

Chief Officer Group

28th April 2008

Minutes

OPEN

Present:

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|------------------------|--|
| Craig Mackey | Chief Constable |
| Neil Rhodes | Assistant Chief Constable (Territorial Policing) |
| Mike Thompson | Director of Finance and Resources |
| Joanna Bancroft | Director of Personnel and Development |
| Gill Shearer | Head of Marketing and Communications |
| Jenny Davies | Director of Strategic Development |
| Nina Robinson | Minute Taker |

- 1 **Apologies for absence**
DCC Christine Twigg
ACC Graham Sunderland

2 **Minutes of meeting of 14th April 2008**

The following correction was made to item 2 of the open minutes from 14th April, regarding the forensics contract issues:

The minutes should have read:

“The **consortium** has approved the payment of redundancy costs as discussed last week and a steering group made up of fourteen authorities has been set up.”

The Director of Finance and Resources reported that all authorities have now signed up, and suggested that the Chief Constable send a letter to Brian Simmons in recognition of work carried out.

The Chief Constable confirmed that Performance Contracts have now all been approved and it was agreed

Action owner(s)

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that the Director of Strategic Development would make them available through public folders on Outlook.

3 Declaration of any other business

SOCA Pensions– Chief Constable
Collaboration – Director of Finance and Resources

4 Action updates

Action 50 – work on facilitating a permanent Unison representative post is ongoing

Action 52 – complete

Action 58 – work on a business case for PSCU personnel officers is ongoing

Action 59 - complete

Action 60 - complete

Action 61 - ongoing

5 Minutes to note

The minutes of the ACPO North West Region Collaboration meeting on the 3rd March were noted and discussed. The Chief Constable stated that he would share proposals regarding Regional Intelligence Unit funding when he receives them.

The minutes of the Cumbria Constabulary/University of Cumbria Collaboration Steering Group on 21st April were noted, and a brief update was given by the Director of Personnel and Development.

6 Standing Items

a) COG diary commitments and command cover

These were noted and discussed.

b) Press issues

The Head of Marketing and Communications updated the

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group on the launch of the Cops for Kids website which is now up and running. An update was given on coverage of the fuel strike, and it was also noted that there had been excellent local and national coverage relating to the Wildlife Officer.

The Constabulary's performance figures are due to be released on 14th May, and the Chief Constable undertook to reinforce the message of success.

The appointment of the new Special Constabulary Commandant was discussed regarding internal and external communication.

Agenda Items

7 Feet on the Street

ACC Rhodes presented the paper and the proposals were discussed. It was agreed that managing the implementation will be key and reassurances must be given to those affected, including managers.

The importance of maintaining minimum staffing strengths was discussed and the message that the scheme will not be used to make up minimum staffing levels was reinforced.

Training issues were discussed, and it was agreed that it is important that training needs can be identified by supervisors as well as through self-identification.

A discussion followed regarding exemptions from the initiative, and the question was raised regarding the exclusion of Police Federation Officials. It was agreed that they should be invited to participate.

It was also agreed that officers on restrictions that specifically exclude confrontation should be added to the list of exclusions.

The requirements of DDA and the role of the Health Panel in decisions regarding exclusions were discussed.

It was noted that a list of individuals not on rotas and deemed part of the initiative is available to members of COG on request.

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The Head of Marketing and Communications requested that a communications section be included, relating both to internal and external communication.

The paper was supported and it was agreed that the Director of Personnel and Development will liaise with Chief Superintendent McGilloway to make the suggested changes and begin implementation.

ACTION: Director of P&D to liaise with Chief Supt McGilloway re implementation of the Feet on the Street initiative.

Dir P&D

COG asked that thanks be given to Chief Superintendant McGilloway and the Working Group for the good work done.

8 Sleuth/NMIS Update

ACC Rhodes presented the paper and suggested that it should be noted as a good example of how the consultation process should be performed.

The Director of Personnel and Development raised the issue of consultation with a specific individual concerned.

A discussion followed regarding levels of future investment in IT, and the new draft IT strategy which is currently with the Chief Constable. ACC Rhodes agreed that the final strategy would be with COG in May, and that it would be circulated to the Director of Strategic Development when near completion.

The recommendations were discussed and approved.

9 Strategic Work Programme

The Director of Strategic Development presented the Strategic Work Programme, and it was discussed on an exception basis and amendments agreed

There was a discussion surrounding senior managers for the item on access to information on the intranet. It was agreed that it should stay with the Director of IT/PMU but that a separate discussion between ACC Rhodes and DCC Twigg would be had outside the meeting regarding who is the driver of the business.

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It was agreed that action plans previously requested should be available for COG on the 12th May:

ACTION: Progress action plans for Neighbourhood Policing, Organised Crime, Major Crime, Public Protection and Female police officer sickness, to be available for COG on 12th May.

ACC TP, ACC
Crime & Dir P&D

It was agreed that the Director of Strategic Development would amend the Strategic Work Programme as agreed, and circulate through the Chief Constable.

ACTION: Director of Strategic Development to send amended Strategic Work Programme to the Chief Constable for circulation.

DIR SD

10 Funding of Microsoft Licences

This paper was presented by the Director of Finance and Resources for information and governance. ACC Rhodes thanked Mike Thompson and his team for the support that has been given to the IT department during the work on this.

(The Head of Marketing and Media left the meeting at this point.)

11 Audit Commission and Audit Plan 2008-09

The Director of Finance highlighted that the proposed 2008-09 Audit Plan focuses heavily on partnerships management. A discussion followed regarding the PURE key lines of enquiry, and developing an overview of the current position.

ACTION: ACC TP to task Partnerships department with establishing the current position against the PURE key lines of enquiry, with an update to be given to COG on 9th June.

ACC TP

12 Experiential programme for Police Authority members and officers.

This item to be carried forward to the next meeting.

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Any other business

Collaboration

The Director of Finance and Resources informed the group that he had attended a meeting of Finance Directors of North East forces where collaboration was discussed. Out of the three areas for potential future collaboration, Cumbria is only considering driver training and public order training.

ACC Neil Rhodes summarised a recent NE Collaboration meeting he had attended where these areas were discussed, and agreed to share the notes from that meeting with the Director of Finance and Resources if required.

With regard to driver training, it was agreed not to progress this further as the cost of collaboration is likely to exceed current costs for providing the service in house.

It was agreed that there is an interest in collaborating on public order training, but it will depend on the cost.

SOCA Pensions

The Chief Constable informed the group that the Finance and Resources department is currently working with Detective Chief Superintendent Goulding on pension issues which may arise if individuals transfer back to the force from SOCA.

Closed agenda

Date of next meeting

12th May 2008