

ORIGINATOR: CHIEF CONSTABLE

PAPER NO:

AP19/36

**SUBMITTED TO: ACCOUNTABILITY AND PERFORMANCE PANEL -
6 SEPTEMBER 2019**

**SUBJECT: UPDATE ON THE PROGRESS OF THE CHIEF CONSTABLE'S
PLANS FOR THE POLICE ELEMENT OF THE PRECEPT
INCREASE FOR 2019/20.**

SUMMARY:

1. In December 2018, The Suffolk Police and Crime Commissioner published the Chief Constables plans for the increase to the police element of the precept for 2019/20. This report can be viewed on the Suffolk OPCC website. This paper provides an update as to how this money is improving Policing in Suffolk in 2019/20.

RECOMMENDATION:

It is recommended that:

1. The Accountability and Performance Panel note the progress made in accordance with commitments made in January 2019.
2. The Accountability and Performance Panel note that the Constabulary is on track to implement these plans by the end of the current financial year, and that further updates will be presented at future panel meetings.

KEY ISSUES FOR CONSIDERATION

1. OVERVIEW

- 1.1 The Home Office published the Provisional Police Grant report 2019/20 on the 13th December 2018. This set out force level allocations of central government funding for 2019/20 as well as plans to increase funding for national priorities such as counter terrorism policing and serious and organised crime.
- 1.2 The report gave Police and Crime Commissioners (PCCs) the opportunity to use their precept flexibility fully giving them the freedom to ask for an additional £2 a month in 2019/20 equivalent to an increase to tier Band D precept by £24 in 2019/20 without the need to call a local referendum.
- 1.3 This document sets out how this additional funding, after taking into consideration existing cost pressures and savings plans, was allocated in Suffolk and how this money is being spent.
- 1.4 The chart below explains the financial position. Full details are provided in the report ; ' Suffolk Police and Crime Commissioner proposals for Policing Funding for 2019/20' <http://suffolk-pcc.gov.uk/wp-content/uploads/2018/12/Proposals-for-Policing-Funding-for-2019-20.pdf>.

	Cost £m +/-	Balance £m
Cash increase between 2018/19 and 2019/20 as per the settlement. Based on £24 pa	+ £9.2	+ £9.2
Obligatory cost pressures (including Pensions, Pay and non-pay inflation)	- £6.4	+ £2.8
Planned savings in 2019/20	+£2.043	+£4.843

- 1.5 This created the opportunity to make proposals for approximately £4.8m for the Suffolk Police and Crime Commissioner to allocate to Suffolk Constabulary.
- 1.6 Section 2 below outlines the proposals that were agreed (to the value of £4.4m).
- 1.7 Section 3 below outlines the proposed number of additional Police Officers and Police Staff posts created as a result of this investment and the progress made and planned in recruiting people into these posts.
- 1.8 Section 4 below provides a more comprehensive update regarding all parts of the Chief Constables plans for the police element of the precept increase for 2019/20.
- 1.9 The Police and Crime Commissioner and the Chief Constable have issued publications to provide the public and key internal and external stakeholders with comprehensive information setting out exactly what the extra money provided would pay for and the progress and outcomes made to date. Two further publications will be produced. Issue two of four is attached and should be read in conjunction with this paper.

2. SUMMARY OF PROPOSALS

	Suffolk	Cost £m
1	Enhance Automatic Number Plate Recognition (ANPR) coverage across Suffolk. Additional 3 Police Sergeants and 18 x Police Constables (Total = 21 officers). Provide additional equipment and technology including a Police Drone.	1.0 0.6
2	Provide an additional 8 x Police Constables to Ipswich Safer Neighbourhood Teams (SNT).	0.4
3	Provide an additional 24 x Police Staff Investigators to support Detectives leading serious and major crime investigations (3 x Supervisors and 21 staff).	0.7
4	Additional Police Staff Data Communications posts (jointly with Norfolk Constabulary).	0.1
5	Additional Police Staff for the Bail Management Team (jointly with Norfolk Constabulary).	0.1
6	Additional Police Staff Virtual Court Custody Detention Officers -18 months temporary funding - (jointly with Norfolk Constabulary).	0.1
7	Back office.	0.1
8	Additional Police Staff to further enhance ATHENA Investigation Management (jointly with Norfolk Constabulary).	0.3
9	Additional Temporary Police Staff posts (Vetting, Information Management and Learning and Development).	0.4
10	Fund Digital Asset Management System (DAMS) and Digital Evidence Transfer System) for Suffolk. (Joint purchase with Norfolk Constabulary).	0.3
11	Fund Workflow Solution and Digital Public Contact. Joint purchase with Norfolk Constabulary	0.1
12	Digital Forensics/High Tech crime data storage and infrastructure (jointly with Norfolk Constabulary)	0.2
13	Revenue funding of short life digital assets	0.4
	Total	4.8

3. ADDITIONALITY

- 3.1 These proposals have brought additional police officers and staff into roles enabling the Constabulary to deal with modern day policing challenges. This, coupled with the provision of the best available technology will increase their productivity and continue to deliver an efficient and effective service for those that live, work, travel and invest in Suffolk. The chart below provides a breakdown of this additionality.

		Cost £m
People (45 of the 69 posts are jointly funded with Norfolk Constabulary)	29 x Police Officers 69 x Police staff	£3.2m
Equipment and Technology		£1.2m
Total		£4.4m

- 3.2 The chart below provides an overview of the progress made to recruit people into the additional posts proposed.
- 3.3 Any differences between what was proposed and what has been created is explained in greater detail in section 4.
- 3.4 It is important to note that a significant number of posts will be filled in the next few weeks and after the high-demand summer period. Recruitment and selection processes have had to be carried out and business continuity has had to be maintained across the organisation meaning that careful planning and sequencing has been required. For these reasons some posts have not already been filled.

No	Proposal	Proposed posts	Actual posts. FTE 1/8/19	Posts filled as of 1/8/19
1	Enhance Automatic Number Plate Recognition (ANPR) coverage across Suffolk. Additional 3 Police Sergeants and 18 x Police Constables (Total = 21 officers)	21	21	9 (12 start on 16/09/19)
2	Provide an additional 8 x Police Constables to Ipswich Safer Neighbourhood Teams (SNT)	8	8	0 (8 will be in place by 30/09/19)
3	Provide an additional 24 x Police Staff Investigators to support Detectives leading serious and major crime investigations (3 x Supervisors and 21) *The reason for 18 posts (and not 24) is explained in Section 4	24	18*	0
4	Additional Police Staff Data Communications posts (jointly with Norfolk Constabulary)	3	3	2.5
5	Additional Police Staff for the Bail Management Team (jointly with Norfolk Constabulary)	3	3	3
6	Additional Police Staff Virtual Court Custody Detention Officers -18 months temporary funding - (jointly with Norfolk Constabulary)	5	3	3
7	Back office	5	5	4
8	Additional Police Staff to further enhance ATHENA Investigation Management (jointly with Norfolk	14	14	13.5

	Constabulary)			
9	Additional Temporary Police Staff posts (Vetting, Information Management and Learning and Development)	15	15	15
10	Fund Digital Asset Management System (DAMS) and Digital Evidence Transfer System (DETS) for Suffolk. (jointly with Norfolk Constabulary) No new posts with this proposal			
11	Fund Workflow Solution and Digital Public Contact. (jointly with Norfolk Constabulary). No new posts with this proposal			
12	Digital Forensics/High-Tech crime data storage and infrastructure (jointly with Norfolk Constabulary) No new posts with this proposal			
13	Revenue funding of short life digital assets No new posts with this proposal			
	Total	29 Police Officers	29 Police Officers	9 Police Officers
		69 Police Staff	61 Police staff	41 Police Staff

4. PROGRESS MADE REGARDING THE 13 PARTS OF THE CHIEF CONSTABLES PLANS

4.1 This section provides an overview. Further details including performance measures, benefits and the links between the plans and the Police and Crime Plan are provided in the attached publication and referred to at 1.10 above.

1. Provide an additional 21 Police Officers (3 x Sergeants and 18 x Constables to enhance ANPR coverage across Suffolk. Cost £1.6m

- New ANPR teams will be branded as Operation Sentinel.
- First of three teams was launched on 28 May 2019. This team have made over 80 arrests. Offences include drug supply, fraud, disqualified driving and unlawful possession of a firearm. Convictions have been achieved however many of these remain live investigations. Criminal justice outcomes can be presented in future APP papers if required.
- The teams in the East and South will be effective from 16 September 2019 meaning that all the additional police officer posts will then be filled by fully trained and properly equipped officers.
- Suitable vehicles have been purchased and they have been equipped with the most up-to-date technology.
- The teams will have their own social media accounts to inform the public about their work to arrest criminals and keep the county safe.
- Work has been completed to identify where additional roadside ANPR cameras should be positioned. Work is underway to purchase and install these cameras in 2020.

- Additional investigating officers continue to be allocated to the Sentinel teams to ensure offenders are brought to justice.

Benefits and outcomes

- Enhanced police visibility and pro-activity across Suffolk with the ability to surge resources with ANPR assets from neighbouring forces.
- Enhanced Suffolk Police response to high threat issues.
- Robust tackling of serious and organised crime.
- Exploit technological solutions to catch criminals.
- Additional arrests convictions and successful prosecutions.

2. Provide an additional 8 Police Constables to Ipswich Safer Neighbourhood teams. Cost £0.4m

- Recruitment has progressed well and eight additional posts have been created to support Policing across Ipswich.
- Four posts have been created for the Youth Gang Prevention Unit (YGPU) supporting the work of the multi -agency unit in diversion schemes and interventions to prevent young people becoming criminally involved in gang and county lines activity.
- One PC will focus on problem orientated policing and work with partners to prevent crime and community problems.
- Two community engagement officer posts have been created (one for East Ipswich and one for West Ipswich) providing more Police visibility and engagement to understand and tackle local issues.
- An additional Schools Liaison PC post has been created for Ipswich recognising the need for more engagement with schools and pupil referral units.
- All eight posts will be filled by the end of September 2019.

Benefits and outcomes

- Greater visibility and reassurance.
- Enhanced working with partners focussing on sustainable problem solving.
- Greater co-ordination to manage modern day demand and community concerns.
- Greater multi – agency, co-located and integrated working.
- Respond to community concerns from the PCC public engagement.
- Enhanced flow of vital community intelligence on a range of issues from neighbourhood concerns to national security.
- Protect the vulnerable and reduce repeat demands for service.

3. Provide an additional 24 x Police staff Investigators to support detectives leading serious and major crime investigations (3 x Supervisors and 21 Investigators). Cost £0.7m

- A detailed business case has been completed recommending that 17 Digital Support Officers and 1 x Digital Support Manager are recruited. This is a total of 18 people instead of the 24 originally planned.
- The roles, responsibilities and skill-set required of these Police staff posts to carry out complex investigations of digital technology, social media, telephones and computers and present and give evidence in court meant that a higher grading than originally planned was required leading to six fewer posts.
- This additionality of postholders coupled with the role that they will perform and the skills they have will fully achieve the original aim of this proposal.
- Good progress has been made. Over 150 applications were received from applicants with significant technical and digital expertise to support investigating officers and perform an essential role in serious and complex criminal investigations.

- A selection process has been completed and high calibre people will now be appointed to these posts which will be based in the three main centres of Bury St Edmunds, Lowestoft and Ipswich.
- Subject to vetting and completion of the recruitment process work is underway to have people in posts by the end of October 2019.

Benefits and outcomes

- Improved standards of investigation and solved rates for serious crime, violence and serious sexual offences.
- Ensure that the National Police Chiefs Council (NPCC) and Suffolk Constabulary action plans to improve the standards of Police investigations are effectively implemented.
- Bring more offenders to justice regarding serious crime offences.
- Further align the right skills, powers and training to meet modern day policing challenges.
- Improved level of expertise regarding new technology and digital media.
- Create efficient and effective investigation teams with detectives leading investigations supported by police staff investigating, capturing and presenting traditional and digital evidence relevant to the case.

4. 3 x Data Communication Posts. Costs £0.1m (Jointly funded with Norfolk Constabulary)

- This has been progressed quickly and two full time and one part time posts (2.5 in total) have been filled.
- Work is ongoing to see if the remaining 0.5 post needs to be filled. This is part of a review of Data Communication posts across the Eastern Region seven force collaboration.

Benefits and outcomes

- Address the growing demand of Police investigations and operations involving digital technology.
- Resolve operations and solve investigations more swiftly
- Save lives and protect vulnerable people (locating missing people)

5. 3 x Bail Management Team. Cost £0.1m (jointly with Norfolk Constabulary)

- This has been progressed quickly and three people have been recruited and are in all three additional posts.

Benefits and outcomes

- Increased efficiency, effectiveness, legitimacy and productivity.
- Ensuring people are brought to justice swiftly by ensuring people are not on bail longer than necessary.

6. 5 x Virtual Court Custody Detention Officers. (18 month temporary funding) Cost £0.1m. (jointly with Norfolk Constabulary)

- This has been progressed quickly. Three of the five posts have been filled and people are in post.
- The other hours required to be filled are currently being filled by post holders working additional hours. This means that core hours are filled without the expense of two additional post holders.
- This is considered a satisfactory and efficient solution at this time whilst funding is temporary and over 18 months. This would have to be reviewed if demand increased or the funding became permanent.

Benefits and outcomes

- Ensure the smooth running of the 'virtual court 'remand hearing.
- Frees up frontline police officers ensuring they spend less time in Police Investigation centres and more time in Suffolk communities.
- Avoids Police having to transport some detainees to Suffolk's courts.

7. Back Office. Cost £0.1m (jointly with Norfolk Constabulary)
<ul style="list-style-type: none"> - 3 x Police staff posts in the Suffolk Constabulary Information Technology Department were created. All three posts have been filled. - 1 x Police Staff post in Joint Finance Department. A post holder is now in place - 1 x Police Staff Drug Expert Witness post. This is a new role and has been re-advertised. Work continues to recruit a postholder and have this role filled by autumn 2019. A selection process was held but no appointment was made.
Benefits and outcomes
<ul style="list-style-type: none"> - Ensures that new technology and systems used by the Constabulary are fully exploited and that back-office functions are as efficient and effective as possible. - The Drugs Expert witness will give evidence on drug use, purity levels, street values and interpret financial benefits enabling offenders to be brought to justice.

8. Extra staff to further enhance ATHENA investigation management. Cost £0.3m (jointly with Norfolk Constabulary).
<ul style="list-style-type: none"> - ATHENA is a sophisticated system to record and manage crime, intelligence and custody. Prosecution cases are built using ATHENA. The number of ATHENA investigations is increasing year on year as Police deal with increasing demand. - Fourteen additional posts were created. - Thirteen full time posts and one half time post have been filled. - These additional post holders ensure that the system is fully exploited and managed effectively to ensure crime recording is accurate, investigation standards are maintained and the best available evidence is presented
Benefits and outcomes
<ul style="list-style-type: none"> - Increased efficiency, effectiveness and productivity - Assist in bringing offenders to justice

9. Additional temporary police staff posts (Vetting, Information Management and Learning and Development. Cost £0.4m (jointly with Norfolk Constabulary)
<ul style="list-style-type: none"> - Vetting – This has been progressed quickly and an additional post holder is in place - Information Management – Three temporary data Protection Assistant posts have been funded until 31st March 2020. - These posts have now been filled. The post holders are providing training and guidance which is having a positive impact enabling the Constabulary to better manage statutory and non – statutory requests for information. - Learning and Development – All the additional posts have been created and filled. The Police Education Qualification Framework (PEQF) is scheduled to start in 2020. This will further transform and modernise police training meaning this expansion to the Learning and Development Department is required.
Benefits and outcomes
<ul style="list-style-type: none"> - Maintaining high professional standards. - Enable the public to have confidence in the way that we record, retain and dispose of Police information. - Ensure that the Constabulary has a highly competent workforce with the right skills, powers and experience.

10. Fund Digital Asset Management System (DAMS) and Digital Evidence Transfer System (DETS). Cost £0.3m (jointly with Norfolk Constabulary)

- **DAMS.** Norfolk and Suffolk Constabularies generate and seize a large volume of digital assets and equipment. This presents a number of challenges and risks to the organisations such as information management, security, sharing with partners, storage (physical and logical) and support. Digital Asset Management Systems provides a single online solution, which ingests, manages and shares all digital assets
- **DETS.** The need to share these assets externally with criminal justice partners is of equal importance to the sharing of data internally. As part of the Digital First programme, from 2020 the delivery of the DETS system will create an interface enabling automated transfer rather than requiring manual input.
- A full business case to acquire both systems was submitted to Chief Officers in July as scheduled. This business case was approved. The Chief Digital Officer for Norfolk and Suffolk Constabularies will now continue to work with other Forces in the Eastern Region Collaboration to implement these systems in the 2019/20 financial year.

Benefits and outcomes

- A smarter Police system to support a more effective service to the public.
- Captures Digital Evidence more efficiently, storing it more safely and presenting it more effectively.
- Enables officers to manage digital materiel more effectively and comprehensively.

11. Fund Workflow Solution and Digital Public Contact. Cost £0.1m. (Jointly with Norfolk Constabulary

- Workflow - This project builds on the release of the frontline uniform mobile device project and has the potential to supplement the second phase mobile devices. The current mobile solution combines hardware and software to give officers and staff access to operational information, electronic forms, and productivity services. This will improve policing through complete transformation of end-to-end processes delivering both efficiencies and cashable savings.
- Digital Public Contact (DPC) & Single Online Home - This will provide a simple, well-known and reliable digital contact service between the public and the police that ensures the public are informed and digitally enabled.
- A fully costed business case was submitted to Chief Officers as scheduled in July 2019 and was approved.
- This project is led by the Assistant Chief Constable – Joint Protective Services. A trial period is commencing in October 2019 with implementation to the wider workforce in the 2019/20 financial year.

Benefits and outcomes

- Financial savings as a result of operating model changes directly enabled by mobile technology.
- Value added activity due to a reduced requirement for officers to return to police stations and complete paperwork.
- Better policing outcomes due to real time data capture and enriched data quality, supporting improved decision making.
- Increased officer satisfaction as a result of improved working practices, greater situational awareness and faster decision making.
- Better understanding when monitoring performance, analysing crime trends/demands and Police resources.

12. Digital Forensics/High Tech Crime (storage and infra-structure) Cost £0.2m. (Jointly with Norfolk Constabulary)

- Due to the amount of data held by the Constabulary there is a need to ensure we

have sufficient storage capacity that both addresses current and predicted future needs.

- An interim solution has been tested and assessed as fit for purpose .
- The long term solution has been acquired and the installation of this infra-structure is expected to be completed in September 2019.

Benefits and outcomes

- Reduced risks of prosecution for miss managed information.
- Streamlined processes.
- Builds capacity for future needs.
- Spend to save to ensure the Constabulary can deal with modern day policing challenges.

13. Revenue funding of short life digital assets. £400K

- This money will improve front-line mobile working for officers and staff to enable them to have access to police systems whilst mobile.
- Details of how this money has been spent will be presented in the next APP paper

Benefits and outcomes

- Financial savings as a result of operating model changes directly enabled by mobile technology.
- Value added activity due to a reduced requirement for officers to return to police stations and complete paperwork.
- Better policing outcomes due to real time data capture and enriched data quality, supporting improved decision making.
- Increased officer satisfaction as a result of improved working practices, greater situational awareness and faster decision making.
- Better understanding when monitoring performance, analysing crime trends/demands and Police resources.

5. FINANCIAL IMPLICATIONS

5.1 The main financial implications are covered in previous sections. There are no additional cost implications

6. OTHER IMPLICATIONS AND RISKS

6.1 None to report at this time.

6.2 Further updates and reports will be prepared for Accountability and Performance throughout this business year. As teams, systems and assets referred to in this paper take up post or are implemented work will commence to capture performance measures and outcomes. It is intended that future papers present this information where possible.

ORIGINATOR CHECKLIST (MUST BE COMPLETED)	PLEASE STATE 'YES' OR 'NO'
Has legal advice been sought on this submission?	No
Has the PCC's Chief Finance Officer been consulted?	Yes
Have equality, diversity and human rights implications been considered including equality analysis, as appropriate?	Yes
Have human resource implications been considered?	Yes
Is the recommendation consistent with the objectives in the Police and Crime Plan?	Yes
Has consultation been undertaken with people or agencies likely to be affected by the recommendation?	Yes
Has communications advice been sought on areas of likely media interest and how they might be managed?	Yes
Have all relevant ethical factors been taken into consideration in developing this submission?	Yes

In relation to the above, please ensure that all relevant issues have been highlighted in the 'other implications and risks' section of the submission.