

OPEN MINUTES

Senior Management Meeting

10:00 am, Wednesday 5 March 2008

Present: Ted Thwaites, Don Spiller, Steve Halliday, Sean Robinson,
Ken Jewell, Carol Clark & Emily Key

2. Apologies: Nil
3. Minutes of 20.02.08 meeting were agreed without amendment. For matters arising see the 'action sheet'.

4. Counter Terrorism Presentation (Bob Johnston)

A counter terrorism update was provided.

5. **Operational issues** (Don, Steve & Sean)

- a) Crime

Don reviewed the Area position, recognising that the level of positive action being taken by staff across the Area is bringing us up to the current satisfactory position.

Violent crime is the most vulnerable area as we approach the end of the financial year.

South have been asked to provide a Sergeant plus 6 for Appleby Fair. We also need to plan for the policing of Lune Valley to Kirkby Lonsdale during Appleby Fair week.

6. **Performance issues** (Ken)

- a) BCU Plan – no update.

- b) Hours spent re major incidents/significant events/partnership work

Steve Halliday attending meeting with Strategic Development on 06.03.08 to discuss the future of this work.

- c) Health & Safety

Ken has prepared and sent a revised list to Tim Reed of December 07 / January 08 police assaults, identifying incidences where officers have incurred injury and requests that form 37's be checked against this list. Same list also forwarded to Grant Ambrose for consideration of issues in the current round of officer safety training.

Ted questioned whether officers who use police cycles and cycling safety equipment are regularly carrying out routine maintenance of bikes and safety equipment.

- d) Activity Based Costing

Activity analysis capture completed – Ken is working on the return.

7. **Area Commander issues** (Ted)

a) Diversity

Terrorism stop searches primarily conducted RPU, is resulting in a noticeable difference in the rate of stop search of black and minority individuals in the County. SMT acknowledged and discussed their concerns.

Action 178

b) HMIC Visit 10.04.08 – NH Policing / Citizen Focus

Ken, in liaison with Les Richardson, is finalizing the make up of focus groups.

c) Budget / extra officers / specials

Discussed under finance. Recent announcement of increases to the number of community officers and PCSOs discussed. SMT recognize the need to continue to support the community teams, and have asked the LPT Inspectors to make a business case for increased community staffing.

9. **Personnel issues** (Carol)

Abstraction levels throughout the BCU were circulated and discussed to ensure the effective and consistent management of all staff within restrictions and long term sick.

Staffing levels across the LPTs were reviewed.

A spreadsheet of officer numbers was produced and establishment levels were discussed.

Action 179

Action 180

New Detention Officer posts were discussed and decision made that the three FTE DO posts will be allocated as 2 part time posts at Barrow, and 1 full time post and 2 part time posts at Kendal. **See action 175.**

10. **Finance issues** (Emilyn)

Underspend issues were discussed and individual submissions were considered on merit. Further details of some submissions have been requested, together with firmed up deadline for proposals.

The provision of individual mobile phones was discussed at length and it was decided that the current allocation needs to be reviewed to determine need and priority.

Action 181

BCU fund discussed, in particular the criminal damage fund. SMT consider that the CD fund would be better named Respect fund to reflect the wider scope for the application of this fund.

Action 182

11. **A.O.B.**

NOT PROTECTIVELY MARKED

a) Ospre Part II Inspectors process

Don raised request from a candidate for duty time to attend a 2 day privately run course at HQ. SMT decided that was not appropriate for officers to attend in duty time.

b) Protected learning time

Don raised a request from an officer who wants to study at home and claim TOIL in lieu of allotted protected learning time. SMT decided this was not appropriate.

12. **Next meeting** – 10:00, 25.03.08