



# Police and Crime Strategic Board

15 December 2016

## Chief Constable's Report

### **1 National Issues**

#### **1.1 'A fair deal for the people of Lincolnshire'**

##### **1.1.1 Visit of the Minister of State for Policing and the Fire Service Brandon Lewis MP**

1.1.2 On Thursday 1 December the Police and Fire Minister visited Lincolnshire as the second instalment of the 'Breakfast with Brandon' initiative. A focus group of nine officers of inspector rank and below discussed a wide variety of topics from the effect of Brexit on policing to current funding issues. Feedback from the Minister's office pointed to the positive outlook of the officers and appetite they had for engagement and discussion.

1.1.3 The Chief Constable was then able to personally discuss the force's financial situation. He was encouraged to hear that the Minister was confident that Lincolnshire's position was likely to be improved by any future funding formula and his acknowledgement that we are disadvantaged by the current arrangement. Mr Lewis renewed his commitment to drive through a new formula at pace.

1.1.6 The Minister attended a meeting with the National Farmers' Union around rural crime issues with Superintendent Paul Timmins representing Lincolnshire Police. The Minister was supportive of our efficiency and reiterated to those present how we would be advantaged by any new funding formula.

### **2 Regional Issues**

#### **2.1 Transformation Fund Bid**

2.1.1 The Home Secretary has confirmed approval of the East Midlands non-crime ICT platform bid (value £2.9m) from the Police Transformation Fund (2016/17). This notification also details conditional approval for a further £2.7m in 2017/18.

### **3 Local Issues**

#### **3.1 Priority Based Budgeting**

##### **3.1.1 Phase 1 Findings (SDD, CPT, PSU, IMU and Monitored and Managed Budgets)**

3.1.2 The reduced service option identified possible savings totalling £729K. If realised this would cause serious reductions in the force's abilities in key areas such as effective contract management within the strategic partnership and complaint and misconduct investigations. The ability of PSD to be proactive would be significantly denuded. The minimal service level savings in this phase were estimated at £1.66m, although this introduced such significant risk to the organisation that it was considered impractical at the 2<sup>nd</sup> challenge.

3.1.3 Pressures on phase 1 savings' realisation are seen from HMIC areas for improvement around increasing analytical capability and Professional Standard Department capacity. Ongoing local and national capital programmes such as ESN and the new command and control system require continual investment and benefit realisation work.

##### **3.1.4 Phase 2 Findings (Local Policing and HQ Crime)**

3.1.5 The savings potential that could be realised at the reduced service level would total £3.5m, made up of £2.5m from local policing and £1m from crime. However this option causes a significant impact on a number of areas. The minimum service level identified savings equating to £15.3m. As in phase 1, the risk this reduction in capability created was deemed unacceptable at the 2<sup>nd</sup> challenge stage.

3.1.6 Phase 2 also suffers pressures most notably from HMIC inspection findings where investment is needed to improve service levels. Areas identified for improvement include the provision of additional custody officers to form a self-sufficient cadre, a Deputy Director of Intelligence and increased analytical capacity to enable evidence based problem solving approaches.

3.1.7 These findings will be used to finalise G4S and wider force strategies to support the operational delivery of improvements required. The recommendations will need to be considered in light of whether interim funding is provided to the force. Should a short term bridging settlement be withheld there would need to be a willingness to reduce service levels in order to invest in areas in most need of improvement.

#### **3.2 Recruitment**

3.2.1 Since the go live date for police officer recruitment there have been 773 applications sent out and 112 returned to date. Those who are successful will begin training in September 2017.

3.2.2 On Monday 5 December the force welcomed six transferee officers who began their orientation training at Headquarters.

#### **3.3 Promotion Processes**

3.3.1 Following the chief inspector promotion interview boards in November there were nine successful candidates. Work is currently ongoing to ensure appropriate vacancies are filled and succession planning accounted for.