



**WEST CUMBRIA AREA  
(Open Minutes)  
SMT MEETING  
Tuesday 9<sup>th</sup> November 2010  
1030 HRS**

**Present**

Chief Supt Steve Johnson (SJ)  
Supt Andy Towler (AT)  
CI Justin Bibby (JB)  
DCI Tony Bolton (TB)  
Carl Patrick, Performance Manager (CP)  
Jim McMonies, APA (JM)  
Mary Beth Hirst (Minutes)

**Apologies**

Malcolm Woodman, Finance Manager (MW)  
Theresa Peel A/Admin Manager (TP)


Date of minute	Action No.	Previous Actions	Update	Status / Action Man.
09.03.10	<b>178</b>	Supt Towler is to complete a 3 month review of West BCU's Information Sharing Agreements and report back to the meeting on Tuesday 8 <sup>th</sup> June.	07.09.10 The presentation is to be delivered on Tuesday 21 <sup>st</sup> December 2010. 13.09.10 Supt Towler has spoken with Niall Kirkpatrick. He is working with practitioners in West Cumbria to develop 40 practitioner-based ISA's which are available for review on the Sharepoint portal. He will update SMT in 2011 when this work is complete.	<b>AT Deferred until 07.01.11</b>

**NOT PROTECTIVELY MARKED**

13.04.10	<b>188</b>	The West Cumbria Leadership Plan is to be remitted back to CI Bibby to refresh and include as part of the HR Plan.	<p>27.04.10 This is to be re-visited in Mid May.</p> <p>11.05.10 Ch Supt Johnson and CI Bibby are to discuss these and bring back to the meeting on 06.07.10</p> <p>06.07.10 Ongoing</p> <p><b>20.07.10 The current Leadership plan needs to have a number of amendments made to it. Ch Supt Johnson and CI Bibby are to pick this up.</b></p>	<p><b>SJ / JB</b> Update on <b>14.12.10</b></p>
13.04.10	<b>189</b>	CI Bibby is to build the Cultural Analysis Survey into the Leadership plan and bring back to SMT as an Action Plan.	<p>27.04.10 An update is to be provided at the next meeting.</p> <p>11.05.10 Activity is ongoing in relation to this and an update will be provided on 06.07.10.</p> <p><b>06.07.10 Ongoing</b></p>	<p><b>JB</b> Update on <b>14.12.10</b></p>
20.07.10	<b>215 (ii)</b>	Supt Towler is to review all operations over the summer and CI Bibby is to do a piece of work on leave criteria. A message is to be sent out to inform officers of this new leave criteria.	<p><i>New Action: 28.09.10 Supt Towler and Ch Supt Johnson are to meet with Liam Briggs who is running the SAG's (Safety Advisory Group) in Cumbria to discuss next years' events.</i></p> <p>05.10.10 Ongoing</p> <p>19.10.10 Work is ongoing to develop the Safety Advisory Groups.</p> <p>02.11.10 Update when Supt Towler is present.</p> <p><b>09.11.10 Supt Towler has met with Liam Briggs to discuss the SAGs and work will be done with the Chief Executives to roll this out. Supt Towler is to meet with Insp Wear tomorrow to take this forward. Action TO BE REMOVED.</b></p>	<p><b>CLOSED</b> <b>09.11.10</b></p>
19.10.10	<b>220</b>	CI Bibby is to look into training days for Sergeants.	<p>02.11.10 Organisation for these two days is under way and the Oval Centre has been booked for 19<sup>th</sup> and 27<sup>th</sup> January 2011. As many SMT members are to attend as possible.</p>	<p><b>JB</b></p>

**NOT PROTECTIVELY MARKED**

19.10.10	<b>221</b>	DCI Bolton is to work with Paul Bradley and Paul Latham to develop the CID 99, training for which can be delivered during the Sgt Training Days.	<i>02.11.10 A new sample form has been rolled out in North as a pilot that the BCU are working to. DCI Bolton is to track this and find out what the outcome of the pilot is. 09.11.10 Work is ongoing in relation to this and DCI Bolton is trying to find out what the corporate direction is.</i>	<b>TB</b>
19.10.10	<b>222</b>	DCI Bolton and DI Robinson are to look in to issues with Crime recording and review necessary crimes on the system.	<i>02.11.10 This is an ongoing piece of work which DCI Bolton has in hand. A refresher message is to be sent out to all officers. 09.11.10 This is ongoing as part of day business and DCI Bolton is working with PS Rachel Jones on the issue.</i>	<b>CLOSED 09.11.10</b>
19.10.10	<b>223</b>	CI Bibby is to pick up the issue around property and exhibits with Insp Gartland and ensure that the process is tightened up.	<i>02.11.10 Insp Gartland is working on this on behalf of CI Bibby and is looking to merge the Miscellaneous and CID stores. Update to be provided on 30.11.10.</i>	<b>JB Update on 30.11.10</b>
02.11.10	<b>224</b>	Theresa Peel is to look into the issue with the interview rooms and provide an update to SMT once a quote for insulation has been received.	<i>09.11.10 Update to be provided when Theresa is present.</i>	<b>TP</b>
02.11.10	<b>225</b>	The Change Support Team is to work up some options for communication for the new NPT structure. The team will forward the preferred option to SMT in 3 weeks.	<i>09.11.10 Update to be given in 2 weeks.</i>	<b>JB Update 23.11.10</b>

<b>Date of minute</b>	<b>Action No.</b>	<b>New Actions</b>	<b>Status / Action Man.</b>
			
09.11.10	<b>226</b>	It was suggested that an individual should be tasked to do an ongoing piece of work around the BCU Targets which details the activity that is ongoing around these individuals. Supt Towler is to look into this.	<b>AT</b>
09.11.10	<b>227</b>	Supt Towler is to speak to Mark Clements to see where the Youth Strategy sits with the CDRP.	<b>AT</b>

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<p><b>1. Apologies</b></p> <p><b>2. Guests:</b></p> <p><b>3. Minutes and Actions</b></p> <p><b>4. Performance</b></p>	<p><u>Agenda Discussion – Open Section</u></p> <p>The above apologies were given for those who were not able to attend the meeting.</p> <p>No guests attended the meeting.</p> <p>The actions from the previous meeting were discussed and updated as above.</p> <p>(i) Crime and Disorder The Performance Focus Pack is now out; Supt Towler will provide a full update on this at the next meeting. Supt Towler and the NPT Inspectors will now take stock of what was raised at the Performance Reviews, and start shaping the performance framework for January. It is predicted that from the 21<sup>st</sup> / 22<sup>nd</sup> November until the end of January, performance will go down due to the flood last year and the fact that crime went down greatly following this. However, in terms of the 3 year performance, West is still on par with the other BCU's. Performance around Vehicle Crime has been particularly good. It was noted that Stop &amp; Search figures used to be included with the performance data, this is no longer the case but it is important that they are monitored. A league table of stop checks is therefore to be included in the performance pack.</p> <p>It was suggested that an individual should be tasked to do an ongoing piece of work around the BCU Targets which details the activity that is ongoing around these individuals. Supt Towler is to look into this.</p> <p>(ii) Finance, including efficiencies There appears to be an issue with a Comms Supervisor and the Tape Transcript work that was done during operation Bridge. The full cost for this is currently being charged to the BCU, however this work was done over and above the individual's duties, therefore the BCU should only be accountable for a percentage of the costs.</p> <p>(iii) Wellbeing at Work, including Health &amp; Safety There have been some rumours of concern in circulation about where Health &amp; Safety issues will not sit following the meeting restructure. Ch Supt Johnson made it clear that Health &amp; Safety is paramount in the BCU, and all issues will be resolved within the appropriate forum. Any structural and organisational H&amp;S issues will be covered at the Area Management Meeting, but the majority will be go to the BCU Workforce meeting, where issues will be documented appropriately and all actions will be published and taken forward from this.</p>	<p><b>ACTION 226</b></p>
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**5. Items from Strategic Meetings**

SMF

It has been decided that PSD will retain staff for the Anti-Corruption Unit until March 2011. Following this, some consultation needs to be done around learning – i.e. whether Sergeants should be equipped to deal with Anti-Corruption issues, or if dedicated staff should remain in the Anti-Corruption Unit to deal with these issues.

Ch Supt Johnson took the feedback from the BCU Roadshows that have taken place over the past 6 weeks and fed back the general opinion that E-Learning is more a management tool than a learning one, and tends to check whether staff have completed the training rather than what they have learnt. Staff do not feel that they getting the most from the training packages, and would prefer face to face training sessions. The Change Support Team are currently looking at areas that need to be dealt with and ways that this training could be improved.

Youth Strategy Meeting

It was revealed that there will be a Force strategy coming out and that there will be a post within the BCU's for a Youth Strategy Officer. It is likely that this will be the current YOS post and will be based in the Community Safety Department. A bi-monthly steering group will be set up at HQ, and will be attended by both ACC Skeer and ACC Graham, and they will hold responsibility for the delivery of the strategy. Supt Towler is to speak to Mark Clements to see where this sits with the CDRP. All NPT Insp's are to ensure their staff are sighted on the strategy.

**ACTION 227**

**6. Any Other Business**

No further matters were raised.

**DATE OF NEXT MEETING: Tuesday 16<sup>th</sup> November, 10:30am, AHQ**