

Senior Management Team meeting

10:00, 6 April

Kendal Police Station

Open Minutes

Present: Paul Kennedy, Mike Forrester, Emily Key, Carol Dobson, Ken Jewell, & Ali Dufty

1. Apologies: Andy Towler
2. Revised PDR system (Justin Bibby)

Justin gave an overview of the revised PDR system following the Force review, which will be introduced on 01.05.09. It will be an electronic system which includes Police & Police Staff PDRs and will link to development, promotion and specialist applications.

An E learning package will be made available for all staff.

3. Minutes of last meeting (26.03.09) were agreed without amendment:
4. Declaration of A.O.B.

Licensing PCSO – Carol Dobson – to be raised at next meeting
Feet on the street – Ali Dufty
NPTE e-mail addresses – Ali Dufty
IDAHO – Ali Dufty
SDHP – Ali Dufty
Barrow Academy – Mike Forrester
PDC feedback – Paul Kennedy

5. Standing Items
 - a) Personnel issues

Carol reviewed the actual and deployable establishment, including the short terms moves arranged by Ali Dufty to cover sickness absences. Current position: Three Constables over establishment and two Sergeants under establishment. Area is awaiting the outcome of the DS interviews on 20.04.09 before any promotions take place. On the staff disposition spreadsheet the Pro-active unit shows one over establishment which is accounted for by the Scafell secondment.

Action 419

Sickness was reviewed. Overall, staff and supervisors are adhering to Force sickness procedures.

- b) SMT diary commitments were discussed.
- c) South Estates

No update since last meeting. Paul is attending an Accommodation Working Group meeting 'pm' on 06.04.09.

d) Finance

Emilyn is currently working on the end of year review and seeks time to meet with the SMT to explain the current financial position. She also seeks an opportunity to get to grips with the monthly tasking process and will, on occasions, attend TCG monthly meetings.

Emilyn also continues to work on Area savings and efficiency targets and will be assisted by Gemma Gardner to re-examine spend(s) from last year, identify lessons which can be learnt and saving which can be made.

e) Promoting confidence & satisfaction

The current VICMAN performance and quality audit work, which is underway, was discussed. Paul mentioned that he is discussing working together to promote confidence with both CDRPs.

f) Operational overview

Current operational activity was discussed, including the National Burglary Day of Action and Operation Arrowhead.

g) Efficiency savings

Paul is meeting with North & West Area Commanders to forge a way ahead, following the Establishment Panel recommendations. The efficiencies which the Area identified for 2009 /10 now need to be progressed.

The make up and function of a BCU efficiency board was discussed.

Actions 420, 421 422

6. Agenda items

i. Complaints and the Pledge

Mike has been asked to link in with PSD to look at this. Agenda item to be carried to be carried forward to next meeting.

ii. Internal NCRS & NSIR audit report

Mike had had prior opportunity to review this report and feedback the main points to the meeting. South are performing well overall, which Mike will convey to Janice Burney and Keith Healey.

iii. Custody Alcohol Referrals

The CAARS report to the end of Feb 09 was discussed. The Area acknowledge that we have an intelligence gap regarding sale, consumption and abuse of alcohol.

iv. CDRP Activity – alcohol related violence

Paul produced an informative paper from the Cumbria Alcohol Steering Group. The main focus of discussion was the identified gaps in activity.

Mike Forrester is attending the Alcohol harm Reduction Group meeting on 23.05.09.

Action 423

v. Mobile phones and needs of community teams

Emilyn reported that Radio Services have said that some community phones are not being used. She has asked Bob & Clive to bring the inventory of mobile phones up to date. Ken explained that the Neighbourhood Management Working Group have discussed and agreed use of mobiles by community staff and PCSOs for public contact.

vi. Financial Investigation Health check

The Financial Investigators were recently awarded the Keith Hughes award for Financial Investigation. Paul reported that Ian Davidson, ACPO lead of Financial Investigation, has made complementary comments about the activity of Financial Investigators in South Cumbria.

vii. Discipline

Ali questioned whether disciplinary issues, dealt with in the BCU, are recorded in a BCU discipline register. Mike explained that a corporate recording form, which is 2008 Act compliant, needs to be circulated.

Action 424

Action 425

viii. RPU attachments

Due to current staff abstractions there is no scope for South staff to be released for RPU attachments. When the situation eases, attachments will be re-introduced. Ali is speaking with Craig Lory to agree duration and outcomes for South attachments.

ix. Draft Local Assessment Framework

Ken gave an overview of the main points of the Draft Local Assessment Framework.

Action 426

7. A.O.B.

NPT e-mail addresses

This is a pledge compliance issue. Ali gave details of an e-mail from Mike James in which some NPTs are using the old ECM e-mail folders for messages from members of the public to their community staff. It was agreed that this represents a reasonable solution to the compliance problem and Ali will communicate with NPT leads.

Feet on the street

PC Chris Rundle maintains a spreadsheet of 'feet on the street' events and seeks volunteers to put themselves forward. Ali questioned whether we have a list of South staff who qualify for 'feet on the street'.

Action 427

International Day against Homophobia & Transphobia (IDAHO)

Ali gave an overview for awareness of the IDAHO issues. Work is being managed by Sgt Gary Lawrie on behalf of the Force.

SDHP

Ali outlined some points from a Custody Policy paper, in particular, the suggestion that Millom detainees be brought to Barrow Custody which heightens the risk of over capacity at Barrow and presents problems for subsequently dealing the case.

Action 428

Emilyn pointed out that Section 12 core income is reduced by 18K for 2009/10. She is seeking an explanation as to why the Courts counting systems have been adjusted.

Action 429

PDC feedback

Paul asked for views as to the Area PDC on 03.04.09, which he will feedback to the Chief Officer Group.

8. Next meeting – 10:00, 11.05.09 @ Kendal