



**432. ACTION LIST**

**Minute 413.3 Swivelling Power Point** – It seems unlikely that we will be able to get one of these. *(to be discharged)*

**Minute 413.4 Standards – Tattoos** The new Standards Group will look at this at the first meeting on 2 November 2007. *(to be discharged)*

**Minute 415 Notice Boards** – These are all now in place. *(to be discharged)*

**Minute 416 Positive Message for the OCU** – This was to be around Violent Crime and Drink Safe.

**ACTION: Ian Sainsbury to make contact with PS Andy Clinton re this.**

**Minute 417 Warrants** – A decision has been made regarding 10 persons per sector to serve warrants on.

**Minute 419.1 Custody Charge Desks** – At a recent meeting it was decided that a Force a roll out programme will be looked at to resolve the fact that all custody desks across the Force are non Health and Safety compliant. There are nine current AD85s in Portsmouth Custody alone, which emphasises what a huge issue this is and Portsmouth will take priority. A mock MDF charge desk is being sent to Portsmouth so that the custody staff can view it and be involved in the consultation and final design. This will be fast tracked and resolved asap.

**Minute 425.3 Air Conditioning for TPT room** – levels of heat regarding the TPT room have been monitored and recorded. A case is being presented to BAPs property services who asked the consultant to provide solutions with fitting air con. Engineers are on site on 27 October and will report back to BAPs with possible solutions.

**Minute 427.3 Student's Officer Programme Working Group** – Katy Ford has been booked to speak at the next meeting. *(to be discharged)*  
Ch Supt Campbell is keen to send Sergeants and Inspectors to visit classrooms in order to 'dip sample' to get a feel for what the students are actually being taught about key issues. Netley has always stated that their lessons are open to all, so this shouldn't be a problem. *(to be discharged)*

**433. CHIEF SUPERINTENDENT'S UPDATE**

- 1. This minute is classified as 'RESTRICTED' and therefore will not form part of the minutes for general circulation.**
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- 4. Cutting Bureaucracy** – Ch Supt Campbell asked for members of the SMT to e-mail him with bold ideas to improve working practices and slash

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bureaucracy. He will collate these and take them to the OCU Commanders Meeting. This is an opportunity to make a difference.

**ACTION: E-mail Ch Supt with ideas to improve working practices and slash bureaucracy – all SMT.**

5. **Force Moves** – ACPO are meeting on Tuesday to discuss Force moves. With one Ch/Supt retiring and one successful in going through to ACPO, there will be some changes in Hampshire at Superintendent and Ch Superintendent rank.
6. **Operation Golden Fox** – This will be held on 24 October 2007 and is the city's response to a nuclear incident on a Z berth. This operation is completed every four years and needs to be successful in order for the city to be able to have nuclear submarines in the harbour.
7. **SMT Away Day** – This was a successful day and the feedback was beneficial. This is being collated and both Ch Supt Campbell and Supt Rowland will look at it and decide the way forward.
8. **Operation Sharp** – Tomorrow this operation will raise the profile around people carrying knives in the community. There have already been two previous operations. There is zero tolerance across the Force with regard to knife crime and CPS are presently engaged at Force level with a view to having a 'No Caution' policy for carrying a knife – the offender will go to Court whatever the circumstances if there is a charge. Tomorrow's operation is encompassed with Drink Safe which is all about Violent Crime also. Officers completing any C12s tomorrow they are to put 'Operation Sharp' on the top. Insp Voller asked for a bulletin slide for the daily bulletin and for the HVP briefing to that effect as a reminder. DI Oliver asked if the C12s could be put into the Intell Office before they are put through to the FCOs for that day so they can look at them first.
9. **ACC T's Secondment** – Mr Cole is to train at Bramshill for three months and there will be an Acting ACC in his place at PHQ for that length of time.
10. **Inspector Boards** – Ch Supt congratulated all the successful applicants on this recent board. He recommended that the unsuccessful applicants received feedback on their performance.

#### **434. SUPERINTENDENT'S UPDATE**

1. **2am Shift Finish** – The debate regarding this shift finish time for Safer Neighbourhoods was finally resolved by Mr Cole, who stated that operational needs outweigh the argument. This finishing time has already come into effect and has been circulated to the officers. Duties have been amended.
2. **CCU Review** – this has been completed and it has been decided to go with the proposal.
3. **Re-design of Front Offices** – Portsmouth University and Highbury students will be working on the redesign as a project and the Force has agreed to Portsmouth being the pilot site, who will work with PHQ closely to pick out a suitable design. As of tomorrow there will be students in the stations taking measurements and photographs in the front offices.

4. **Special Constables' PDP** – This has been launched and as and when the Specials come on duty they will go to Cosham and collect their PDPs. Sergeants who have responsibility for Specials should start picking up on this and make sure they are following the processes in place and assigning them a mentor to get them through the development programme.
5. **This minute is classified as 'RESTRICTED' and therefore will not form part of the minutes for general circulation.**
6. **Standards Group** – The first meeting is 2 November 2007. Supt Rowland has some members for this group but is still awaiting nominations, particularly from Police Staff.
7. **Data Quality** – The drive is continuing for data quality, but it is to be balanced against officers getting out on the street and completing the work also. This was a big debate at the Chief Constable's Conference.

#### **435. WOMENS' HEALTH ISSUES**

Heather was invited on behalf of the Force to attend a conference in London run by Well Being of Women and British Association of Women Policing, which was around women's' health and the menopause, mainly because it is a subject which has never been looked at. The Force will have an aging female officer workforce which could impact on front line officers and already has an aging Police Staff workforce, which already impacts some departments. This needs to be looked at now and it is about making the subject not embarrassing or laughable, so when a member of staff speaks to an Inspector about a problem, it is taken seriously and sensitively.

Mid life crisis for men is also being looked at.

#### **436. ANY OTHER BUSINESS**

1. **Front Office Review** – to be on next month's agenda. Insp Snook asked if there was any sign of a result regarding the front office issues and Supt Rowland stated he felt there will be a resolution in the very near future.  
**ACTION: Update on a resolution regarding the Front Office Review – Supt Rowland.**
2. **This minute is classified as 'RESTRICTED' and therefore will not form part of the minutes for general circulation.**
3. **Assessments** – If the police get themselves accredited as Assessors, the costs and resources need to be looked at very carefully. Last year we did over half of the assessments, which is quite a lot of hours. There were 45 applications last year and the project manager is looking for 100 applications this year. Ch Insp Pither is going to limit what the Police are prepared to put into that, possibly ten venues.
4. **Random Drinks/Drugs Testing for Police Officers** – This will apply to all ranks of police officers and will come into practice in the very near future.
5. **Special Constables** – Insp Fryatt asked how these could be used in slack periods and it was decided to take it outside this meeting to further the discussion.

6. **Awards Night – 18 January 2008** – Heather requested that all nominations for the annual awards were sent to her.
7. **PCSOs PDPs** – These should be completed by month 10 of their service and Heather requested that any Inspector responsible for PCSOs does this.
8. **Driving** – ACPO has confirmed that there will be Response Training given to TPT officers. When officers commence on TPT and they are ready to drive, they will complete a two week driving course, which will include blue lights, sirens and response to emergencies. The area cars will be kept and it will necessitate further three weeks training for an officer to qualify for Area Car Response. It will be approximately one year before we have all the necessary vehicles.
9. **Uniform Trial** – First impressions of this new black uniform are favourable. The trial is for three months.

**437. DATE OF NEXT MEETING**

The next meeting will take place on Thursday November 15 at 1300 hours.