



MINUTES OF MEETING

Date: Thursday 19 August 2010
Time: 10.45
Location: Fareham Police Station

Attendees: Supt Phil Winchester
Clare Simkin (Service Delivery Dept)
C/Insp Steve Baxter
C/Insp Rachel Farrell
C/Insp Glynis Shaw
A/DCI Wendy Priston
A/C/Insp Sally Terry
Insp Steve Collins
Lisa Savage
Michael Markham
Sally Adams
Sandra Ruddock (MA)

186 Apologies:

C/Supt Karen Manners, C/Insp Kenny, DCI Mathews, C/Insp Schofield, Chris Allen

187 INTRODUCTION

Supt Winchester introduced Mike Markham who will be with the OCU for six months to undertake HR responsibilities.

188 STAFF SURVEY RESULTS

188.1 Clare Simkin gave an overview of the 2010 Staff Survey in relation to the results for Central OCU. Some members of the team had not seen the survey results (since circulated by Supt Winchester following the meeting). Results will not be available by District due to the format of the questionnaire formulated as a result of staff concerns regarding identification.

188.2 The survey had been conducted between 5th and 26th May at around the time of the General Election and news of budget cuts. Clare said it was important to keep this in mind when considering the feedback. The survey had been conducted in-house and had a 64% completion rate.

188.3 Clare's notes provide a summary of the results. Full details are available on the intranet including comparison between OCUs. Generally, Central OCU had the best results from the survey in many cases higher than the force average. For confidence in senior management Central were 4th in the OCU table.

188.4 Areas of concern for the OCU are: Confidence in Leadership of SMT; Lack of direction and understanding of direction; lack of communication and timeliness of communication; understanding of issues of staff with disabilities (Force direction anticipated); work/life balance in TPT and SNT.

188.5 Supt Winchester sought a volunteer to assist him to put together the action plan.

Action: Supt Winchester to pull together Action Plan for further discussion.

189 MINUTES AND ACTIONS FROM MEETING 10/6/2010

The minutes were agreed as an accurate record of the meeting.

190 MINUTES AND ACTIONS FROM AMT OCU STRUCTURE/EFFICIENCY MEETING 22/7/2010

The minutes were agreed as an accurate record of the meeting.

190.1 **Action 9 – Judge’s Letter.** The leaflet is not yet finalised. The details were attached to the SMT Agenda for the meeting dated 22 July. These have been circulated to the DCI and DIs. The Judge’s letter can be shown to solicitors in connection with TICs but there will be a force issue of the leaflet in the next 3-4 weeks. Sally Adams will follow this up with HQ.

191 FINANCE

191.1 Chris Allen had provided a current financial summary prior to the meeting and reported that the OCU is currently in a healthy financial position.

191.2 There is currently a high level of unauthorised overtime and this must be addressed urgently.

Action: District Commanders to ensure that all unauthorised overtime is dealt with as quickly as possible.

191.3 Supt Winchester asked District Commanders to ensure that full consideration is given to equipment cost, including replacement costs, when their SNT undertake foot surveillance training.

Action: District Commanders to ensure this is done.

191.4 Inspector Collins advised on behalf of C/Insp Kenny that there will be no SSP coming through from Gosport until 2011. A spending plan is in place for Gosport.

191.5 Chris had requested monitoring of expenditure against plan to ensure that excesses over estimate are used for other district needs. There is

an underspend on overtime but it is anticipated that this will reduce.

192 HUMAN RESOURCES UPDATE

192.1 The backlog of Occupational Health appointments caused by staff shortages are being programmed in during this week and sickness case reviews will then take place. One police staff attendance management hearing is to be held on 3rd September.

192.2 Reductions in some posts will impact on the number of posts for placing restricted officers. There will be more responsibility for managers to keep on top of sickness management.

192.3 Several reviews are in progress. The IMU review closes on 15th September when feedback will be available. Fareham is the proposed venue for the IMU centralisation.

193 CRIME/CID ISSUES

CID DCs/DSs commence their nights rota on 6th September as a pilot for 6 months on the currently devised shift pattern. This may impact more on DSs than DCs, particularly at weekends, and this will need to be monitored – when working nights there will only be 2 DSs during the day. There are 12 DSs on the rota and they will need to provide cover every 5th week. The Duty team will provide cover from 2pm in the afternoon which will be an OCU rather than a district response. DCs will do a set of nights every 32 weeks.

194 COMMUNICATIONS

194.1 Adrian Kingswell is Head of Corporate Communications and will shortly be seeing Sally to discuss the departmental review.

194.2 The beat level confidence newsletters have been further delayed due to sickness within Reprographics. Each time there is a delay, the information becomes obsolete and has to be updated. Sally has been asked by C/Supt Manners to prepare a report for submission to ACC Nicholson.

194.3 Fareham Borough Council produce a quarterly newsletter which is delivered to every household in Fareham and it was suggested that this could be used as a vehicle for police updates as well. Supt Winchester will discuss with C/Supt Chatterton regarding progressing this example through ESNG. There is concern that a lot of good work is being lost due to the continuing delays.

194.4 Sally is arranging some focus groups between now and September to assess what sort of communications people want which will provide a view of the success or otherwise of these leaflets.

194.5 Data input on SafetyNet is being discussed with HQ. SafetyNet is also being taken up by ESNG as its content is inconsistent.

195 1 OCU AREA HOUSING DEVELOPMENTS

195.1 C/Insp Farrell has been approached regarding housing developments

in Winchester District some of which border on other districts within the OCU. Meetings are also being attended by Chris Walters. She has some concerns regarding providing policing for these developments in the current climate and possible changes in boundaries. Acting C/Insp Terry is experiencing the same in Havant and Waterlooville. Some developments may be some years away.

195.2 C/Insp Farrell queried whether there was any force co-ordination around this subject or central expertise available.

195.3 It was agreed that the impact and opportunities for the force and OCU will need to be explored.

Action: Meeting to be arranged for C/Insp Farrell and C/Supt Manners to progress.

196 JW CUSTODY CENTRE AND CUSTODY SERGEANTS

196.1 Acting C/Insp Sally Terry advised that there is a problem with the workload of all five JW custody sergeants and they are having to be supported by SNT sergeants from JW. Booking in times are longer. This seems to be since there have been no separate bail clinics.

196.2 Part of the reason for this is shortage of DOs and a vacancy in PST.

Action: To be discussed outside of the meeting between Acting C/Insp Terry and Supt Winchester.

197. NEXT MEETING

Thursday 23 September 2010 at 10.45. Fareham Main Conference Room