



**Lancashire
Constabulary**
police and communities together

REPORT TO: Joint Management Board

DATE: 4th February 2016

AGENDA ITEM: 4

SUBJECT: PROFESSIONAL STANDARDS REVIEW

1. Summary

This report advises the Commissioner of the outcome of a review of Professional Standards Department and notes the actions taken to date against the recommendations made.

2. Decision Required

The Commissioner is requested to note the report.

3. Information

3.1 The Board will recall that at its meeting on the 2 April the Chief Constable agreed to undertake a review of Professional Standards Department in relation to quality and timeliness in handling complaints, resourcing and the outcome of the change programme recommendations. A Professional Standards Reactive Review has now been undertaken in the changing context of the requirements of the Department.

3.2 The Independent Police Complaints Commission continues to undergo considerable transition, strengthening its oversight on the complaints system, appeals, and police response to IPCC recommendations. An increase in resources within the IPCC has created greater capacity and involvement in the complaints system, as they continue their on-going work towards reforming the system as a whole. This, with the continuing increase in public complaints year on year, is causing, and will continue to cause, additional work within the department.

- 3.3 The introduction of Police and Crime Commissioners and their responsibilities to hold the police to account has created a further dimension to police complaints, with new legislation increasing PCC involvement further in the future. Whilst this area is still being developed it will undoubtedly bring about additional scrutiny in coming years.
- 3.4 The introduction of public hearings for police misconduct cases, the addition of legal chairs and the decision not to allow officers subject to gross misconduct investigations to resign, is increasing the level of accountability and transparency, in respect of misconduct investigations. In light of these changes, the additional scrutiny brought about by the HMIC PEEL Inspections, along with a series of other new measures introduced and proposed by the Home Secretary, this review has been undertaken to ensure that the department remains fit for purpose moving forward.
- 3.5 Attached at Appendix A are the recommendations with timescales for implementation which are formed into an action plan.
- 3.6 The recommendations make reference to the need for further investment in this area. This will be facilitated in the forthcoming budget for 2016/17.
- 3.7 The Constabulary will report back to the Joint Management Board in October 2016 with progress against the action plan.

4. Implications

The below tables highlight both the permanent and temporary financial costs associated:

Reoccurring costs - growth to MTFF

Year	Role	FY2016/17
Reoccurring	Establishment of x 2 ISO positions (LC6)	£54,820
Reoccurring	Establishment of x 1 Assistant Co-ordinator (LC6)	£27,410
		£82,230

Temporary cost - Transitional Reserve

Year	Role	FY2016/17	FY2017/18	Total
Year 1	x 4 DC's (year 1)	£187,080		
Year 1	x 1 Business Support Sergeant	£55,170		
Year 2	x 2 DC's (year 2)		£93,540	
		£242,250	£93,540	£335,720

5 Links to Police & Crime Plan

To reassure our communities – Improve trust and confidence in policing

The report is aimed at improving the complaint experience, thereby building trust and confidence by:

- Speeding up the recording and resolution time for local complaints
- To provide proportionate investigations into allegations that cannot be locally resolved
- To allow additional investigative capacity into allegations of misconduct

In addition there are clear links to the on-going development within Professional Standards to key Constabulary values around; Integrity, honesty, openness, fairness and transparency.

6 Reasons why restricted

Not applicable

7 Report Author

PS 1437 Neil Hutchinson and DCI Ian Whitehead, Lancashire Constabulary Professional Standards Department.