



# Hampshire Constabulary

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## OCU Policy Meeting

### Meeting Minutes

**OCU/Department Name:** 4 OCU Portsmouth

**Date:** 13 January 2009

**Time:** 1000 hours

**Location:** Chief Superintendent's Office, Fratton

**Attendees:** Chief Superintendent David Peacock [OCU Commander]  
Superintendent Neil Sherrington  
Chief Inspector Andy Houghton  
Chief Inspector Carrie Pither  
Chief Inspector James Fulton  
Detective Chief Inspector Richard John  
Helen Mears [Personnel Manager]  
Claire Huckstepp [Finance]  
Meline Turkington [Media]

**Apologies:** none received

#### 19. Matters Arising from the Minutes 11/12/08

9.1 **SPP.** Response sent to Personnel as requested.

10.1 **Estates.** Estate Strategy presented. Action discharged.

11.1 **Performance Review.** Report submitted by Chief Inspector Houghton. Action discharged.

12.1 **BCU Fund.** Budget codes reviewed. Action discharged.

13.1 *This minute is classified as 'RESTRICTED' and therefore will not form part of the minutes for general circulation.*

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16.1 **Planning.** Executive team away days arranged for 18<sup>th</sup> and 19<sup>th</sup> March.

17.1 **Command Resilience/Eastern Inspector Cover.** Meeting with Inspectors scheduled after the Performance meeting.

### 20. Operation Nemesis

20.1 Operation Nemesis updated received.

### 21. Police and Staff Sickness Levels

21.1 To be raised at Performance meeting.

**Action: Helen Mears to analyse sickness levels in terms of teams and departments and bring the results to the attention of line managers. This work is in preparation for the next performance year whereby a much reduced sickness level is sought.**

### 22. Inappropriate Filing of Crime Cases

22.1 Instances of crime investigations have identified that officers have not been providing an appropriate level of service to aggrieved.

**Action: Supt Sherrington to ensure that the disposal of investigations is in accordance with the wishes of the aggrieved.**

### 23. Establishment and Budget

23.1 It was identified that the budget received should be in accordance with the establishment. Further work needs to be done to reconcile the two. Equally, action by headquarters is required to ensure that they do not adversely impact on the work being undertaken by the OCU to manage the budget. It was agreed that the default position of the OCU is no one is posted to the OCU without firstly, the agreement of the personnel panel, and then for final decision by the OCU Commander.

**Action: Ch Supt Peacock to speak to Stefan Mitto in regard to the RAF formula.**

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### 26. Finance & Business Manager Recruitment

**Action: Helen Mears to progress this. Advertise internally with a 1<sup>st</sup> April start date.**

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### 27. OCU Establishment

**Action:** Helen Mears to revisit where it was decided to hold vacancies for less critical posts in order to reduce the budget overspend.

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### 30. Camera Cells

30.1 Ch Insp Houghton to submit a report on the funding of additional camera cells. Funding available from additional income from the Immigration Service. This improvement will alleviate some of the burden on staff caused by the reduction in the number of DOs.

**Action:** Claire Huckstepp to be requested to review available funds.

### 31. Command Resilience/Inspectors

31.1 This subject will be debated after the performance team meeting with the Inspectors affected by this change. The goal is to ensure that there is sufficient resilience at Inspector level at all times. The introduction of the accredited acting Inspector scheme will provide further resilience. However, it was also anticipated that the Eastern cover nights arrangement may go and OCU's will be expected to be self-sufficient.

### 32. AOB

32.1 It was recognised that the Crystal project is succeeding and it is anticipated that additional funding will be made available by the Home Office to allow it to continue. The role of the SOITs on the unit will be reviewed to ensure that they are gainfully employed at all times.

### 33. Breaking down Barriers to Team-working

33.1 Discussion concerning aligning TPT and SNT teams in order to further links between them. PS Vardy is leading this initiative. Further developments awaited.

**Action:** Review at next month's Policy meeting and SMT meeting.

### 34. Next Meeting

**Tuesday 17 February 2009 at 10.00 in Conference Room**

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