

# Chief Officer Group

16<sup>th</sup> February 2009

## Minutes

### OPEN

#### Present:

<b>Craig Mackey</b>	Chief Constable
<b>Christine Twigg</b>	Deputy Chief Constable
<b>Andy Davidson</b>	T/Assistant Chief Constable (Territorial Policing)
<b>Mike Thompson</b>	Director of Finance and Resources
<b>Joanna Bancroft</b>	Director of Personnel and Development
<b>Jane Sauntson</b>	Best Value Manager (Item 9/10)
<b>Matt Kennerley</b>	A/Inspector, Staff Office
<b>Hollie Mark</b>	Minute Taker

#### 1 Apologies for absence

Graham Sunderland, Assistant Chief Constable (Crime)  
Janet McGilloway, Marketing & Media

#### 2 Minutes of meeting of 2<sup>nd</sup> February 2009

The minutes were accepted as an accurate record.

#### 3 Declaration of any other business

Superintendent PDR's – Joanna Bancroft

#### 4 Action updates

**Action Number 77** – T/ACC Davidson has advised Federation to bring issues to Operations Board rather than going straight to JNCC. COMPLETE

**Action Number 78** – Restorative Justice will be discussed at the Operations Board meeting on the 17<sup>th</sup> February. ONGOING

#### Action owner(s)

Chief Officer Group

**5 Minutes to note**

No minutes to note

**6 Standing Items**

**a) COG diary commitments and command cover**

Noted.

**b) Press issues**

Update not available.

**Agenda Items**

**7 Carlisle City Centre Base**

T/ ACC Davidson discussed the paper which outlined the recent findings of a survey to see the current use of the front counter service in the City Centre. The findings of the survey were discussed and it was highlighted that there was a sharp decline in the numbers going to the City Centre counter after 6pm.

It was agreed that there would be a six month trial period running 8am to midnight at Durranshill, and 8am to 6pm at the Citadel.

The issue of staff working from both sites and the potential impact on contracts was discussed. It was agreed that this would be built into contracts and would be dealt with through management of change.

**8 Public Order Training**

Although tabled at COG T/ACC Davidson informed the Chief Officer Group that it had already been decided to use the Lancashire venue for public Order training.

**9 Leadership**

Joanna Bancroft updated COG that the paper had been to RSB and was now at the stage of needing to be moved forward. A discussion took place on the benefits and opportunity to link into performance and developing staff.

Chief Officer Group

Approved, subject to discussions on funding.

**Action:** Joanna Bancroft to liaise with Mike Thompson

JB

Chief Constable Mackey thanked Joanna Bancroft and A/Inspector Kennerley for a good piece of work.

**10 Citizen Focus Strategy**

**\*\* Jane Sauntson entered the meeting\*\***

Jane Sauntson discussed with the Chief Officer Group the balance Score Card and updated that discussions had taken place with Media and Marketing about what support could be given to the work Strategic Development do.

Recommendations approved. Chief Constable Mackey thanked the team for their work.

**Action:** T/ ACC Territorial Policing to act as a strategic lead at Chief Officer level

AD

**11 Performance Management Framework**

The Chief Officer team posed question to Jane Sauntson on areas that needed clarification and alteration.

The following decisions were made;

- The proposed Framework as outlined in Section 4.1 – APPROVED
- Decide on the targets for serious and organised crime as outlined in Section 1.10 – APPROVED (ACC (C) to be SPOC)
- Content of the Confidence Performance Product - APPROVED
- Monthly Performance Focus report will no longer be produced.
- Daily Target on the Dashboard be removed and replaced by an intelligent and weighted monthly indicator, reflecting season. APPROVED
- Decide on the threshold levels required, APPROVED
- Framework to be evaluated in July 2009, AGREED
- Plans APPROVED for communicating the framework to Senior Management Teams and PA Policing Plan and Performance Committee to all Staff for inclusion in Performance Contracts 2009-10.

Not Protectively Marked

Chief Officer Group

**Any other business**

**Superintendents PDR – Joanna Bancroft**

Superintendent's PDR's will go to the Chief Officer Group for a verbal appraisal.

**Closed agenda**

**Date of next meeting**

10am – Monday 2<sup>nd</sup> March 2009

Not Protectively Marked