

STRATEGY GROUP

Notes of the Meeting held on 8th December 2011, Committee Room 1, HQ

Present:

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| Sara Thornton | Chief Constable |
| Francis Habgood | Deputy Chief Constable |
| Helen Ball | Assistant Chief Constable, Crime & Counter Terrorism |
| John Campbell | Assistant Chief Constable, Operations |
| Richard Bennett | Assistant Chief Constable, Neighbourhood Policing and Partnerships |
| Amanda Cooper | Director of Information, Science & Technology |
| Linda Waters | Head of Corporate Finance |
| Steven Chase | Head of Human Resources |

Apologies

none

Specialist Support:

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| Alison Corti | Chief Officer Support |
| David Griffin | Head of Property Services for item 110 |
| Peter Smith | Strategic Manager, Property Services for item 110 |
| Danny Clarke | Capital Schemes Manager, Property Services for item 110 |
| Alison Sercombe | Leadership & Development for item 109 |
| Steve Kirk | Supt, Neighbourhood Policing & Partnerships for item 115 |
| Penny Fraser | Strategic Planner for item 105 |
| Nick Harverson | Head of Corporate Support for item 116 |

100 – Administrative matters

The minutes of the meeting held on 10th November 2011 were agreed.

101 – Matters Arising

Item 88 – Estates Strategy - CLOSED under the Freedom of Information Act 2000 – exemption 22 – Information intended for future publication.

Item 89 – Front Counter Services

ACC Richard Bennett updated the group on the progress of the Front Counter Services project. He explained that details outlining the proposed opening hours were out for consultation, both within the force and externally and the results were awaited.

Item 99 – Transformational Change in Contact Management - CLOSED under the Freedom of Information Act 2000 – exemption 22 – Information intended for future publication.

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102 - Financial Position

Linda Waters explained that there was little change to report and that a £4.5m year end under spend was forecast. Mutual Aid rates should be honoured nationally and the MPS should repay for the summer riots. It was acknowledged that it would further increase the current under spend.

It was agreed that CCMT need to be proactive regarding the availability of extra funds to improve performance and it was suggested that arrangements for organised operations on rest day working, to improve performance targets should be encouraged.

DCC Francis Habgood expressed concern that Tasking Group had been allocating funds but this did not appear to be reflected in the budget profile and he expressed particular concern regarding the overspent LPAs. Linda Waters stated that she would look into it further.

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| Action 22: Linda Waters to ensure that Tasking Group decisions were being reflected within the budget. |
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103 - Performance

The latest performance figures for the force were outlined and discussed. DCC Habgood outlined some of the highlights. 'Violence against the Person detection' was being achieved on all LPAs. 'Serious Acquisitive Crime detection' had dropped off, although it was acknowledged that some LPAs were still doing well but not all. It was reported that Wokingham were trying hard however their efforts were struggling to show an improvement in the statistics.

It was also noted that 'Satisfaction of Victims' was performing above last year and the Special Constabulary numbers were on track. The BME recruitment was increasing although it was accepted that opportunities were limited.

104 - Local Policing Model CLOSED under the Freedom of Information Act 2000 – exemption 22 – Information intended for future publication.

105 - Draft Delivery Plan

The group were advised that the wording had been amended to be more 'public friendly' and focused. A number of suggestions for further alterations were made and the document was approved by the group.

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| Action 24: Penny Fraser to ensure that the alterations made and the document submitted for circulation with the Police Authority papers. |
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106 – Value for Money Outliers Action Plan

DCC Habgood introduced the paper which was an action plan developed from the discussion that took place at the last meeting. It was to be considered a working document. Each entry was explained and a number of suggested amendments and comments were made:

Fraud and Forgery – recording and detections

- Action Fraud will come in next year however it was difficult to know the exact affect that its introduction would have.
- Ensure the role and remit of financial investigators is reviewed force wide.

Violence without Injury – recording and detections

- Violence – Seeing improvements already. Other forces are coming to see TVP processes and procedures as TVP is being indicated as one of the better forces.

Domestic Burglary - detection

- Likely to feature as a target. Good news stories are being published on knowzone.

Other Stealing - detections

- Acknowledged as an important matter and currently looking at other forces practices.

State Based Offences - detections

- Action required regarding raising awareness with officers and supervisors.

Charges per offences

- Richard Bennett explained that this was not just a CPS issue as originally suggested and things could be internal procedures / processes.

Police Overtime costs high

- To be included in the plan.

Premises costs high

- In process of being actioned.

Transport costs high

- Some reductions and review of fleet usage.

Human Resources costs high

- Still trying to establish what was included in 'other costs'. List being refined and it will be reviewed further and comparators with other forces will be made.

Action 25: DCC Francis Habgood to submit a summary of the document to the next PA Resources Committee.

107 – Annual Policing Plan Targets

Pete Warner summarised the pre circulated paper and the recommendations were considered as follows:

| | Target | Decision on recommendation |
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| Cutting Crime – Victim Based Offences | | |
| | Violence against the person | Agreed |
| | Sexual Offences | Agreed |
| | Stealing | Agreed |
| | Criminal Damage and Arson | Agreed |

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| | Public Disorder | Agreed |
| | Drugs Offences | Agreed |
| | Crimes Disrupted | Agreed |
| | Other Non-Victim Based Offences | Agreed |
| | Fraud & Forgery | Agreed |
| | Metal Theft | Agreed – wording to be checked |
| Investigating Crime – Victim Based Offences | | |
| | Violence against the person | Agreed |
| | Sexual Offences | Agreed |
| | Stealing | Burg. Agreed, Vehicle Crime Not Agreed |
| | Criminal Damage and Arson | Agreed |
| | Public Disorder | Agreed |
| | Drugs Offences | Agreed |
| | Crimes Disrupted | Agreed |
| | Other Non-Victim Based Offences | Agreed |
| Investigating Crime – Other Offences | | |
| | Fraud & Forgery | Agreed |
| | Satisfaction of victims of crime | Drop to KDI |
| | Anti-Social Behaviour | Tackle the most chronic offenders by giving each LPA a number to resolve |
| Organised Crime | | |
| | Disrupting Organised Crime Groups | Align with the Force Delivery Plan |
| | Increase the Number of Confiscation orders | Agreed – a number not a value |
| | Management of Risk | Agreed |
| People Targets | | |
| | BME Recruitment/Representation targets | Increase the representation of BME |
| | Recruitment of Special Constables | Maintain at 700 |
| | Hours worked by Special Constables | Agreed |
| | Special constables available for Independent patrol within two years service | Not agreed |
| | Reducing Costs and Protecting the Frontline | Agreed |

108 - Bureaucracy

The Chief Constable confirmed that Insp Ben Gasson would be assuming responsibility for monitoring force bureaucracy as C/Insp Phil Standish had now moved on. The details of the pre circulated document were examined and progress was discussed.

Action 26: Amanda Cooper to circulate notes on report writing to all.

Action 27: All to ensure that the front sheet is no longer required for the submission of CCMT papers.

109 - Leadership / PDR

Steven Chase outlined an overview of talent management programme. Alison Sercombe outlined the evaluation results from Cohort 1 and the changes that had been introduced for Cohort 2 and 3. A number of comments were raised and responded to by Alison.

CCMT noted the evaluation of the TMP and the changes made.

The group were asked to consider the changes to the performance and development review process. The number of objectives required to realise the overall grading was explained in detail.

Option b – to amend the force Assessment grid to show ‘up to four objectives, minimum two’ for police constables and police staff in broad bands one and two to obtain an ‘Achieved’ rating – was agreed by the group.

110 - Future Estates Strategy CLOSED under the Freedom of Information Act 2000 – exemption 22 – Information intended for future publication.

111 - Missing Persons

ACC Helen Ball outlined the pre-circulated paper and explained that following a review in August 2011 recommendations 1 (*Policy and procedure should be updated to reflect the new TVP structure, setting out roles and responsibilities. These will be enforced by the DMM process*) and 2 (*TVP should adopt the risk assessment as set out in the NPIA 2010 Guidance along with the information-gathering check-list. This would replace the current Gen 35 Misper Aide Memoire*).had previously been adopted.

Recommendation 3 (*TVP should continue with the current definition of missing people until the result of the pilot study is known*) was still awaiting the outcome of the Home Office and NPIA definition on missing persons. The group endorsed this action to await the outcome.

It was explained that Recommendation 4 – 6 (**TVP purchase a new Misper System, *The NBI submitted to allow the current MPDB to automatically notify Children’s Social Care must be actioned, *if a new system is not purchased, the current one should be updated and a simple guide written covering frequently made mistakes to help staff use the MPDB more effectively*)– had been withdrawn at present.

The group were advised that the new missing persons ‘niche’ data base would be less beaucratic. An update on the national progress was expected.

All of the recommendations in the paper were agreed.

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| Action 31: Francis Habgood to look at compliance with the policy and take to performance group if necessary. |
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112 - Neighbourhood Boundaries

Following the commissioning of further work to the proposed neighbourhood boundary changes Richard Bennett outlined the results and their effects. General resilience remained a concern for all LPA Commanders. All of the proposals regarding the proposed boundaries were approved by the group.

113 - Merger of Chiltern & South Bucks

Richard Bennett updated the group on the expected delays on the merger proposal.

This results in TVP being able to go ahead following the merger. This could mean a mid year implementation of November or await the new year of April 2013. It was

agreed that TVP could plan on an assumption of 1st April 2013 providing that local authorities have changed and if this has not happened then TVP would remain as is.

114 - Neighbourhood Resourcing

Richard Bennett outlined the pre circulated paper on a series of Neighbourhood policing resourcing options. He explained the need for selecting 2 shift patterns for local balloting.

One of the issues was the loss of SPPs for NSOs and impact on supervision requirement. The group were advised that LPA Commanders still want 2 types of constable level roles for neighbourhoods. It was agreed to change the balance of NSOs and NOs.

Proposals of shift patterns had been prepared. It was agreed that ACC Richard Bennett would liaise with Insp Geoff Robinson and the 2 VSA patterns and the 8 hour pattern would be put to a ballot. It was also agreed to reduce the number of NSOs from 262 to 145 in line with the supervision formula.

The introduction would be planned for October 2012, avoiding the demanding summer period.

Action 32: Steven Chase to look at practicalities of changing the role and to cost £500 bonus payments.

115 - Stop and Search

Supt Steve Kirk outlined the highlights of the quarter 3 report. The data showed that there had been a reduction in the Black and Asian disproportionality. The year on year comparisons were down on previous statistics however the positive outcome rate had dropped along with the number of arrests. This reduction caused concern amongst the group and further investigation into the possible causes was commissioned prior to the forthcoming Police Authority meeting.

The paper was approved for submission to the Police Authority.

Action 33: Steve Kirk to look into possible causes of the positive outcome reduction.

116 - PCC Transition

A joint programme board (under the Resources committee) is being set up.

Communications and who will do the marketing work was discussed. Michelle should attend the transition group.

Action 34: Amanda Cooper to consider a TVP Communications representative.

Nick Harverson asked the group to forward any documents relating to the subject as a full 'library' of information was being maintained.

The Chief Officers asked to be included in the dissemination of the information. It was stated that Penny Fraser (Strategic Planner) was to produce a weekly 'news letter' and

there would be a section on the PCC. This circulation would have links to documents available from the Home Office web sites etc.

Helen Ball shared her concerns regarding the transfer of resources to the PCC and that at the ACPO Conference it was stated that this principal would be challenged. Others stated that the challenge had taken place already and that initially there will be a straight transfer from PA to PCC. It was suggested that a risk register should be maintained especially in light of phase 2.

It was noted that strategic policing requirement was not currently included in the force plan. Concern was expressed regarding the future funding of the Community Safety partnerships and the safer communities' funds. It was expressed that TVP need to be very alert to ensure that we are attending events and bidding for funds.

It was noted that there may be a risk of inappropriate manifestos etc being publicised by the PCC in pre election propaganda.

The plan put forward for discussion was the Police Authority's plan and had been circulated for information to the group. It was noted that it had not been signed off yet. .

A number of observations were made including Amanda Cooper stating that she was nervous regarding the action 're-branding of TVP and its image'. Linda Waters stated that resourcing risks should be included in plan as a year end activity may be required at the end of October 2012 in preparation for the PCC appointment.

Amanda Cooper stated that the ICT licences could be affected by the ownership of staff and meeting licence regulations etc and that an action should be included in the plan.

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| Action 35: Alison Corti to ensure that the PCC Transition be a standing item at future CCMT meetings. |
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Next meeting: January 12th 2012