level of Chief Inspector and above be invited along with Police Staff at Board Band 5 and above.

During the discussion that there would be an update from the previous meeting and look to do another DVD presentation of a 'review of the year'.

An outline agenda was discussed with the DCC facilitating feedback on the shared service / local delivery and therefore it was decided that attendees would be in mixed tables.

An input on Leadership though Change would be delivered by ACC O and Head of HR

An input of the National and Local picture would be delivered by the ACC C&CT with the Chief Constable delivering an input on 'Austerity and opportunity to develop new ways of thinking'.

It was agreed:

1. To note the outline of the forthcoming SLF

Action: 1. – All to Note.

11 – LOCAL POLICING MODEL UPDATE - CLOSED under the Freedom of Information Act 2000 – exemption 22 – Information intended for future publication.

12 – FOUNDATION DEGREES IN POLICING

The Director of Resources presented a paper outlining the business case for introducing a new method of entry in to Thames Valley Police as a student officer

by accrediting prior learning obtained through graduation from a Foundation Degree (FD) in Policing programme.

The paper outlined the two year Foundation Degree in relation to the current IPLDP with students paying for the degree which will cover the class based elements of the IPLDP with students being sworn in as Special Constables to consolidate their learning and provide the practical application of that knowledge.

It was also proposed that this would not be the exclusive method of entry and that this route to entry would only be used for up to 50% of the recruitment needs.

The paper highlighted that the FD entry needs to be considered as a 3 year project, with investment in Years 1&2 leading to a return commencing in Year 3 and continuing thereafter.

FD entry will deliver benefits and savings in 2 areas;

1. Opportunity costs of releasing each Student Officer for 135 days extra Fit for Independent Patrol operational deployment on the LPAs (as they won't be under L&D for 30 weeks) increasing visibility of front line staff by equivalent of 58 FTE per year . - **AGREED**
2. Cash saving by not delivering the initial SC training to them at weekends (do it via their FD course) and the initial 18 weeks of IPLDP theory. Included in this are the associated travel and accommodation costs. - **AGREED**
3. Potential benefits can also be gained from work placements (Post PC FIP) that contribute to operational policing during the FD. - **AGREED**

In order to recover these benefits and savings we will need to;

1. Bring forward the Tutoring resource costs from Year 3 to Years 1&2, resulting in a temporary uplift to the establishment of Tutor Constables in Years 1&2.
2. Potentially provide additional support to recruitment for them to administer the SC recruitment and selection, in the timeframe identified

The meeting discussed 1&2 above and whilst agreeing in principle could not sanction the drawing of tutors from operational policing so the uplift would need to be resourced from elsewhere.

Support was given to the signing of the Statement of Intent between the Force and the HE Consortium

It was agreed:

1. to acknowledge the benefits and savings outlined above.
2. to acknowledge the resourcing implications and give direction regarding drawing resources from operational policing

3. to sign the Statement of Intent between the Force and the HE Consortium

Action: 1-3. DOR

13 – ARV SHIFT PATTERN REVIEW

The ACC O supported by the ARV Inspector presented a paper outlining some issues identified with the current ARV shift pattern and suggesting a solution without increasing staffing or decreasing the 24/7 availability of ARV. In addition previous reductions in staffing levels have impacted on the availability of training days and resulted in an increased cost.

Work has been undertaken to identify a pattern that meets the training needs and reduces costs of abstractions and the proposal has carefully examined demand.

To assist in resolving the problems identified in the paper it was proposed that there be a reduction in the number of ARVs available between key times of low demand.

After careful consideration it was agreed that option 2 be taken forward.

It was agreed:

1. To implement option 2

Action: 1 ACC O

14 – CHANGES TO CRIME RECORDING PROCESS

The paper presented to the meeting gave an update on the progress on Officer Attended Crime which went live on 18th April 2011. The paper then proposed changes to the Non-Attended Crime which if agreed would be implemented from 9th May 2011. Finally the paper outlined some proposals for Crime Attendance and sought approval of those proposals so further work could be undertaken to design a revised business process.

It was agreed:

1. to note the progress in relation to officer attended crime.
2. to the changes for non-attended crime from 9th May 2011
3. to undertake further work in relation to crime attendance changes with a further paper to CCMT in due course and in addition also look at SOCOs taking crime details.

Action: 1-3. DCC

15 – DISPOSAL OF STATIONS - CLOSED under the Freedom of Information Act 2000 – exemption 43 – Commercial Interest.