



**Central Scotland Police**  
Together for safer communities

Contents may be seen by:	<b>Force Policy Group Members</b>	
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## FORCE POLICY GROUP

**DATE:** 2 September 2008

**LOCATION:** Chief Constable's Conference Room Police HQ

**CHAIR:** Chief Constable

### Present:

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

## PRESENTATIONS

### 1. Regeneration (Agenda Item 6f);

Inspector Jim Allan gave a 3D visual presentation on the plans for the proposed new build at Larbert. He advised that the timescales for the new build were as follows; tenders to be returned by November 2008 with work commencing January 2009 and entry by August/September 2009. Mr Shearer gave an update regarding the finance issues surrounding the new build. There is a financial risk if the existing buildings do not sell given the current economic climate and this has been recorded on the risk register. There are options involving swapping capital grants or short term borrowing to resolve the issue until the properties sell. The following actions arose following discussion

<b>ACTION</b>	<b>Inspector Allan</b> to prepare a scoping report on the parking potential at the new site to incorporate capacity for full occupancy /shift overlap/ emergency situations / growth.
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<b>ACTION</b>	<b>Mr Shearer</b> to have an options appraisal prepared for the location of the Dog Section.
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**RESTRICTED**

## **2. Government Protective Marking Scheme**

Keith Rogan gave a presentation on the GPMS and the implications for the Force. It was agreed that future Force Policy Group Meetings would require to have some agenda items under “open meeting” and some under “closed meeting.”

### **MINUTES OF THE MEETING**

#### **1. WELCOME & APOLOGIES**

The Chief Constable opened the meeting and welcomed all attendees. Apologies were received from the Deputy Chief Constable and Chief Superintendent Barker.

#### **2. MATTERS ARISING**

- Nil

#### **3. UPDATED ACTION LIST**

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

- From 18<sup>th</sup> March 2008
  - 1(1) Sharepoint. Ongoing – Benefits Realisation Plan being drafted
  - 2(a) Civilianisation – Ongoing – remove from action list as an update is now provided under Vision 2010 (Standing Item)
  - 7(j) Force Modernisation Publicity – Complete.
- From 10 June 2008
  - 54(2) Force Organisational Structure – Ch Supt Barker to provide six month review of Emergencies Planning within Corporate and Operational Support.
  - Criminla Justice Project – Offender Management Review to be progressed. Ongoing.
- From 24 July
  - 5c Travel Plans – Work in progress
  - 6h(1) Custody Developments – Inspector Jones to liaise with HRD and Finance and prepare a proposal for the role of PCSO with responsibility for cleaning.
  - 6h(1) Custody Developments – C/S Samson & Mr Gow to submit proposals to the FPG regarding the funding of Option 3 in the report through the Support Staff Review.
  - 7I Force Property Board – 3 year refurbishment plan to be considered by the Force Programme Board. Complete.

#### **4. PAPERS FOR DECISION**

- None tabled.

## **5. PAPERS FOR DISCUSSION / INFORMATION**

### **a. Central Scotland Police and SPSA Information Services Engagement Model.**

The paper outlining the Central Scotland Police and SPSA Information Services Engagement Model produced by Rowena Dunn was discussed and it was agreed that it was fit for purpose and accordingly was endorsed by the Force Policy Group.

## **6. STANDING ITEMS**

### **a. Community Planning / Antisocial Behaviour**

Paper noted. Chief Superintendent Samson informed the FPG that Chief Inspector Johnstone is carrying out a Best Value Service Review of Community Safety at Dunblane.

### **b. Force Performance – Crime Statistics**

Chief Superintendent MacKenzie gave the FPG an update of the latest crime figures. Recorded crime is down 5.2% (c500 crimes) with group 5 accounting for over 50% of the decrease. The current detection rate is 55.3% (1.8% less than last year). Overall the figures are healthy. At the recent Force Tactical meeting it was stressed that there was a need for transparency around “named suspect” figures. In order to achieve this the Area Commanders have been tasked with setting targets for named suspects. The management reports in each of the area commands will now feature these figures and the position monitored in line with targets set by the area commanders.

The paper was noted.

### **c. Force Performance Framework**

Discussion took place regarding the SPPF figure of “expenditure per resident” and the concerns about the variance between area commands. It was agreed that this figure should be produced and the context of the expenditure explained against recognised issues such as call demand and social deprivation in particular areas.

The figures for overtime require to be put into context and it was recognised that national agreement was required to ensure that there is scope to explain overtime figures. The framework should allow scope for the Force to explain the reasons for variances in the figures. The opportunity to put the figures into context gives a greater opportunity for those looking at the figures to understand the issues.

### **d. Capital Plan**

This item was discussed at the earlier Force Executive Weekly Meeting and there is nothing further to report at this stage.

**e. Revenue Budget**

Mr Shearer gave a verbal update on issues following the last Force Executive Weekly Meeting. He reported that a lot of suggestions had now been tabled as to how the Force could make savings of c£300k. A Cost Recovery Plan has been drawn up and agreed by the DCC. The plan was approved in principle by the FPG, however it was agreed that more work is required to explore the suggestions in the plan surrounding Chief Officer posts and Central Service secondments.

Currently there is an 24% overspend in the police overtime budget as at the end of July 2008. There will be an extraordinary meeting of the Budget Monitoring Group to action redressing this issues

**f. Regeneration**

This agenda item was covered earlier in the meeting at Presentations

**g. Vision 2010**

The Civilianisation Project is now being led by the DCC. CI Taylor is managing the project and will remain in post within HR to continue with the project. Graham Noble reported that the first 10 posts will be replaced by December 2008, and a further 9 by the end of March 2009. These posts are within Case Management, Dispatch, RMU and FIB.

The ACC stated that the Joint Police Board should be updated on civilianisation and should be included in future HR papers to the Board. Mr Noble agreed to undertake to do this.

At a project 2010 meeting last week there were concerns raised that there were significant challenges in isolating the measurable benefits from the Priority Crime Unit (PCU) as a number of changes including the changes in the PAD had been introduced simultaneously and it was not entirely clear which benefits were attributable entirely to the services of the PCU. Work is ongoing to look at exactly how the business benefits of the PCU can be measured. It was recognised that the PCU is only part of an integrated efficient way of working however, given the funding position, it was important to be able to demonstrate the efficiencies associated with the PCU specifically. The external evaluation is being accelerated to January to ensure that successes and efficiencies can be demonstrated when funding is being considered.

**h. Custody Developments**

Inspector Jones retires from service in September and he will be replaced by Inspector Alistair Tait.

C/S Samson reported that there had been further developments in exploring Custody Nursing and FVHB have indicated they are keen to be involved. An update will be available at the next meeting.

## 7. UPDATE PAPERS – EXCEPTION REPORTING

### a. Diversity

The paper was noted

<b>ACTION 7a(1).</b>	<b>Mr Noble to ensure that where interview panels are chaired by Superintendents (and equivalent) or above that the appointments are subject to Chief Officer approval with submission of options and recommendations for the posts. Mr Noble to produce guidelines for panel chairpersons.</b>
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<b>ACTION 7a(2)</b>	<b>C/S Samson to ensure that an officer is allocated the lead for the Workplace Contact Scheme.</b>
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### b. Road Policing, Support Services & Emergency Planning

Paper noted. C/S MacKenzie reported that the introduction of ARVs has not adversely affected the performance of the RPU. In fact so far only 30 hours have been utilised for ARV related duties. The figures for the other RPU work are up due to the influx of new officers within the department.

C/S MacKenzie reported that the PSU equipment replacement programme was being monitored through the Budget Monitoring Group.

It was agreed that a separate paper from C/S Barker would be required for future FPG meetings.

### c. Police Overtime

This item was discussed under Revenue Budget and will be included in the Revenue Budget report at future meetings

### d. Strategic Development

Paper noted.

### e. ICT Unit

Paper noted.

### f. Human Resources

Paper noted.

Mr Noble gave an update on Job Evaluation and experiences with other forces north and south of the border. It is likely to be 2010/2011 before the work can be progressed any further in this Force

**g. Force Programme Board**

Paper noted

**h. Professional Standards Department**

Paper noted

**i. Resource & Demand Management**

Paper noted.

**j. Crime Management Services**

Paper noted

**k. Criminal Justice Project**

Paper noted

**l. Force Property Board**

Paper noted

**m. Communications & Marketing**

Paper noted

**8. PAPERS FOR NOTING**

**9. ANY OTHER COMPETENT BUSINESS**

**a. BVSR Community Policing** – update paper circulated by C/S Samson

**b. Retirement of the Chief Constable** – ACC Penman expressed appreciation on behalf of the Force for Mr Cameron's commitment to his role as Chief Constable of Central Scotland Police.

**10. DATE OF NEXT MEETING**

0900hrs on Tuesday 14<sup>th</sup> October 2008 - Chief Constable's Conference Room.