

**MINUTES OF THE FORCE EXECUTIVE BOARD MEETING  
HELD ON WEDNESDAY 11 MARCH 2009 AT 1200 HOURS  
VILLAGE HOTEL, WESSEX FIELDS, BOURNEMOUTH**

<b>Present</b>	Chief Constable	Mr Martin Baker
	Deputy Chief Constable	Mr Chris Lee
	Assistant Chief Constable	Mr Adrian Whiting
	T/Assistant Chief Constable	Mr Mike Glanville
	Assistant Chief Officer	Mr John Jones
	Divisional Commander Conurbation	Ch Supt Lynn Hart
	Divisional Commander County	Ch Supt Martin Hiles
	Divisional Commander HQ CID	A/Det Ch Supt Richard Burkmar
	Divisional Commander Operations	Ch Supt Colin Searle
	Divisional Commander CJD	Ch Supt Gill Donnell
	Divisional Commander OCPD	Ch Supt David Griffith
	Operations Manager Conurbation	Supt Garrick Smith
	Head of Corporate Development	Mr Simon Merry
	Chief of Staff	T/Supt Wes Trickey
	Police Federation	Cons Clive Chamberlain
	UNISON	Mrs Debi Potter
	Staff Office	Mr Warren Derrick (minutes)

**ACTION**

**36/09 UPDATE**

Supt Mick Rogers updated members in relation to the student officer training programme.

**37/09 APOLOGIES**

Director of Human Resources – Mr Graham Smith

**38/09 DORSET 2010 UPDATE**

Update of Progress

The Chief Constable rejected the proposal to reduce the amount of response officers as he believed it was imperative to support the frontline.

While the current number of response officer posts would be maintained, resources would continue to be evaluated for efficiency. The Staff Survey had highlighted some issues raised by response officers – T/ACC Glanville would oversee the following:

- ◆ Seminars for response staff
- ◆ Temporary board chaired by T/ACC for 6-12 months (how to progress issues from response staff);
- ◆ Toolkit for response officers i.e. driving, searching etc;
- ◆ Relationship between Safer Neighbourhood Teams (SNT) and Response i.e. transfer of work;
- ◆ Command/Control issues.

T/ACC  
Glanville

## ACTION

The Force needed to ensure SNTs were being used to maximum effect as the operational environment was changing due to an increase of acquisitive crime. Also, the value of SNTs would be emphasised to officers.

Clear direction was required regarding key priorities and issues. Increased staff confidence would undoubtedly lead to greater public confidence.

Ch Supt Hart raised concerns around supernumerary posts in the Force, which had affected the Territorial Divisions' ability to recruit behind those who moved to another Division. The Force Establishment was an ongoing piece of work for the Human Resources Department.

### Prioritisation of Available Resources

The next three areas for implementation, subject to the identification of suitable resources, were:

- ◆ Sexual Offences Unit
- ◆ TSU Technician
- ◆ COMU

A/Det Ch Supt Burkmar would meet with the Assistant Chief Officer in relation to the Sexual Offences Unit to discuss ways of managing the vehicle fleet.

### **39/09 MINUTES OF THE PREVIOUS MEETING – 13 February 2009**

The previous minutes were agreed to be an accurate record.

### **40/09 GENERAL MATTERS ARISING**

Actions arising from 13 February 2009:

#### **19/09 SEES PRESENTATION – From Pat Garrett, Head of SEES**

The Tactical Operations Group (TOG) would decide which areas it would like to see coordinated by SEES (on a self-funding basis) and whether there were partnership opportunities.

This strategy would be presented to members at the next FEB meeting.

**Action Update:** Raised by T/Supt Trickey at TOG – Leads to consider how to support SEES.

The strategy would be detailed at the next meeting (22 April 2009). Commanders

#### **20/09 DORSET 2010 UPDATE**

The Data Quality Manager post was in place but funded by the PSD budget.

## **ACTION**

The Assistant Chief Officer would check with Neal Butterworth – Head of Finance, whether funding had been secured for this post for the next financial year.

### **Action Update:**

*From Mr Butterworth:*

“This post remains unfunded and on the priority growth (Dorset 2010) list to be funded as soon as funding becomes available.”

### **20/09 DORSET 2010 UPDATE**

Divisional Commanders would meet in advance of the Strategic Finance Day to discuss potential areas for strategic change and plan funding and resource availability. Efficiencies and/or opportunities from departments such as Human Resources, Finance and Information Systems would also need to be considered.

**Action Update:** A diary date has been agreed and an update will follow.

### **26/09 PERFORMANCE – Balanced Scorecard**

The Director of Human Resources would liaise with Mr Merry regarding sickness performance figures and year-to-date data e.g. employment tribunals.

**Action Update:** Action ongoing.

### **30/09 REGIONAL COLLABORATION UPDATE**

#### Covert Equipment for Technical Support Unit

Discussions were underway with Hampshire Constabulary and the Ministry of Defence. The Assistant Chief Officer informed members that the Force had received a grant for a drone – potential use would be discussed at the next TOG.

**Action Update:** Raised by T/Supt Trickey at TOG – A/Det Ch Supt Burkmar to progress.

### **32/09 DSP FUNDING – Increase of Posts**

The Chief Constable commented that Special Branch officers did not necessarily require plain clothes and asked the Head of CID to consider such officers wearing uniform from April 2009.

**Action Update:** Action ongoing.

#### **41/09 HEALTH, SAFETY AND WELFARE**

The Chief Constable and Clive Chamberlain – Chair of Dorset Police Federation – had written letters of condolence to the Police Service of Northern Ireland following the murder of Constable Stephen Carroll.

#### **42/09 PROMOTION OF RACE AND DIVERSITY**

Ch Supt Donnell informed members of the frustration felt by some female sergeants who worked part-time with regards to postings. She believed the Force needed to re-evaluate how such members of staff were employed as, otherwise, there could be a disproportionate effect on female officers applying for future sergeant positions.

The Director of Human Resources would liaise with the DHR Staff Associations regarding this issue.

#### **43/09 RESOURCE MANAGEMENT**

The Assistant Chief Officer updated members on the sale of property alarms. Members viewed and discussed the paper submitted.

#### **44/09 PERFORMANCE – Balanced Scorecard**

The Chief Constable thanked Supt Smith for his contribution as Acting Head of the County Division and wished him well in his new role with the Bournemouth and Poole Command Team.

Despite the challenging economic climate, the Force had met or was near the majority of its performance targets. The Chief Constable praised the hard work of officers and staff. Tasking and coordinating were crucial as prompt action was required for emerging problems.

The formation of Public Protection Units (PPU) had resulted in an increase in the number of 'Assault with Less Serious Injury' crimes recorded. One Divisional PPU had recorded an additional 250 crimes as a result of the work ongoing to tackle domestic violence.

The Chief Constable asked that Divisions provide evidence to place the increase of crimes into context – i.e. demonstrate how victims of crime were being supported and provide details of partnership work. DCI Gately and DCI Cregg

#### **45/09 OLYMPICS UPDATE**

Ch Supt Griffith provided a brief update regarding Olympic funding and preparations. Ministers had signed up to a security strategy and it was hoped the budget would be finalised by June 2009.

#### **46/09 HOME OFFICE VISIT IN 2009**

The Home Secretary had signalled her intention to visit all police forces in England and Wales in 2009. Members expected the visit to refer to implementation of the Policing Pledge, which would be measured by a single public confidence target.

This would also be the first year that the Police Authority would be inspected by HMIC.

Jan Berry had visited Dorset in the week preceding the meeting. The feedback indicated that she was impressed with the work from Ch Supt Donnell's team.

#### **47/09 POLICE REFORM UPDATE**

Mr Merry informed members of the new Home Office public confidence target, which states (by 2012) at least 60 per cent of people should be confident that the police and local council are dealing with their concerns locally.

The Chief Constable announced plans for a public confidence summit with public service forum partners, criminal justice partners etc to explain the responsibilities involved.

#### **48/09 ANY OTHER BUSINESS**

##### **◆ MoPI Exception Report**

The Deputy Chief Constable discussed issues relating to the Force Information Standards Unit (FISU).

Community intelligence logs need to be monitored to ensure the content was compliant with Management of Police Information (MoPI) standards.

#### **49/09 DATE OF NEXT MEETING**

Wednesday 22 April 2009 at 1000hrs in Boardrooms 1-3 at Force Headquarters (Force Strategy Board)