



A police force that is fit for a changing future

October 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

- Interim Fire & Rescue Plan published, setting out the strategic priorities for Staffordshire Fire and Rescue Service.
- Police/Fire & Rescue collaboration programme progressing. Joint Estates & Facilities, Finance, Procurement, HR and Corporate Communications now in place. Assessment work carried out for Legal Services, Organisational Development, Learning & Development and IT did not identify sufficient benefits from collaboration.
- Joint Police/Fire & Rescue protocols on searching for missing persons and methods of entry in place.
- Sale process for eight surplus police properties complete. Two properties to be remarketed.
- Work progressing to enable co-location of police and fire staff in Hanley and Tamworth (Belgrave) Fire Stations.
- New capabilities funded from increase in Council Tax precept in place and having a positive impact on performance: Missing Persons Investigations Team, Roads Policing, Disruptions Team, Digital Investigations and Cyber Capability, Communications volume data analytics.

### PLANNED ACTIVITY BEFORE NEXT REPORT

- Implementation of first phase of Niche police records management system to go live in mid-November. Niche will replace 12 separate existing systems.
- The first phase of the Niche Programme will continue, including modules for Crime and Investigations, Intelligence and Safeguarding.
- Further work planned on opportunities to integrate Police and Fire Business Intelligence functions and co-locate Police and Fire teams in single locations.
- Completion of sales of surplus police properties. Two to be remarketed.
- Fire and Rescue Service to develop Integrated Risk Management Plan.

### MILESTONES AHEAD

- Phase 1 of Niche go-live November 2019
- Co-location of Tamworth Neighbourhood Policing Team with Fire & Rescue Team at Belgrave Fire Station planned for October 2019.
- Co-location of Northern Response Team with Fire & Rescue Team at Hanley Fire Station TBC.

**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



<b>WORKFORCE</b>	89% frontline	<b>VICTIM-BASED CRIMES</b>	0.06 per person
	2.58 per 1000 population		Local 5 year trend
	23% change in local workforce since 2010	<b>COST</b>	42p per person per day local

How does spend compare - by POA Objective (net revenue expenditure per population)

