



Central Scotland Police
Together for safer communities

Contents may be seen by:	Force Policy Group	
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FORCE POLICY GROUP

DATE: Tuesday 10 June 2008

LOCATION: Management Centre, Stirling University

CHAIR: Chief Constable

Present:

Name	Designation	Key Role
Andrew Cameron	Chief Constable	Chair
Iain MacLeod	Deputy Chief Constable	
Derek Penman	T/ Assistant Chief Constable	
Roddy Shearer	Director of Finance & Resources	
Graham Noble	Head of Human Resources	
Gordon Mackenzie	Chief Superintendent	
Andrew Barker	Chief Superintendent	
Gordon Samson	T/ Chief Superintendent	
Jacqui McGown	Inspector	
Audrey McLeod	Chief Inspector	Minutes

Minutes:

1. WELCOME & APOLOGIES

The Chief Constable opened the meeting and welcomed all attendees. There were no apologies.

The following three operational matters were discussed;

- **Operation Chord** – an update was given regarding the progress of the search and the welfare of staff.

Action 1(1)	ACC/DCC to arrange for a joint visit to the site. (Now complete)
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- **Operation Goalie** – this has been a demanding operation with both national and international ramifications.

Action 1(2)	<ul style="list-style-type: none"> • ACTION: ACC to give CC a briefing re Operation Goalie
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- **Operation Brook** – the Chief Constable extended his thanks to members of the Force Policy Group who were involved in the siege incident over the previous weekend. A message of thanks is to be conveyed to the staff involved on behalf of the Chief Constable. An arrangement is to be made for the Chief Constable and the DCC to meet with as many of the negotiators, firearms officers and community officers involved as possible.

Action 1(3)	<p>CI McLeod to arrange for a message to be put on the Force newsgroup and to arrange a meeting on Thursday 12th June 2008 with officers involved in Operation Brook. (Now Complete)</p>
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It was agreed that demanding and resource intensive operational matters such as those discussed need to be brought to the attention of the Joint Police Board to ensure that there is an awareness of the competing pressures for the Force.

Action 1(4)	<p>CC to raise with the Joint Police Board to have an opportunity to give a brief operational update to board members at JPB meetings (Now Complete)</p>
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2. MATTERS ARISING

- Nil

3. UPDATED ACTION LIST

Updates were provided for the Force Policy Group Outstanding Action List as follows;

- **4c (6.11.07) Additional Car Parking HQ.** Ch Supt Barker reported that proposals to create additional spaces around the building are with Stirling Council to ascertain if planning permission is required.
- **5e.2 (30.1.08) Call Resolution Policies.** Ch Supt Mackenzie advised policies are now implemented. To be removed from action list.
- **5f.1 (30.1.08) Sale of Police Houses.** Mr Shearer reported that valuations are now to hand. A report is to be prepared with recommendations for the two houses at Blanefield and one at Drymen.

- **6a.1 (30.1.08)National Projects JPB Paper.** An update was provided by Ch Supt Barker who advised that there are four outstanding issues requiring resolved at the Joint Police Board BVASC and there have been considerable efforts to progress these matters. A paper has now been submitted to the Joint Police Board highlighting these issues and the need to convene meetings. The Clerk to the Board has indicated that she will put together a structured timetable of meetings.
- **Pres 1(1) (18.3.08) Ch Supt Barker** gave an update. The project has now progressed and the full functionality of the existing set up has been achieved, which was the difficult part. The second phase is now underway to develop the additional functionality. The project is still within budget and there are still training/ development days which have been paid for to be utilised. There are already significant benefits from the system such as a search capacity, more management information and better briefing information. Calculating the efficiency savings are now being considered by PSQ.

Action Pres1(1) 18.3.08	Chief Supt Barker to provide a report for the next Force Policy Group meeting outlining the vision for Sharepoint
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- **Pres 2(2) HMICS Self Inspection Model.** Chief Superintendent Barker reported that this was progressing well. ACTION complete.
- **2a(1) Civilianisation.** Ongoing
- **2a(2) 827 Discussion Document;** This action has been superceded by the paper produced for the Joint Police Board for 20 June 2008.
- **4d ARV.** Complete
- **6a. Single Outcome Agreements.** Ongoing
- **7a. Agenda Amendment.** Complete.
- **7j Force Modernisation Publicity.** One item has been done and attempts are being made to have Police Review reporter interview the Chief Constable.

4. PAPERS FOR DECISION

- Nil

5. PAPERS FOR DISCUSSION / INFORMATION

a. Force Organisational Structure – T/ACC Penman

The ACC introduced a new proposed Force Organisational Structure. The ACC explained the rationale behind the proposed restructuring was to balance the portfolios

held under each area and to create greater synergy. Operational or “Communities Policing” would change to have a stronger community focus, removing the specialist role of Crime Management Services to Crime and Specialist Operations, although it was stressed that the link between Crime Management Services and Operational Policing would remain strong. The intention is that the three Chief Superintendents and the ACC will meet informally on a regular basis to ensure the synergy is maintained.

The ACC explained that under the proposed new structure the Criminal Justice Business Unit would sit under Communities Policing rather than Crime and Specialist Operations. The reasoning being that the majority of contact is at operational level and the issues which arise tend to be operational. The intention would be for the Superintendent at Alloa to assume line management due the location of the unit.

Specialist Support Services would sit on its own under Crime and Specialist Operations reporting directly to the Superintendent and would no longer be under the line management of Roads Policing. ARV staff would continue to be line managed by the Roads Policing Unit with responsibility for training remaining with Specialist Services.

It was agreed that Vision 2010 should be included under Specialist operations in the organigram.

Under the new proposals the Business Services Unit and Custodier would sit with Corporate and Operational Support under Strategic Development. Emergencies Planning would also sit with Corporate and Operational Support.

The Chief Constable wished the organigram to be amended to distinguish the deputising roles and responsibilities of the DCC. It is important that this position is made clear for the Joint Police Board and for any subsequent audit. The CC also wished an amendment to reflect the Modernisation Agenda including Vision 2010 to be aligned with raising standards under the DCC’s portfolio. The responsibility for Modernisation and Efficiency Savings needs to be apparent from the chart.

The position of Emergencies Planning was discussed and while the portfolio was to be moved from Crime and Specialist Operations to Corporate and Operational Support the good work which has been ongoing around SCGs during the last 18 months needs to continue and there should be no loss of drive in this respect. It was agreed that a handover would take place between Chief Supt McKenzie and Ch Supt Barker.

Action 5a(1)	Ch Supt Barker to propose a date for handover of Emergencies Planning to Corporate and Operational Support and thereafter ensure that it is communicated to the Force.
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Action 5a(2)	Chief Supt Barker to review Emergencies Planning after six months of operating within Corporate and Operational Support.
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6. Standing Items

a. Community Planning / Antisocial Behaviour

Ch Supt Samson reported that he will be attending the forthcoming ACPOS meeting regarding Single Outcome Agreements and will look at where SOAs sit with Community Planning.

In relation to anti-social behaviour Chief Supt Samson reported that in relation to Operation Pincer, the inaugural work has now been done and he will take over from Ch Supt McKenzie as the continuation of the work links in with the Community Policing Strategy. The ACC reported that the success of Operation Pincer is being fed into the ACPOS Youth Justice Group. There are opportunities nationally to improve communications with young people and it is essential that ACPOS are made aware of these opportunities.

b. Force performance – Crime Statistics

Ch Supt Samson produced the most recent set of crime statistics. The only exception was in group 3 crime where there was an increase in reported crime, particularly in Falkirk Area Command. This is apparent through the TT&C process and is being addressed. The CID staff shortages caused by Operation Chord and Operation Goalie are beginning to improve and this should also have an impact.

The performance of the PCU was discussed. The need to be able to have an objective assessment of performance is hampered by the difficulty in providing comparative figures for resultant pro-activity in operations. The Chief Constable stressed the need to fully assess the efficiency savings to ensure the PCU is the correct route for the Force to be steering the process of modernisation. A sophisticated analysis is required not only about the crime figures but also about where we are re-focussing energy. It is crucial that the Force Policy Group is intrusive in its scrutiny and that it is constructive in how resources are being redirected.

c. Force Performance Framework

Contents of the paper were noted.

d. Capital Plan

Contents of the paper were noted.

Action 6(d)	Ch Supt Barker; To arrange for an article in C-Speak about the progress with uniform and equipment over the last year.
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e. Revenue Budget

The Revenue Budget paper was noted. Mr Shearer reported that the revenue reserves of £213K were marginally better than the previous year.

He also reported that with the change to police pension commutations there is a potential liability of £620k which has been raised with the external auditors. The additional impact is £700k over the next three years. The impact across Scotland is in the region of £50m and discussions are now ongoing with the Treasury and Scottish Government.

Mr Shearer reported that the significant operations since the beginning of the financial year and those still ongoing within the Force will have an impact on the Revenue Budget this financial year.

Action 6(e)	Mr Shearer to provide an update on the impact operations on overtime at Force Executive Weekly Meetings.
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The ACC reported that work was ongoing with Human Resources to ensure that 100% recruitment was taking place, by speeding up the recruiting process. Mr Shearer confirmed that this does not cause issues in terms of revenue.

Mr Shearer advised the Chief Constable that Operation Meridian may require some of the CC Contingency fund to be utilised. He has written to Alistair Merrill at the Scottish Government to indicate the costs of the operation and the impact it could have on revenue should further industrial action take place at Grangemouth. No additional funding in this respect is anticipated from the Scottish Government.

f. Regeneration

Contents of the paper were noted.

Mr Shearer also advised that a paper detailing the plan of improvements for the Headquarters building is being prepared by Allan Gow and should be ready by July.

g. Vision 2010 (Verbal Update)

A draft paper to the Joint Police Board has been prepared.

h. Custody Developments

Contents of the paper were noted.

7. UPDATE PAPERS – EXCEPTION REPORTING

a. Diversity

Paper was noted.

b. Road Policing, Support Services & Emergency Planning

Paper was noted.

c. Police Overtime

Paper was noted. Mr Shearer reported a 6% overspend of police overtime largely due to Operation Aspen. Analysis shows the number of double time claims has increased which has had an impact. This is being monitored by the

Budget Monitoring Group. The 6% overspend is a reasonably healthy position given that CSP has the lowest % overspend versus salary costs in Scotland, as reported in the press.

d. Strategic Development

Contents of the paper and the Strategic Plan 2008/11 were noted.

e. ICT Unit

Contents of the paper were noted. Chief Supt Barker reported that David Stirling has been successful at interview for a managerial post with SPSA. His geographical area of responsibility includes CSP and as such his in depth knowledge of Force IT systems will not be lost.

f. Human Resources

Contents of the paper were noted. Mr Noble reported that all of the new Scottish Government funded recruits would be in post by July. Availability of candidates for recruitment is a challenge and although there is a budget for advertising, it may need to be increased. HR Managers from across Scotland are pushing to get a Scottish Advertising campaign.

Mr Noble reported that significant efforts were being made to achieve the Scotland Health at Work (Shaw) Gold Award.

He also reported that attendance management figures have improved again and now sit at the average figure of 7 days per annum per member of staff.

g. Force Programme Board

Contents of the paper were noted.

h. Professional Standards Department

Contents of the paper were noted.

i. Resource & Demand Management

Contents of the paper were noted.

j. Crime Management Services

Contents of the paper were noted.

k. Criminal Justice Project

Contents of the paper were noted. The Offender management Unit is an ever increasing area of business with the number of MAPPA commitments. The Chief Constable stated that the Force cannot run any risk in relation to not being up to

date with visits and that the Review of the Offender Management Unit requires to be produced quickly.

Action k(1)	Ch Supt Samson ; to ensure that the Review of the Offender management Unit is progressed.
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I. Force Property Board

Contents of the paper were noted.

m. Communications & Marketing

Contents of the paper were noted.

n. Tripartite Fleet Scoping Project

Mr Shearer referred to a paper previously circulated on this theme which relates to a collaborative approach to fleet services between the force, Central Scotland Fire & Rescue Service and the Scottish Ambulance Service. The project is still at scoping stage and a number of collaborative options have been identified. The favoured option is to retain the Vehicle Workshop at Police Headquarters for all police and Ambulance Service vehicles from Stirling and Clackmannan and also for all light Fire & Rescue service vehicles. The Fire and Rescue Vehicle Workshop would take over all Falkirk Area Command Police and Ambulance service vehicles and all heavy and specialist Fire and Rescue vehicles.

The Ambulance Service mechanics would be redeployed between the CSP workshop and the Fire and Rescue Workshop. The increase in staff may afford the opportunity of shift working to improve service.

While the project has the potential to generate financial savings, its primary aim will be to improve the quality of service and the increased availability of vehicles.

Members noted the progress of this project to date.

8. PAPERS FOR NOTING

9. ANY OTHER COMPETENT BUSINESS

No items raised.

10. DATE OF NEXT MEETING

0900hrs on Tuesday 15 July 2008 - Chief Constable's Conference Room.