

Chief Officer Group

14th April 2008

Minutes

OPEN

Present:

Craig Mackey	Chief Constable
Christine Twigg	Deputy 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**
ACC Graham Sunderland

- 2 Minutes of meeting of 31st March 2008**

The open minutes of the meeting on 31st March were agreed as a true and accurate record.

The Director of Finance and Resources updated the group on the Forensics Contract issue. 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.

- 3 Declaration of any other business**

Feedback from HMIC
PDC

- 4 Action updates**

Actions ongoing

Action owner(s)

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5 Minutes to note

The minutes from the Cumbria Constabulary/University of Cumbria Collaboration Steering Group on 19th March 2008 were noted and discussed.

6 Standing Items

a) COG diary commitments and command cover

These were noted and discussed. The Chief Constable briefed the group on the agenda of the Chief Constables Council meeting on 17th April which the Home Secretary will be attending.

b) Press issues

The Head of Marketing and Communications updated the group on national and local press issues. The Judicial Review of police pay which will start next week which will be of national interest.

Locally there has been press interest in an ex officer who has secured a book deal, and the press office are currently working with Carlisle United to promote the Respect campaign.

Agenda Items

7 Performance Contracts

Performance contracts for each Command Unit and Department for 2008-2009 had been submitted by Chief Officers.

The Director of Strategic Development explained that she had checked these for actions previously requested by COG (Policing Plan, Baseline Assessment Action Plan, Strategic Risk Register) and highlighted any gaps. The following specific comments were agreed:

All Performance Contracts

The quality and standards section should be updated to include an additional bullet point "Police regulations and

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employment law."

Crime Performance Contracts

Should include a section on contribution to neighbourhood policing, which should include community intelligence. Should include actions from equality and diversity action plans.

Should include responsibilities for SLEUTH and related Baseline Assessment action.

Should include PNC Baseline Assessment Action.

Should be updated to refer to the protective services performance framework review.

Chief Officer Group Performance Contract

Should include the commitment for police officers to carry out front line operational duties periodically.

Partnerships Performance Contract

There should be a clear audit trail between all the actions in the v1 performance contract provided by Strategic Development and the new format the ACC (TP) has developed, to ensure that all responsibilities have been picked up and are SMART for monitoring via PDC.

BCU Performance Contracts

There should be a clear audit trail between all the actions in the v1 performance contract provided by Strategic Development and the new format the ACC (TP) has developed, to ensure that all responsibilities have been picked up and are SMART for monitoring via PDC. Any exceptions should be reported to COG

PMU/IT Performance Contracts

This performance contract is not yet ready.

It was agreed that P+D should work towards drafting a personnel strategy but that it was not appropriate to include this action in the performance contracts for 2008-2009, due to capacity issues.

ACTION: Chief Officers to complete performance contracts and circulate them to Chief Constable for approval by 21 April.

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ACTION: Director of Strategic Development to ensure that any major new work identified in performance contracts is integrated into the strategic work programme for reported to COG 28 April.

Dir SD

8 The Constabulary Internet

The Head of Marketing and Communications gave a brief outline of the issues around the constabulary internet as background to the request for a review of current arrangements.

The internet was discussed and it was agreed that it is not fit for purpose. The Chief Constable and the Director of Finance and Resources agreed to discuss the financial implications outside the meeting.

ACTION: The Head of Marketing and Communications to work on a scoping document for external consultants to review the internet as it was agreed Marketing & Communications and IT do not have the capacity to carry out the review. This document to be agreed by DCC Twigg.

Head of M&C

9 Sleuth Benefit Realisation

ACC Rhodes presented the paper which summarises benefits realised from Stage 1 of the Sleuth project. The difficulty of identifying how efficiency savings are being used was discussed, and it was suggested that PDC could be a forum for asking these questions. The issue of governance of project boards was raised and it was agreed that PMB minutes/exception reports should come to COG.

A discussion followed surrounding business benefits analysis being built in to the process for all projects, and it was suggested that this paper could be used as a model for feeding back benefits realisation.

COG asked that thanks be passed on to Ian Hogarth for all his work in this area.

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Any other business

**HMIC Inspection on Neighbourhood Policing and
Community Engagement**

ACC Rhodes updated the group with feedback from HMIC on the recent inspection.

PDC

The Director of Strategic Development circulated the agenda and slides for PDC along with the performance analysis. The running order and content were discussed. On 15th April SMF will follow on from PDC, focussing on recruitment and efficiency, thereafter SMF will be held on a separate day.

The issue of communication of end of year performance figures was raised, and the option of providing LPT level data was discussed. It was agreed the Chief Constable would circulate a LPT level template and it would be considered for next year.

Closed agenda

Date of next meeting

28th April 2008