

NORTH AREA
SENIOR MANAGEMENT TEAM MEETING
16 February 2010

(OPEN)

<p>Present</p> <p>C/Supt Don Spiller (Chair) Supt Smith Louise Norman Anne Rogers Sgt Paul Jenner Julie Johnstone (Part) Tricia McKay (Minute taker)</p>	<p>Apologies</p> <p>DCI Hudson Ch/Insp Pannone</p>
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*Shaded section denotes Action Discharged

Date of Meeting	Action No.	Actions	Update	Discharged	Action Manager
19/1/10	55	Policing Pledge – Feedback from HMIC was ‘fair’ in some areas and ‘good’ in others. Needs to be kept in the forefront of all aspects of working practices.	Review BCU responses	ongoing	PJ
19/1/10	58	North/East NPT office - The proposal to move into the meeting room next door is agreed, in principle. Ch/Insp will consider the budget for IT work and ensure the alterations are completed in the cheapest way possible.	Ongoing discussions with Estates and IT to enable work to commence 1/3/10. Funds transferred to IT	ongoing	Ch/Insp
19/1/10	60	Neighbourhood agreement pathfinders SMT debated Point 6 – ➤ Partners would have to agree – liaise with Chief	Submitted – awaiting feedback	ongoing	C/Supt will chase

NOT PROTECTIVELY MARKED

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		Executives, Eden/Carlisle. CC has been asked if he wants North Area to pursue this pilot in Appleby – awaiting reply			Ch/Execs
2/2/10	62	Area Business Continuity Plans – C/Insp and PJ will liaise and update SMT.	Update at next mtg.	ongoing	C/Insp & PJ
2/2/10	63	Stop Search – change in legislation - C/Insp and Insp Gilroy will liaise after the workshop on 8/2 to discuss the changes and new functions within Sleuth and update SMT.	Update at next mtg.	ongoing	C/Insp
2/2/10	64	Quality of Service – C/Insp liaise with D/Supt Robinson regarding his work on behalf of policing pledge. SMT thoughts for next meeting.		16/2/10	C/Insp
2/2/10	65	Training Days for Inspectors & Sergeants –SMT consider Agenda and issues to be discussed. PJ and Sgt Lawrie will liaise to organise.		ongoing	SMT PJ
2/2/10	66	Scanning Devices –Concern has been raised regarding the value of these devices. C/Supt requested proof before a decision to return these devices can be made.	AR holding Invoice. Update at next meeting	ongoing	DCI & C/Insp AR
2/2/10	67	Community policing van – SMT agreed to maintain in Area. Ch/Insp and Insp Sowerby will manage and monitor use and AR will monitor costs.	Process for monitoring costs in place.	16/2/10	Ch/Insp & AR
16/2/10	68	SMT members - submit written or verbal 'action updates' when sending apologies for SMT meetings.			SMT
16/2/10	69	NPT Structure - C/Supt will suggest to COG that North area pilots this new structure and if approved a Working Party will be set up to manage			C/Supt
16/2/10	70	Quality Of Service Issues As the majority of complaints in North are quality of service issues SMT will consider, as a priority, the best way to raise quality of service in Area.	Liaise with D/Supt Robinson		SMT
16/2/10	71	Stress strategy Supt reported the key findings from the Stress report			Supt

NOT PROTECTIVELY MARKED

Date of Meeting	Action No.	Actions	Update	Discharged	Action Manager
		for all 3 BCUs. Raise as Agenda item at the next AMT			
16/2/10	72	<ul style="list-style-type: none"> ➤ Involvement of IAG in BCU – C/Supt leading ➤ Cumbria Police Link – Agenda item for AMT. PJ leading. ➤ Review Sleuth – PC Mark Christie will attend a future SMT to demonstrate new systems. ➤ ASB process – each NPT will draw up the top 3 and individual action plans will be completed around each. AIU is also engaged in this process. ➤ Sergeants briefing template – Ch/Insp leads. 			SMT actions

1.	<p><u>Discussion -</u> MINUTES FROM PREVIOUS MEETING - 2 February 2010 were agreed. C/Supt requested SMT members to submit written or verbal ‘action updates’ when sending apologies for SMT meetings.</p>	68
2.	<p>RISK MANAGEMENT BRIEFING Julie Johnstone updated SMT regarding the streamlining of the risk management process. SMF and Police Authority approved the new process resulting in the strategic risk register covering 6 to 8 key areas for the Constabulary and each BCU risk registers covering 6 to 8 operational level risks. These risks will be reviewed on a quarterly basis. SMT requested JJ to discuss the impact of maternity levels for female officers as a potential risk. JJ will forward a copy of the strategic risk register following the conclusion of the consultation process on 26 February. Any queries or questions please contact JJ or Richard James. At this point JJ left the meeting.</p>	
3.	<p>POLICING PLEDGE UPDATE Feedback from HMIC was ‘fair’ in some areas and ‘good’ in others. The Policing Pledge Improvement Group will move this forward. This needs to be kept in the forefront of all aspects of working practices. Review BCU responses.</p>	55
4.	<p>RISK REGISTER</p>	

	Discussed earlier.	
5.	BUSINESS CONTINUITY Update at next SMT meeting.	62
6.	NPT STRUCTURE C/Supt met with NPT representatives to discuss the review of current NPT structure. Following that meeting it was decided to recommend to COG that North change to a 4 x NPT, based on the following split: <ol style="list-style-type: none"> 1. Brampton 2. City East 3. City West 4. Eden The dividing line between City East and West is the railway line. C/Supt will suggest to COG that North area pilots this new structure before rolling out to the Constabulary and if approved a Working Party will be set up to manage.	69
7.	QUALITY OF SERVICE ISSUES D/Supt Robinson leads on this issue for the Constabulary. As the majority of complaints in North are quality of service issues SMT will consider, as a priority, the best way to raise quality of service in Area.	70
8.	STRESS STRATEGY Supt reported the key findings from the Stress report for all 3 BCUs. Raise as Agenda item at the next AMT <ul style="list-style-type: none"> ➤ Breach of work times. ➤ Short notice shift change, particularly Custody ➤ Widespread issue of individuals not feeling valued. ➤ Unacceptable management styles i.e. bullying. ➤ Not working effectively to achieve common goals. ➤ Response staff want to move to other duties ➤ Solap ➤ SPPs ➤ PCSO role – some do not understand fully. He stated Area issues will be monitored via Area Wellbeing Group.	71
9.	SPILLAGE KITS Supt updated SMT re a health and safety issue involving spilled blood which occurred in the Front Office at Durrhill during 'out of hours' cleaning contract. Crystals are being provided to dispose of small blood spills. Front Office staff will inform Estates to arrange	

	professional cleaning after major spillage of blood. This issue will be risk assessed and managed by Wellbeing group, including any concerns raised by Unison .	
10.	A.O.B. <ul style="list-style-type: none"> ➤ Involvement of IAG in BCU – C/Supt leading ➤ Cumbria Police Link – Agenda item for AMT. PJ leading. ➤ Review Sleuth – PC Mark Christie will attend a future SMT to demonstrate new systems. ➤ ASB process – each NPT will draw up the top 3 and individual action plans will be completed around each. AIU is also engaged in this process. ➤ Sergeants briefing template – Ch/Inspector leads. 	
6.	DATE OF NEXT MEETING – Tuesday 2 March 2010 at 1030	