



A police force that is fit for a changing future



April 2019

STRATEGIC OUTCOMES

- A great employer that delivers 'outstanding' service
- An organisation that delivers value for money
- Police are able to deal with crime and disorder effectively, including new and emerging threats

ACTIVITY SINCE LAST REPORT

- Increased capability areas linked to increase in policing precept identified and business cases developed and signed off for each business area.
- Project to implement Niche police records management system well underway with project team in place. This will replace 13 separate existing systems. Proposals for Phase II of the Programme signed off.
- Fire and Rescue Plan in development to sit alongside Fire Service's Integrated Risk Management Plan.
- Process commenced for the marketing and sale of a number of surplus properties.
- Force Knowledge Hub established, bringing together dispersed groups of staff engaged in research and analysis. This will in time strengthen links with similar activity in other agencies, supported by the Commissioner's ambitions for improved data sharing.
- Programme continuing to drive collaboration between Staffordshire Police and Fire & Rescue Services in the areas of Corporate Communication, Estates & Facilities, HR and Procurement. Project Manager appointed.
- Further work to progress opportunities to co-locate police and fire staff in shared buildings where possible.
- Recruitment programme underway to increase the number of on-call firefighters.

PLANNED ACTIVITY BEFORE NEXT REPORT

- Implementation expected by Summer 2019 for Police/Fire & Rescue collaboration on Estates & Facilities, Corporate Communications, Procurement, HR and Finance.
- Initial scoping work to commence for collaborative delivery of learning and development, finance, legal, ICT and business intelligence/information management functions.
- Consultation process on Commissioner's Fire and Rescue Plan and Fire Service Integrated Risk Management Plan.
- Single Online Home project will replace the existing police website. This will enable the public to do far more online such as reporting crime and tracking progress, apply for licences and provide information. This will reduce call demand for the force.
- Revised performance framework implemented to fit with Force's new operating model (Tier 1, 2 and 3 based scheme)

MILESTONES AHEAD

- Implementation of key aspects of ICT roadmap, enabling more effective and efficient delivery arrangements e.g. Niche, SOH, data / performance visualisation.
- Enhanced capabilities linked to policing precept increase fully implemented alongside Yr 2 increase in Neighbourhood Policing Team police officer numbers.
- Continued development of performance management regime and review of Force-wide performance against new requirements.

Effectiveness
How effective is the force at keeping people safe and reducing crime?
Last updated 22/03/2018



Efficiency
How efficient is the force at keeping people safe and reducing crime?
Last updated 09/11/2017



Legitimacy
How legitimate is the force at keeping people safe and reducing crime?
Last updated 12/12/2017



WORKFORCE

78%
frontline

2.69
per 1000 population

↓ 20%
change in local workforce since 2010

VICTIM-BASED CRIMES

0.07
per person

national level

Local 5 year trend: ↑

National 5 year trend: ↑

COST

44p
per person per day local

51p
per person per day national

