

CHIEF CONSTABLE`S REPORT
Friday 24th June 2011

Blueprint Update

It has now been a month since the implementation of the new operating model took place. A small group of practitioners have been monitoring the progress to date and reporting to the Blueprint team. Feedback has been sought and obtained from operational officers and staff.

The Review and Inspection Team has been commissioned to carry out a Post Implementation Review (PIR) and to report their findings based upon the first 6 weeks of the new design's implementation. This report is expected to be received during the first two weeks of July.

A most positive outcome has been the team-work that has been demonstrated by all police officers and staff from the outset. Officers and staff from the front line are working together closely to ensure that we are delivering a customer focussed service.

As officer and staff numbers are reduced within the Comprehensive Spending Review period, we will closely monitor the way the design operates and will develop it further, where necessary.

Most police officers and police staff seconded to the central Blueprint Team have now been redeployed following implementation and are actively involved in embedding organisational change.

Chief Office Group (COG) Review

I am working with the Police Authority to undertake a review of the Chief Officer Group as a part of our organisational change process.

The review will identify areas for improvement as well as areas of existing good practice and opportunities to reduce cost. It will seek to ensure that member's roles and accountabilities are in line with planned organisational change and forthcoming changes in policing. It will examine the leadership that is necessary to achieve our objectives and to make change happen. It will look ahead to anticipate the capacity and capability that we will need to respond to further change.

All Chief Officer Group members will be meeting with the review team. Other police officers and staff have been consulted with and the review team will be visiting other Forces to view their structure at Chief Officer level.

Job evaluation

It is essential the Force has a fair and transparent pay and grading structure and in order to achieve this, a Job Evaluation project is in progress.

We are committed to being open and honest about the process and are working very closely with the trade unions and Police Authority.

The first stage of the procurement phase has been successfully completed and a shortlist of suppliers will now be invited to submit detailed tenders.

The successful supplier will start work on the project early next year, working with the Force to deliver job evaluation.

The Neyroud report

The Neyroud report was commissioned by Home Secretary Theresa May in August 2010 to look at leadership and training within police forces

Peter Neyroud, the former Chief Executive of the National Police Improvement Agency, published his report in April and it makes significant recommendations that, if adopted, will change development and promotion processes for existing officers, introduce professional accreditation to practice and pre-entry qualifications for aspiring officers.

All Forces are being consulted on the report and he's asked them to feedback their views into the process; with a particular emphasis on what it will mean for individuals' careers, the affect on future recruitment, equality and diversity issues and the prospect of an academic qualification to gain promotion.

Force Diversion Schemes – PND process

In my last report I outlined the introduction of three innovative diversion schemes to reduce anti-social behaviour, alcohol related disorder and cannabis possession.

I can report in the months of May 2011, a total of 186 Penalty Notices for Disorder (PNDs) were issued and 41 referrals were made.

A recent interim evaluation of the alcohol diversion course showed a very positive change in the participant's attitudes and behaviour, with an increased knowledge of the harms and dangers they face and a recognition of their abuse of alcohol as the link to their offending. All stated they were less likely to be involved in anti-social behaviour and none have re-offended as a result of this intervention.

The success of the diversion scheme will continue to be driven by operational police officers who will seize all opportunities to refer offenders.

Streamlined process for prosecutions

The Force has recently been recognised nationally as being compliant with streamlined process prosecutions and has been given the go ahead to implement the fourth edition of the Director of Public Prosecutions Guidance on Charging in June 2011. From Monday 6th June, the number of charging decisions the police can make will increase and a new National File Standard will be introduced bringing streamlined process into all the courts.

Regional Procurement In-house Shared Service

The collaboration agreement and contract for the preferred supplier to the Regional Procurement In-house Shared Service, was agreed by the Police Authority Joint Committee on the 9th May 2011.

Following the signing of the Collaboration Agreement by all four Police Authorities and Forces, the contract will be signed by the preferred supplier and the lead Authority.

In anticipation of the contract being signed, a launch day for all Procurement staff from the four Forces has been organised. This is planned to take place on the 30th June 2011 and will be hosted by the Force and the preferred supplier.

The agreement, when signed, will represent a real step forward in regional collaboration between Devon and Cornwall, Dorset, Gloucestershire and Wiltshire and will see us working as one team. Joint purchasing, of the same products will provide significant savings.

Trauma Risk Management (TRiM) awareness week.

This week the Force has held a TRiM awareness week to raise understanding and awareness of this important service and the support it offers our officers and staff. The week is aimed at ensuring our officers and staffs know how to access the support provided by TRiM, with an emphasis on self-referral where an individual does not wish to report an issue to a supervisor. TRiM champions attended briefings across the Force as a reminder to supervisors, of the importance of defusing their staff as part of the TRiM process.

Following its introduction to the Force in 2006, there have been over 2,300 TRiM interventions. To date, none of those supported have reported sick for a health related issue following an intervention.

Police give a helping hand to deaf young people.

The Force has been working with young signers from Exeter Royal Academy for Deaf Education, to make its services to teens more accessible. Four young people from the Academy undertook the work as part of a community project, signing key information from www.yospace.info – a police site aimed at offering advice to young people who are under 18. It includes information on personal safety, bullying, drink and drugs and acting responsibly around others - issues that can also affect deaf young people in the community.

British Sign Language is a nationally recognised language with its own grammar, different from written English. As such, young deaf people find it difficult to access websites.

Devon and Cornwall Police is believed to be the first Force in the country to have a dedicated youth website, signed for the deaf.

Lifesaving championships

The Force was exceptionally successful at the last Police National Lifesaving Championships held in Blackpool, coming first in four categories. PC's Lynsey Willis and Chris Moss became the ladies and the men's National Individual Champions. The men's and mixed teams took first place in the team and simulated emergency response categories.

The ladies team achieved third place. The Championships provide an opportunity for Forces across the UK and Ireland to demonstrate the highest level of skills in lifesaving.