

Supt Mellors referred to the Executive Summary report which was distributed with the agenda.

It was noted that overall over three years we have had strong performance in crime reduction. At the moment we are about 150 crimes over what was recorded last year. There is a lot of hard work and actions are ongoing, however we still have work to do to achieve our targets in the next six months.

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516. Finance/Estates – Mr Richards (apologies)

Supt Mellors and Mr Richards have had a full debrief of the budget and the revised spend should be workable. The fact that the TCG is underspending and we can put in some overtime bids gives us some flexibility.

517. Human Resources – Mrs Beddall

Legislation – on 1 October there was the introduction of the new Single Equality Act. This has brought together all pieces of legislation that exist around employment and people's rights etc. The Disability Discrimination Act no longer exists; this new Act combines all strands. One thing that has changed is that a claim can now be brought under a combined discrimination ground for example both gender and age. All Policies and Procedures will have to be re-written. In April 2011 as a public organisation we will also have a duty to act fairly and consistently in reference to socioeconomic issues.

PDRs – The new PDR is in use and training is being arranged. Mrs Beddall will find out what the schedule is.

Welfare Gifts – The responsibility for these is now with Line Managers to buy a gift and claim the expense back. Following discussion it was suggested that Finance and Admin buy vouchers in bulk. It was also suggested that the Federation/Federation Reps should be responsible as it is Federation driven.

Resolved: Mr Richards to investigate the possibility for buying Welfare Gift vouchers in bulk for line managers to collect/sign out for officers on sick leave.

518. Media and Communications – Duncan Smith

Feedback from Inspectors' Away Day – Mr Smith thanked everyone for their feedback which will be put into a report which he will circulate.

Strategic Assessment – to be discussed at the Council Scrutiny Panel Meeting with the public on Monday. Together with Supt Mellors he will finalise the communications strategy around this.

Corporate Newsletters – the latest edition of the Corporate Safer Neighbourhood Newsletters were delivered at the beginning of the month. However the future of these newsletters is undecided due to issues of cost and consistent delivery. Discussions ongoing.

Alcohol Awareness Week – next week. Isle of Wight Council Drug Action Team is leading on messages around advice and education. Lots of work ongoing around this. The Council are also using this to reinforce the warning messages around legal highs.

Halloween Media Strategy – underway

You Be The Judge Open Day at the Courts on 20 October – he is working with DI Williams and PS Bayley to promote our work with PPU and domestic abuse at this event.

PC Mark O’Sullivan – to be congratulated at the Lord Lieutenants Awards evening tonight for his 30 years service to the Force with Supt Mellors attending.

519. Strategic Issues Update – Strategic Leads

As these were recently reviewed and updated at the Inspector’s Away Day on 12 October, these are deferred to the next SMT meeting on 10 November, 2010.

520. Any Other Business

SPP Payments – let Supt Mellors know if there are any missing. Generally he reminded staff to keep up to date with procedures.

Resolved: Inspectors to make sure that applications for courses are put in at least a week in advance to give Supt/Chief Inspector time to authorise. Mrs Beddall will circulate an email on the procedure. Also a reminder to be included in the Weekly Message.

Staff Opinion Survey – This is with DS Burns. The SMT now need to move this on. Agenda item for next SMT.

Resolved: Staff Opinion Survey to be added to next SMT Agenda, DI Carpenter/CI McMillan to follow up with DS Burns.

521. Date of the Next Meeting

The next meeting will take place at 1400 hours on Wednesday 10 November at the **Medina Valley Centre Ltd., Dodnor Lane, Newport PO30 5TE**