

STRATEGY GROUP

Notes of the Meeting held on 29 July 2011, Committee Room 1, HQ

Present:

Sara Thornton	- Chief Constable
Francis Habgood	- Deputy Chief Constable
Helen Ball	- Assistant Chief Constable, Crime & Counter Terrorism
John Campbell	- Assistant Chief Constable, Operations
Terri Teasdale	- Director of Resources
Amanda Cooper	- Director of Information, Science & Technology
Dave Lewis	- Chief Superintendent, Neighbourhood Policing and Partnerships

Apologies

None

Specialist Support:

Chris Allum	- Chief Officer Support Manager
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37 – ROTARY EXCHANGE VISIT

The meeting received a presentation from PC Leyseight-Jones who had been afforded an opportunity to undertake a visit organised by the Rotary Club to Argentina.

The visit was a professional exchange and in her group were a Social Worker, Biochemist, Senior Manager in retail etc. The group resided with local people and they undertook a number of visits to and speak to their counterparts and in this case relating to law enforcement.

PC Leyseight-Jones was thanked for her informative presentation on the experience of the visit.

38 – TORONTO VISIT

Three Oxford officers had recently been to Toronto on a visit organised and funded through Nick Peters at OCC's Oxford International Education Bureau and the meeting was pleased to have him in attendance to listen to the feedback from the officers.

There were a number of good ideas that could be developed and utilised back in the UK and in particular in Oxford.

Some of the initiatives that were examined included TAVIS the Toronto Anti-Violence Intervention Strategy which is an intensive, violence reduction and community mobilisation strategy intended to reduce crime and increase safety in neighbourhoods. This initiative not only deals with the enforcement side but also gets the community involved, empowered and supported by the police after the initial violence issues have been dealt with.

One of the other areas focused on in the presentation was the intervention by health professionals who responded with police dealing with people with mental health issues. This 'on the scene intervention' and often early identification and support of individuals had been shown to reduce the number of individuals being detained under mental health legislation to hospitals and institutions. The early interventions and support left the individual in the community and thereby reduced the burden on both the Police and Health Service.

Nick Peters was thanked for his support in providing funding for the trip

The officers were thanked for their informative presentation and feedback on their visit.

39 – ADMINISTRATIVE MATTERS

The minutes of the meeting held on 23 June 2011 were agreed.

40 – MATTERS ARISING

Item 32 – Information Asset Owners – DIST reported she had met with her team and they were clear on their remit, they were currently working on quality assuring the templates and would be making contact with the owners in due course to obtain the necessary information.

41 – PERFORMANCE UPDATE

The DCC briefly outlined the Force performance to date although the group had already reviewed the performance data the day before at Performance Group

It was agreed:

1. To agree to note the Force Performance

Action: 1. All to note

42 – ORGANISATIONAL DESIGN

The Chief Constable had commissioned the Head of HR and supported by the Programme Manager to reflect the current organisational strategy in to a diagram. The diagram is similar to the HR and other models used within the organisation and where ever possible the organisation should be looking to work towards as much self service as possible both internally and externally.

It was agreed:

1. To note the Organisational Design Model

Action: 1. All to note

43 – OUTSOURCING BUSINESS CASE

The Chief Constable supported by Colin Wade presented a paper on the Strategic Business Case for Outsourcing. It was considered that the period for Return on Investment was too long and therefore not making it a viable option.

It was also noted that, as the Force had already undertaken a number of organisational changes in the areas that could be outsourced, the opportunities for large savings were reduced and as a result it was less attractive to companies to bid for the work.

It was agreed:

1. That the Strategic Business Case for Outsourcing was not viable owing to the length of the return on investment.

Action: 1 All to note

44 – STRATEGIC BUSINESS CASE FOR BI-LATERAL COLLABORATION ON BUSINESS SUPPORT– CLOSED under the Freedom of Information Act 2000 – exemption 43 – Information of a commercial interest.

45 – ICT PAY REVIEW– CLOSED under the Freedom of Information Act 2000 – exemption 22 – Information intended for future publication.

46 – INTERNET ACCESS RESTRICTIONS

The Director of Information, Science and Technology presented a paper providing an update and options in relation to opening access to the internet to staff.

Historically access to the internet has been limited for a number of reasons including Band width, the cost on increasing bandwidth, concerns about network performance, security implications around importing / downloading viruses etc.

The move to DAD and changes in the market place mean a number of the previous obstacles can be removed, or the impact reduced.

With the accelerated rollout of DAD it was agreed the categories listed in the proposal be limited to the AIT machines and that the remaining categories can be lifted for all TVP users in line with the DAD implementation plan. It was also noted and agreed that need of clear policies and robust management of individuals.

Security threats were considered and the view of PSD was that they can be managed at this time. A Protective Monitoring System would enhance security monitoring and this is being proposed for the next capital programme.

It was agreed:

1. That the categories listed in the proposal be limited to the AIT machines and that the remaining categories can be lifted for all TVP users in line with the DAD implementation plan. It was also noted and agreed that need of clear policies and robust management of individuals.

Action: 1- DIST

47 – REVIEW OF CUSTODY

The Head of Criminal Justice presented a paper examining three areas, those being the future of Slough Custody suite, Custody Sergeant Establishment and the development of a single custody shift pattern.

In relation to Slough Custody and following a discussion it was agreed to close Slough Custody and 'mothball' it and taking the learning from Reading and Witney closures look at the provision of voluntary interview facilities. It was noted that the programmed refurbishment budget had been set at £1m and there was an expectation that saving would be made on that budget. Property Services would need to work with Criminal Justice to define the works and implications before commencing.

The discussion then progressed on to the Custody Sergeant establishment and shift patterns with the two issues being linked particularly around the resilience and reducing the need to draw LPA resources in to cover custody sergeant gaps.

It was agreed to place an additional five sergeants in to custody but they were not to be taken from Patrol or Neighbourhood Policing, in addition it was also agreed that a single custody shift pattern be adopted and look to review the arrangements in six months time.

In addition to the paper the meeting also discussed the location of the temporary facility for Milton Keynes Custody as a result of the planned refurbishment. Of the options presented to the meeting it was agreed that the temporary facility would be located on a portion of the Mounted Sections ménage at Milton Keynes.

It was agreed:

1. To close Slough Custody in a 'mothballed' state.
2. To increase the Custody Establishment by five to 84 posts and the posts not to come from Patrol or NHP
3. To develop and adopt a single shift pattern for custody
4. In respect of Milton Keynes refurbishment use a portion of the Ménage for the location of a temporary custody.

Action: 1- ACC NP&P

48 – ESTATES COLLABORATION

The Director of Resources presented a paper on the guiding principles of Co-location and charging matrix in relation to estates.

The principles and charging matrix was agreed and guidance given on scales of co-location in relation to charging that those where 10 people and above were involved that the decision on which principle to charge be escalated to the DCC or relevant Chief Officer

It was agreed:

1. To the Guiding Principles and Charging Matrix in related to estates co-location.

Action: 1- DoR

49 – NEIGHBOURHOOD POLICING BOUNDARY RESTRUCTURE PRINCIPLES

The Head of Neighbourhood Policing and Partnerships presented a paper outlining principles proposed for use in the design of new neighbourhood boundaries.

The principles were agreed and during the discussion it was also agreed that principle vi 'New neighbourhoods will be consistent with local boundaries....' Be enhanced to include that it is to have a minimal impact on ICT resources.

Strategy Group also instructed that local commanders need to be consulting locally with partners and that any final sign off of proposed neighbourhoods need to come before the Strategy Group at the October or November meeting and that they need to have considered the impact on ICT and Corporate Comms.

It was agreed:

1. To the principles outlined in the report subject to the enhancement of the wording in point vi on the impact on ICT
2. That final signoff of proposed neighbourhoods lies with the Strategy Group

Action: 1 - 2 ACC NP&P

50 – COUNTER SERVICES OVERVIEW PAPER - CLOSED under the Freedom of Information Act 2000 – exemption 22 – Information intended for future publication.

51 – PROPOSAL FOR NATIONAL POLICE AIR SERVICE

The ACC Operations presented a paper relating to the proposal for a National Police Air Service and it was intended following any decision made by the meeting today to present a paper to the Police Authority in due course.

During the discussion on the item there was support for the principle of a move to a National Air Support Service and that again there was support for the transfer of assets to NPAS but this would be subject to Police Authority approval.

The ACC O was tasked with writing to the CC of Hampshire who is the National Lead regarding the future funding model seeking more reassurance of the costs

It was agreed:

1. To support the move to a National Air Support but seek reassurance of future funding model.

Action: 1- ACC O

52 – BUREAUCRACY ACTION TRACKER

The Chief Constable presented an update on the Reducing Bureaucracy / SAPC Action Tracker.

It was agreed to note the update and progress to date

It was agreed:

1. To note the update and progress to date.

Action: 1- All to Note

53 – CRIME RECORDING – CRIME & INCIDENT DATA STANDARDS MANAGEMENT STRATEGY

The DCC supported by the Head of Performance presented a paper outlining the Thames Valley Police Crime and Incident Data Standards Management Strategy which was agreed by the group

It was agreed:

1. To adopt the Thames Valley Police Crime and Incident Data Standards Management Strategy.

Action: 1- DCC

54 – CRIME RECORDING – STRATEGIC PERFORMANCE DATA STANDARDS OVERVIEW

The DCC supported by the Head of Performance presented a paper on the recent Strategic Performance Data Standards Audit

The meeting noted the report

It was agreed:

1. To note the report.

Action: 1- All to Note

55 – CRIME RECORDING – PHASE 3 UPDATE

The DCC supported by the Head of Performance presented a paper providing a further update on the revised Crime Attendance process Phase 3.

The DCC had received a letter from the Police Federation outlining their concerns and issues which included a view that the proposals were 'mission creep' and not part of the original role or deployment.

Similarly representation had been received from UNISON highlighting that the proposals were not part of the current job description, that it would need refreshing and re-grading if the proposal went ahead.

During the discussion the group were unable to agree on an option particularly as CHARM was currently unstable. It was agreed to continue with the direction of travel. The Head of Performance was tasked with checking with other Forces regarding their deployment of PCSOs and Salaries to help inform further discussion

It was agreed:

1. To note the update and for further work to be undertaken.

Action: 1- DCC

56 – LOCAL POLICING MODEL – STAFF CASE INVESTIGATORS PAPER - CLOSED under the Freedom of Information Act 2000 – exemption 22 – Information intended for future publication.

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

Action: 1- DCC

58 – POLICE FEDERATION OPERATING FRAMEWORK

The Head of Personnel presented a paper outlining proposals to re-write the Police Federation Operating Framework and give an opportunity for the Strategy Group to review the Federation posts.

As part of the discussion it was agreed that the HQ PC post will be 3 days per week as of 1st April 2012, that in relation to point 9, conference attendance is considered part of the allocated federation days

It was agreed:

1. To adopt the operating framework.

Action: 1- DoR

59 – COMMUNITY JUSTICE PANELS

The Chief Constable updated the meeting on research work recently undertaken by two officers in relation to Community Justice Panels and proposals for a pilot within Thames Valley.

There have been encouraging results in the two areas visited and it was felt that a the pilots should run as proposed. In relation to funding it was suggested that a bid as part of the next budget build to be presented to the Authority on an invest to save basis and that external funding opportunities should also be explored to help find the administrator to support the two pilot sites.

It was agreed:

1. To endorse the pilot as outlined in the report and for further work to be undertaken in relation to securing funding.

Action: 1- ACC NP&P

60 – PRODUCTIVITY UPDATE YEAR 2 PAPER - CLOSED under the Freedom of Information Act 2000 – exemption 22 – Information intended for future publication.