

**SUFFOLK CONSTABULARY****FORCE MANAGEMENT BOARD**

Wednesday 7 May 2003 at 9.30 am in LEC2

**PART 1****1. ATTENDANCE**

Chief Constable (Chair)  
Assistant Chief Constable  
Assistant Chief Officer  
Eastern Area Commander  
Southern Area Commander  
Western Area Commander  
Head of Operations  
Head of Crime Management  
Director of Finance  
Director of IT  
Director of Human Resources  
Director of Corporate Development  
Police Federation  
UNISON  
Corporate Communications Manager  
Executive Services Admin Manager  
Inspector Firearms Training (for item 4 and 5)  
Consultation Manager (for item 6)  
Support Admin Officer (minutes)

**APOLOGIES**

Deputy Chief Constable

**2. MINUTES OF MEETING HELD ON 11 MARCH 2003 (FMB/4/03)**

The minutes were accepted as a true record of the proceedings.

**3. MATTERS ARISING****3.1 Special Priority Payments**

The Head of Operations reported that he had received reports from two officers who did not believe the Special Priority Payments Scheme to be fair. The Chief Constable stated that he had also received correspondence regarding the scheme and suggested that any other comments should be forwarded to the Deputy Chief Constable for the next meeting of the Police Reform Group on 4 June 2003.

**3.2 Community Support Officers**

The Assistant Chief Constable reported that in the year two allocation of posts the government had agreed the bid of 15 CSOs and at the last meeting the decision was made to allocate five CSOs to each area if the bid was successful. The Area Commanders had indicated where they would like to deploy their CSOs, but a review of the decision may need to be taken in the light of the Suffolk First third year bids and crime trends etc. A discussion followed on the decriminalisation of traffic offences and the Unison wish to link Traffic Wardens with CSOs. The Chief Constable stated that the deployment of CSOs would be discussed in more depth at the next meeting.

**ACTION**Executive  
Services

### 3.3 Update on Strategic Plan

The Director of Corporate Development referred to the three plans explained at the last meeting and reported that the Local Policing Plan was published on the 31 March and is available on the website. The three year Strategy plan had been submitted to the Home Office, but confirmation on acceptance of the plan has not yet been received. The long term Joint Strategic Development Plan was submitted to the Police Authority at the end of March and will form the basis of long term strategic planning, based on Suffolk First. The three plans will be published in hard copy once the final versions have been received.

A discussion followed on the co-ordination used in drawing up Area/Department plans and the previous use of the EFQM model before the introduction of Suffolk First. The Chief Constable stated that it was his intention not to create more bureaucracy, but to simplify the planning process, which he suggested should commence next year. This would result in BCU plans being produced rather than individual sector plans.

#### 4. **24 HOUR ARV COVER (FMB/7/03A)**

The Head of Operations reported that Suffolk is the only Force in the Region not to provide 24/7 cover of Armed Response Vehicles and that International events had led to an increase, on specific occasions, of the requirement for 24/7 cover. This issue was debated at OCSG on 22 April 2003, when agreement was reached that the move to 24 hour cover was desirable.

Inspector Benneworth explained why extra vehicles were needed and was then debated by the group. The board agreed to the principle of 24 hour ARV cover, but it was agreed that the OCSG would further discuss the resourcing issues and if necessary submit their proposals to a future meeting.

Operational  
Commanders  
Steering  
Group

#### 5. **BODY ARMOUR WEARER POLICY (FMB/8/03A)**

This item was brought forward from item 9 on the agenda.

The Chief Constable referred to the comments he had made at the last meeting relating to the mandatory wearing of body armour and that officers should be allowed to use their own judgement in sensitive situations. He stated that he was not comfortable with the policy presented in the paper and that as an alternative he had produced a draft policy himself, which was circulated to members at the meeting. Inspector Benneworth explained the reasons behind the initial decision to introduce a mandatory policy and stated that it was intended to carry out a review after nine months, once officers had become educated in wearing the equipment. Following a discussion it was agreed that the following changes would be made to the draft policy put forward by the Chief Constable:

- Para 9 would be incorporated into para 5
- Para 5 should become para 1 and begin with Our policy is

A further discussion followed regarding risk assessment training and the possible delay of the body armour roll out. It was agreed that the roll out should begin immediately and not be reliant on the training aspect. The Assistant Chief Constable agreed to take the policy forward after the suggested amendments had been made.

Assistant  
Chief  
Constable

#### 6. **CORPORATE COMMUNICATIONS STRATEGY (FMB/5/03A)**

The Director of Corporate Development explained that the new branding of strategy documents had been formulated as a result of Suffolk First and Best Value Reviews, with the use of different colours for each strategy and consisting of two documents - a summary and a guide to support it. He stated that this was the opportunity to obtain views on the content and the style of the documents.

The Corporate Communications Manager explained that the guide will mainly be used as the working document for the section and that the overriding strategy and direction is obtained within the summary document. He explained the principles of the strategy and the intention of providing some consistency. A discussion followed when the board asked for slight amendments to be made to the wording. It was also agreed that all strategy documents should contain the following:

- An action plan with standard headings
- A review date

#### **7. CONSULTATION STRATEGY (FMB/6/03A)**

The Director of Corporate Development reported that as part of the consultation process, guidance and views were being sought from the board before the strategy is submitted to the Police Authority on 30 May 2003.

The Consultation Manager explained that the aim in writing the strategy was to have guiding principles, which would assist in portraying the public reassurance message. A short discussion followed when minor amendments were suggested.

#### **8. BCU FUND**

The Director of Finance explained that the government had made funding available direct to BCUs, with the first quarters funding having been received. Each BCU have produced plans in conjunction with their CDRPs in order that the Home Office can scrutinise the plans and seek confirmation from the CDRPs regarding agreement. The plans have been approved and the quarterly performance figures now need to be scrutinised to obtain the second quarter's funding. There has been no agreement regarding the availability of funding after year 2/3. A discussion followed on overtime, when it was suggested that this should be included in the plans.

#### **9. EFFICIENCY SAVINGS**

The Director of Finance reported that an Efficiency Planning Group, chaired by the DCC has been set up and are currently formulating an efficiency plan of non cash savings, which has been forwarded to the HMI. The Chief Constable asked that the plan be circulated to members for discussion at future meetings and thought should be given to the efficiency savings for next year.

#### **10. SUFFOLK FIRST YEAR THREE ALLOCATIONS**

The Assistant Chief Constable reported that 27 posts were discussed at the OCSG on 22 April 2003 and explained the proposed allocation bids. A discussion followed on the necessity for some of the posts to be supervisory. It was recognised that proper costings would need to be carried out and a position statement prepared for the Police Authority to justify the extra posts under Suffolk First.

#### **11. NEW UNIFORM**

The Western Area Commander raised the issue of tunics not forming part of the new uniform and the cost being incurred in order that he could be issued with a new one. The Chief Constable stated that this issue was raised at a recent JNCC meeting when he had indicated that he would like to see the tunic, with matching trousers, retained for occasions such as funerals, royal visits and award ceremonies, as was the case with most Forces and with organisations such as the Army and Fire Service. A discussion followed when it was agreed that tunics and matching trousers should be retained as part of the uniform. During discussions the issue of the yellow blouson not being suitable for washing was also raised and the Director of Support Services was asked to investigate.

#### **12. DATE OF NEXT MEETING**

Director of  
Support  
Services

The next meeting will take place on Wednesday 23 July 2003 at 9.30 am in LEC3.

### FORCE MANAGEMENT BOARD

Wednesday 7 May 2003 at 9.30 am in LEC2

#### SUMMARY OF ACTION REQUIRED

Action by	Subject	Action Required	Update Required
Executive Services	3.2 - Community Support Officers	To add the item to the agenda for the next meeting.	No
Operational Commanders Steering Group	4 - 24 Hour ARV Cover	The resources issues to be discussed and if necessary submit proposals to a future meeting.	Yes if necessary to a future meeting
Assistant Chief Constable	5 - Body Armour Wearer Policy	To arrange for amendments to policy and take forward.	No
Director of Support Services	11 - New Uniform	To investigate the issue of the yellow blouson not being suitable for washing.	Yes