

Hampshire Constabulary Senior Management Team Isle of Wight OCU

a) ASB – Best Practice

Regarding the Pilkington Case in Leicestershire, Supt Mellors briefed the group on Anti-Social Behaviour and Best Practice was discussed.

b) Staff Ratios

Supt Mellors noted that the Force is comparing our supervisor to staff ratios and it is likely that we will lose some of our supervisory ranks over time.

Other points:

- Policing targets are being confirmed and the priority aim is to increase public confidence by 5%.
- The number of outstanding rest days in lieu across the force has been raised as a concern.
- ANPR was raised, and concerns were raised re funding.
- The Chief Constable will visit on Monday to update the group on the future of the Force and we will present our business case on Estates.

c) Mentioned In Dispatches

With reference to referrals for officers who have done good work that is just below OCU Commanders Congratulations level, Supt Mellors will include within the Weekly Message a section - Mentioned In Dispatches. This will highlight not just good work but also passing exams, births, sports achievements, raising money for charity etc.

402. Performance Overview – Mr Gledhill

Mr Gledhill presented the Isle of Wight OCU Performance Summary for January Year to Date and also for January itself which was distributed to the group. Highlights include:

- We are achieving 10 out of 15 targets.
- Serious Violent Crime is an issue that will be raised at FPRG.
- Class A Drugs, Domestic Crime Arrest Rate and Hate Crime Detection Rates are all issues.
- We have struggled all year to achieve Serious Violent Crime Detection rates. He will look at the undetected crimes to see if there is a theme. There was discussion around the possible causes.
- We are doing well in areas of assault with less serious injury, serious violent crime, serious acquisitive crime, all crime, robbery, domestic burglary, non-domestic, theft of motor vehicles, theft from motor vehicles, all compared to our most similar group.

For February so far we are up 61 crimes on last February and we are higher on 11 categories out of 13. The biggest change is theft of motor vehicles.

Supt Mellors summarised that overall we are reducing crime. There is money available out of Level II TCG and DCI Maker is putting some bids together.

Target Setting for 2010/11 – charts distributed

- Force wants 5% increase of public confidence
- Target for overall satisfaction is increased

- Force priority #2, anti-social behaviour for the first time will have a target. He will break this down.
- Criminal damage to be reduced by another 5%
- Serious acquisitive crime detection rate is target
- OCG Disruptions – looking for 40%
- Serious violent crime will be all assaults with an injury, 5% reduction
- Dwelling burglaries to come down by 5%
- New staff confidence survey to come out
- Chart showing all areas on which we will be measured and will be raised at FPRG or on OCU by exception

Learning Matrix

Mr Gledhill has updated this from the information that he has received and it needs to be put on the intranet. He has still not received anything on Vestas or anything new since his request last month.

Resolved: Supt Mellors to dictate an entry on Vestas for the Learning Matrix.

403. Delivery Plan Progress Reports – Mr Gledhill

Mr Gledhill noted that everyone needs to provide end of year updates even though most of ours are 'green' and also everyone to let him know whether or not they are complete. Following the Away Day and a meeting with the Supt, he will send out a draft Delivery Plan for next year. We have not had guidance from headquarters yet but we can alter it to meet their requirements at a later date if necessary. He will circulate it, please give feedback on anything missing or incorrect etc.

Supt Mellors summarised that we should do the best we can to achieve the actions/targets and any issues/challenges with the Delivery plan should be brought to SMT.

404. Finance/Estates – Mr Richards

Mr Richards noted that we are still heading for a balanced budget with a projected underspend of £9,000 on the devolved budget which will probably be used up on overtime.

Estates – Presentation planned for the Chief Constable's visit on Monday afternoon following detailed work on plans, costings etc. by Mr Richards and Inspector Clawson.

a) CCTV Investigator

Mr Richards referred to a multi-agency meeting where CCTV was discussed and how we handle this evidence through the Criminal Justice System leading to various actions for those involved. One internal issue noted was that we do not currently have a dedicated CCTV administrator. He brought this to the table to confirm whether or not this is a critical post that we need to fund.

Following discussion it was decided that the business case previously done on this should be updated and this issue to be raised at the Finance Meeting. Supt Mellors will also raise this with ACC TO. The main issue would be funding and there is a possibility that we could collaborate with other OCUs.

Resolved: Inspector Evans to update the previous business case and send it to Supt Mellors.

405. Human Resources – Mrs Beddall

a) HR Modernisation

Mrs Beddall gave an update on the slightly different approach now being discussed:

- To have a Service Centre on the mainland primarily for administrative aspects of HR. It is envisaged that there will be three or four teams within this centre; each team assigned to an OCU or department as a point of contact.
- A Specialist Practitioner (HR Officer) and Strategic Advisor (HR Manager) to remain on OCU.
- The Service Centre would be established first; the aim is for this to be established by the middle of this year but this is probably not realistic as a location has not yet been found.
- In reference to the Delphi replacement, the plan has gone to the Police Authority for approval of funding and then it will go out to procurement.
- Consultation will start as soon as a location has been identified for the Service Centre. Will probably lead to redeployment across the force. OCU Commanders are keen to keep a local presence of HR.
- The new style HR Policies and Procedures are now being worked on and are much improved. As they are completed, these can be found on the HR site.

b) SPPs

Mrs Beddall noted that the 2010 SPP Roles are now being considered by ACPO. This is an opportunity for us to feedback any additional roles that should be recognised with SPP or some that may no longer warrant SPP. Feedback should be given to Mrs Beddall by the end of the week.

406. Delivering An Excellent Service – T/Chief Inspector Savill

T/CI Savill noted that the Delivery Plan is now published for providing an excellent service. Key Corporate messages will be issued. From April the introduction of all crime attendance. SNT has been requested to do Engagement Plan Templates – table top community engagement plan to profile neighbourhoods. Opening times for front offices and standards of dress are other issues coming out of this.

T/CI Savill also noted that the Citizen Focus Group which gave every department across the OCU an input for discussion on providing an excellent service, commenced about eighteen months ago on the island, no longer has the attendance it one had. There was discussion around this.

Resolved: With reference to the Citizen Focus Group, Supt Mellors, T/CI Savill and DCI Maker to meet and discuss how to move this forward and report back to the next meeting.

407. Safer Neighbourhoods – Inspector Pinnell

T/Inspector Cocks gave the following update:

- Gurnard Street Mapping positive. 98% of people who responded to survey felt 'safe' or 'fairly safe' living in Gurnard. Issues were raised in regard to pavements and street lighting which were referred to the local Councillor. Also parking and congestion, speeding and dog fouling.
- East Cowes Street Mapping – 92% of people felt 'safe' or 'fairly safe' living in East Cowes and top issues were traffic issues linked to congestion with Red Funnel, traffic issues and congestion generally, lack of facilities and amenities for the community, dog fouling and speeding.
- Street Mapping now taking place in Northwood. One of the biggest issues again seems to be dog fouling.

408. Partnership – Inspector Bell

In the absence of Inspector Bell nothing additional to report.

409. Crime – DI Williams

No open updates.

410. Custody and Complaints – Inspector Evans

Inspector Evans noted the following:

- We are still awaiting HMIC Custody Inspection.
- Problems with Infra.

Resolved: Feedback on problems with Infra to be given to Supt Mellors so that he can raise at appropriate meetings at Headquarters.

411. This minute and report are classified 'restricted' and therefore will not form part of the minutes for general circulation.

412. TPT Issues

A new MISPER policy is coming out about local authority care and will be circulated when it is available and included in training.

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414. Media and Communications – Duncan Smith

In the absence of Mr Smith, nothing additional to report.

415. Any Other Business

Driver Training – Inspector Clawson referred to an email sent out by HR on driver training. Force policy is that you have to submit an AD103 for anything to do with driver training including the automatic Mercedes sprinter van which, even if you are an area car driver, you are required to complete a check run. AD103s are also three months behind. Basically we can not provide an excellent service if we are being supplied with vehicles that officers can't drive and the training centre can't keep up with training courses.

Resolved: Inspector Clawson to provide Supt Mellors with a report on the problems with driver training with a view to allocating some money to this and raising at meeting with John Bradley at the end of March.

Sergeants Conference – Supt Mellors asked the group to try and make sure that all Sergeants attend this conference next week. He intends to give them a briefing on behalf of the ACPO group and discuss the set up for the next year. If they are not attending let Supt Mellors know why.

146. Date of the Next Meeting

The next meeting will take place at 1400 hours on Wednesday 10 March 2010 in the Solent Room, Hospitality Training Partnership, The Courtyard, St Cross Business Park, Newport.