

Chief Officer Group

Monday 26 October 2009

Minutes

OPEN

Present:

Craig Mackey	Chief Constable
Michelle Skeer	Assistant Chief Constable
Jerry Graham	Assistant Chief Constable (Territorial Policing)
Joanna Bancroft	Director of Personnel and Development
Mike Thompson	Director of Finance and Resources
Gill Shearer	Head of Marketing and Communications
Hollie Mark	Minute Taker

1 Apologies for absence

DCC Stuart Hyde

2 Minutes of meeting of 12th October 2009

The minutes of the previous meeting were approved as an accurate record.

3 Action updates

Action 95 – Mike Thompson updated that the top 20 earners (overtime) would be presented as part of the budget package.

Action 96 – ACC Skeer updated the Chief Officer Group that the grading had been broken down and Cumbria achieved 3 Goods and 1 Excellent which has been circulated to the media.

Action 97 – ACC Graham circulated the completed Policing Pledge Action plan to members of the Chief Officer Group.

Action owner(s)

Chief Officer Group

Action on this will be noted on a monthly basis. Further to this discussion clarification was requested on the coordination of opening times. It was agreed that published opening times must be adhered to.

4 Declaration of any other business

Police Maternity – Joanna Bancroft

Inspectors Shift Patterns – ACC Graham

VFM Paper – Mike Thompson

5 Minutes to note

Confidence Board – 5th October 2009

ACC Graham and ACC Skeer discussed the inaugural meeting of the Confidence Board explaining that the next meeting would cover the Policing Pledge and would have its own action plan to work from.

6 Standing Items

a) COG diary commitments and command cover

Diary commitments were noted.

The publication of the Diary Sheets on the Internet was considered but it was deemed inappropriate at this stage.

b) Press issues

Gill Shearer updated the group on national and local press issues.

Agenda Items

7 Leadership Strategy

Chief Constable Mackey discussed the importance of getting first and second line managers through CLDP in line with the Leadership Strategy. Progress will be linked against training delivery and the findings of the 10,000 Volt Exercise and Cultural Survey.

The Leadership Strategy will become a quarterly item on

Secretariat

Chief Officer Group

the COG agenda.

Any other business

Police Maternity – Joanna Bancroft

Joanna Bancroft discussed that the last 10 years of data from North Cumbria is being looked at to create a model which could prove highly relevant as it would appear that the benefits for pregnant officers may be raised. Joanna Bancroft will keep the Chief Officer Group updated on progress.

Inspectors Shift Patterns – ACC Graham

The importance of getting Local Policing Team Inspectors back into their areas was discussed. Superintendent Slater is currently doing a piece of work on proposals for how best this can be achieved. In the interim period some suggestions were discussed that would enable LPT Inspectors to get back onto the streets. The options tabled were;

1. 24/7 Force cover provided by single Inspector
7-1am BCU Cover (Sunday to Wednesday)
7-3am BCU Cover (Thurs to Saturday)
2. No 24/7 Inspector cover. Cover provided locally.

Following on from consultation in BCUs option one was the most favoured option and Federation are in agreement.

Chief Officer Group agreed to option 1. This will be an interim measure subject to Superintendent Slater's report.

VFM Paper – Mike Thompson

Mike Thompson discussed the response that was due to be sent today. The paper was considered at Chief Officer Group and was agreed.

Action: Response to be copied to Doug Thomas and Clive Alcock. Mike Thompson

Police Uniform Working Group – Chief Constable

Chief Constable Mackey discussed the request for a North West SPOC to sit on the Police Uniform Working Group.

Not Protectively Marked

Chief Officer Group

Chief Constable Fahy's Staff Officer, Superintendent Catherine Hankinson is the proposed representative which was approved by COG. It was discussed that Inspector McGilloway would be the point of contact for Cumbria.

DCC Hyde and Inspector McGilloway will prepare a response on what the PCSOs uniform in Cumbria is.

Closed agenda

Date of next meeting

From 2nd November 2009 COG meetings will take place every Monday at 09:30.

Not Protectively Marked