

- 1 The Chief Officer Portfolios and Department structures were agreed on the 17th and 18th March 2008, in light of the new ACC appointments. The revised portfolios are:
 - DCC – Performance and Analysis, Force Programme Management, Corporate Communications, ICT and Chief Officer Group Support
 - ACC (OC) – Crime and Operations
 - ACC (TP) – Territorial Policing, Citizen Focus, Communications and Basic Command Units (BCUs)
 - ACC (JPS) – Criminal Justice, Information Management and Professional Standards
 - ACC (BC) – Business Change
 - Director of Finance and Resources – Finance, Operational Support and the Environmental/Green Agenda
 - Director of Human Resources – HR, Occupational Health, Health and Safety and Equality and Diversity
 - Director of Legal Services – Court Applications, Targeted Advice, Defended Proceedings and Misconduct Cases.
- 2 Mr Simon VRY has been recruited as Programme Director for the Force. His appointment will enable the effective delivery of the Force Development Programme. He commenced his appointment on the 18th February 2008.
- 3 On the 28th April 2008, ACC Paul Netherton joined the Force from Hampshire Constabulary. He took up the Territorial Policing portfolio from A/ACC Bob Spencer. Bob Spencer has taken over the Crime and Operations portfolio in the short-term prior to ACC Debbie Simpson, Bedfordshire Constabulary, taking up this role on the 30th June 2008. A/ACC Chris Boarland has returned to his previous role as Head of Crime.
- 4 ACC Sharon Taylor is leading work on Shared Services and Regional Collaboration.
- 5 On the 17th March 2008, ACC Richard Stowe returned to the Force following his term with ACPO heading the National Terrorist and Allied Matters Business Area. He is responsible for the Justice, Professional Standards and Information Management portfolio, until he retires at the beginning of next year.

- 6 The BCU structures were agreed on the 26th February 2008. There are three BCUs each under the command of a Chief Superintendent:

Devon BCU – Chief Superintendent Jo Tennant
Cornwall BCU – Chief Superintendent Rob Cooper
Plymouth BCU – Chief Superintendent Jim Webster

- Each BCU will have a Crime and Operations Superintendent.
 - Each of the 12 Local Policing Areas (LPAs) will have an appointed Commander of a Superintendent rank. This will reduce management layers in accordance with the 'Force Principles Paper'.
 - There will be an expectation that all Superintendents based on BCUs would undertake partnership engagement.
- 7 In order to facilitate the move to the new BCU/Department structures a Senior Rank Review has been completed. The following decisions were made on the 17th/18th March 2008:
- Chief Inspectors (other than Detective Chief Inspectors) would be removed from the BCUs line management. Local Policing Area (LPA) Commanders would be Superintendents.
 - The revised BCU and Department structure change would ensure the organisation would be fit for purpose, shortening the line of command.
 - The return of 20 police officers to the front line and realises a £500,000 per annum saving.
- 8 As part of the Senior Rank Review and in order to provide sufficient Superintendents to undertake the revised command structures, Superintendents Promotion Boards were held between the 14th and 21st April 2008. Announcements of postings were made on the 22nd April 2008. Unsuccessful Chief Inspectors have been informed of their redeployment to a position within either a BCU or Department and will be provided with development opportunities.
- 9 The Human Resources Transitional Framework has been agreed and published. It provides guidance for senior managers who are managing change from a human resources perspective.
- 10 A multi-agency strategic assessment process will take place on the 2nd June 2008. This will bring together representatives from the local authorities, Education, Health, Probation and the Local Criminal Justice Board (LCJB) for a presentation on the Force's strategic priorities. The process will look at Local Area Agreement (LAA) priorities in line with funding. The Police Authority has been invited to attend the event.

- 11 The HMIC inspection of Neighbourhood Policing and Citizen Focus took place between the 28th April and 2nd May 2008. An initial report will be available by the end of May; this will identify key themes and areas for improvement. The final report will be published in July 2008.
- 12 The next Force Day of Action will be held on the 13th May 2008. The aim of the day is to provide increased visibility and community engagement through effective deployment of staff as dictated by the National Intelligence Model (NIM) tasking process.
- 13 The Constabulary has decided to support the ethos of work experience as part of wider community engagement and positive action. A set of working practices is being drawn up to enable this process to take place.
- 14 Operation Toledo has been running for more than 12 months, the aim of the operation being to tackle acquisitive and drugs related crime in Torbay and South Devon. It is a jointly run project between Devon BCU and the Crime Department. In March 2008 more than 50 people were arrested. This was a joint effort and involved officers from the BCU and the Crime Department.

During the course of the operation more than 1000 items of property were recovered with an estimated value of £100,000.

- 15 On 30 April the Force hosted a conference for police and partners to highlight issues associated with anti-social behaviour. The event was held at St Mellion, Cornwall and attended by 180 guests representing a range of agencies. The aims of the day were:
 - To highlight the issues relating to anti-social behaviour relevant to the Peninsular.
 - To identify some of the inhibitors that may be restricting effective partnership working.
 - To highlight examples of effective practice.
 - To provide a networking opportunity.

It is intended that this is the start of a process to drive forward positive partnership working, by working together to support Local Area Agreement outcomes in a constructive and consistent way.

- 16 On the 15 April the Force held a 'Leadership Think Tank' at Exeter University. The purpose of the event was to move the Constabulary forward in terms of its leadership.

As a result of the seminar the Force can now develop a way forward which will provide a customised leadership programme, which can be adapted to accommodate all learning styles.

- 17 The Force has agreed to replace the entire analogue interview recording equipment across the Peninsular. The Public Protection Units (PPUs) have been highlighted as a priority and suitable digital recording equipment will be purchased immediately. The Force is considering the feasibility of a long-term solution of a fully networked digital recording system for all custody centres and PPUs.