

# Orbis Programme Update

T/Chief Constable  
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# Police & Crime Commissioner Priorities

- Retain and develop neighbourhood policing
- Ensure a better deal for victims and witnesses
- Divert people from offending, with a focus on rehabilitation and the prevention of re-offending
- Develop better coordination, communication and partnership between agencies to make best use of resources
- Working for better industrial and community relations

# Drivers for change

- 2010 Comprehensive Spending Review
- £26m of real term cuts by the 2014-15 financial year
- Where can we reduce costs:
  - Total 2012/13 Budget - £138m
    - Police officer pay - £76m
    - PCSO pay - £5m
    - Police staff pay - £9m
    - Outsourced contracts - £28m
    - Other non staff - £20m

# Reductions in pay budgets

## ■ Police officer's posts

- April 2010 -1,727
- March 2014 - 1,400
- Achieved through compulsory retirement after 30 years service

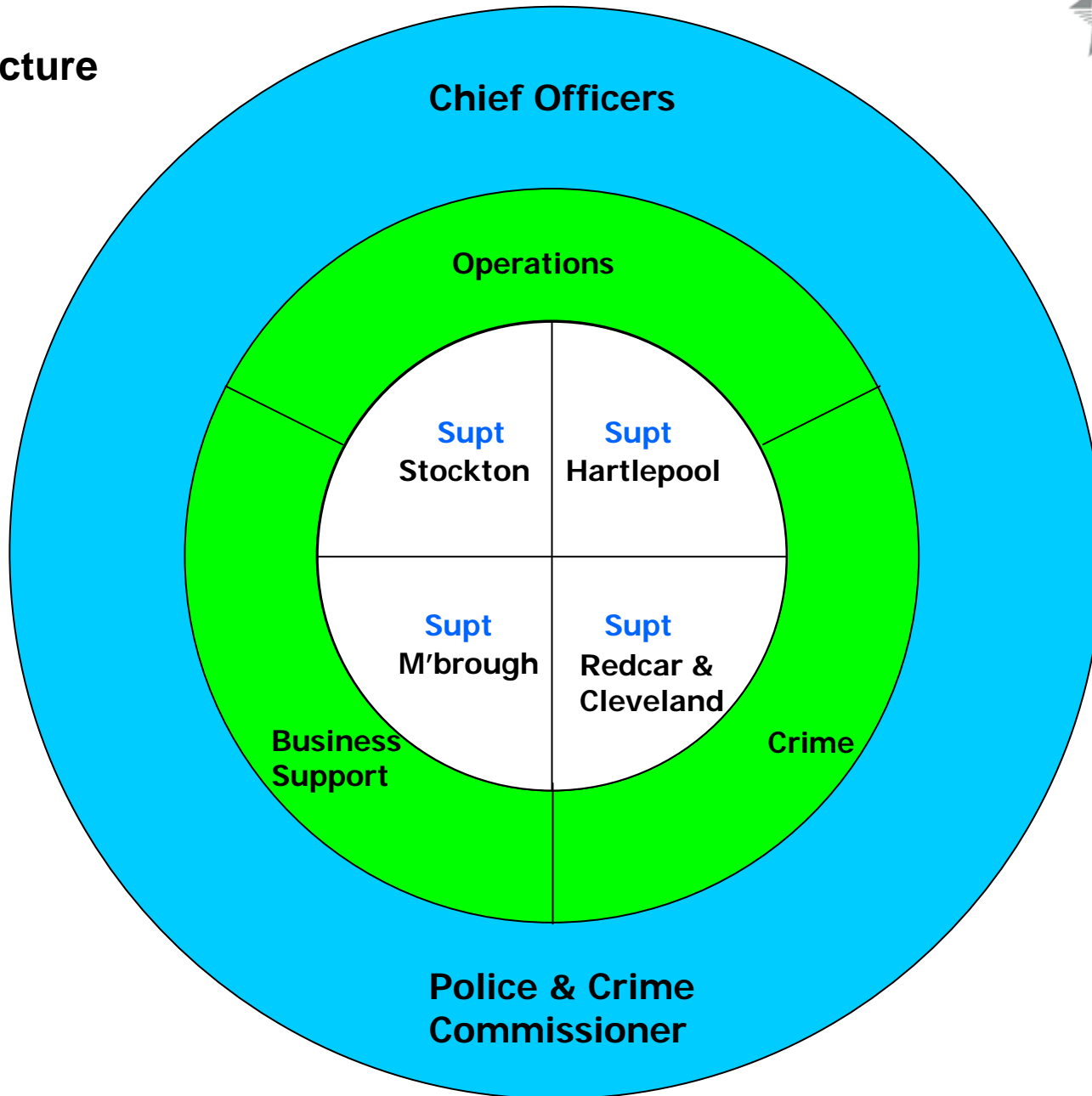
## ■ Police staff posts

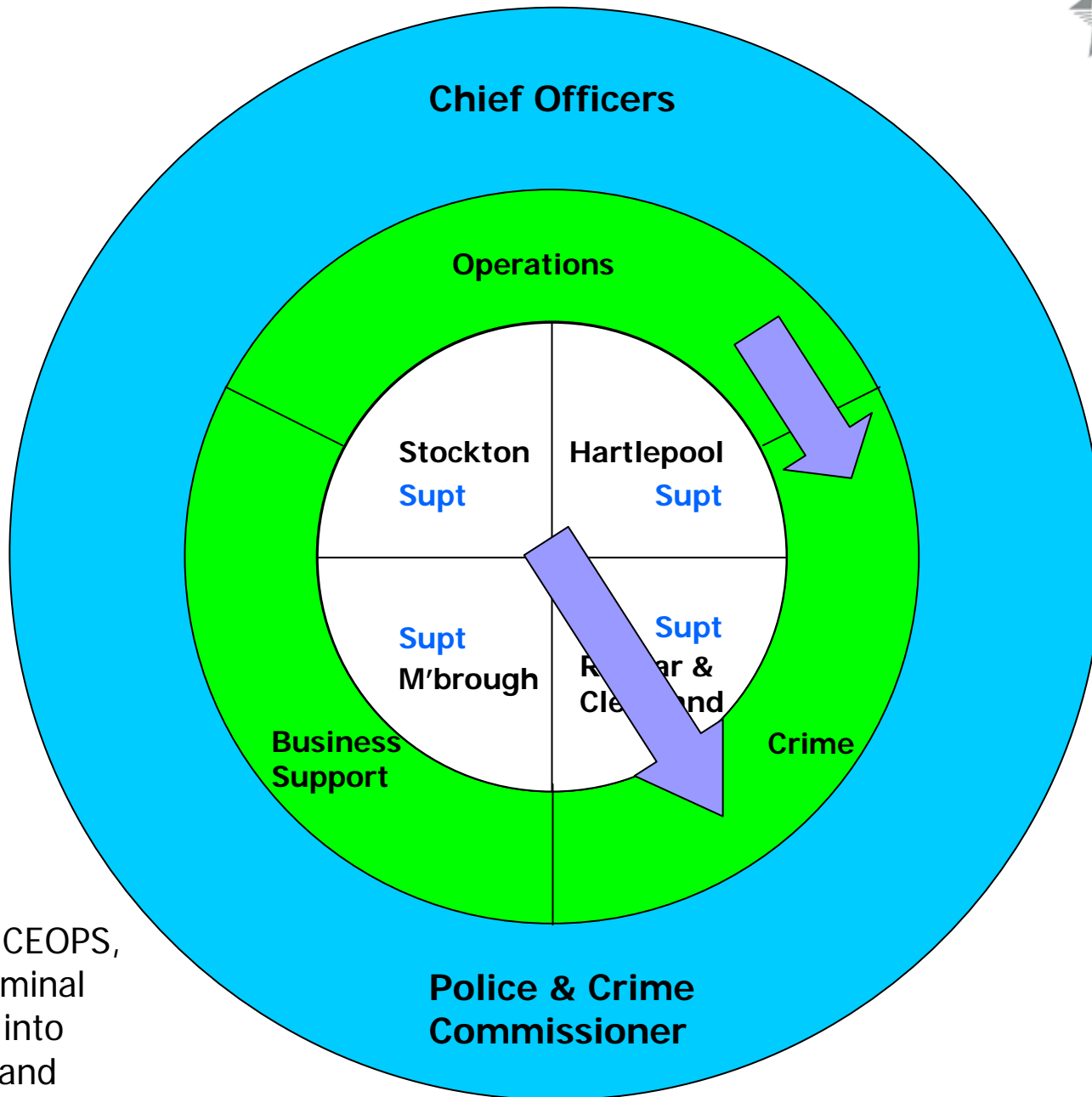
- Roles transferred to Steria – 482
- Steria target operating model - 358

# Further pressures

- Savings through police officer reductions already been accounted for in Long Term Financial Plan
- Reduction in 'cap' for council tax precept
- Savings still to find in 2013-14 £1.8m and 2014-15 £2.9m
- Ongoing discussions about funding formula and 'damping' mechanism
- Localisation of council tax benefits

## Current structure



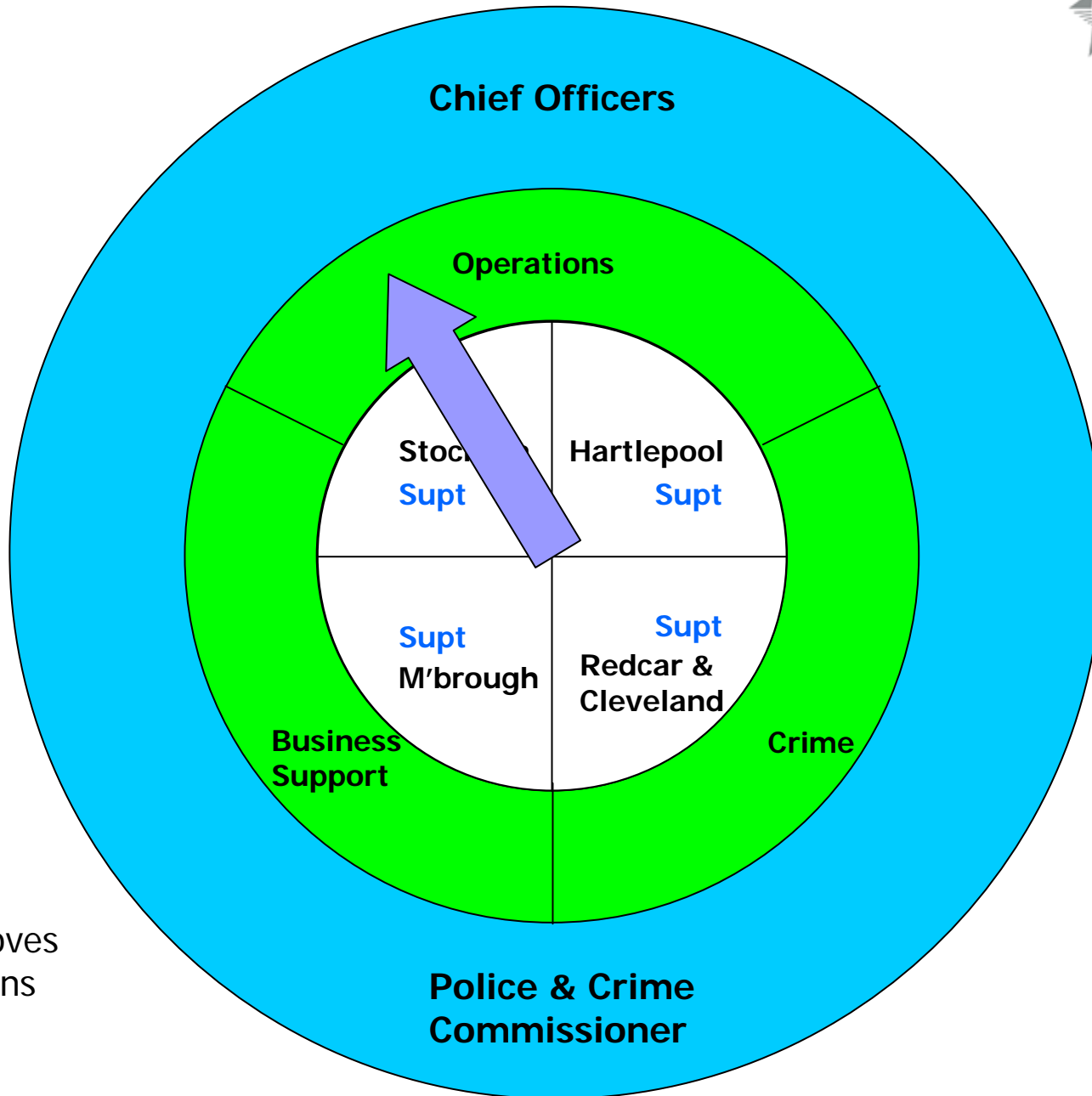


Major crime, CEOPS,  
custody & criminal  
justice move into  
Crime Command

# Crime Command

- 1 Chief Superintendent
- 2 Superintendents
- 6 Chief Inspectors
- A Crime Command to deal with major crime including Protecting Vulnerable People, CEOPS, Serious & Organised Crime and Criminal Justice





Response moves  
into Operations  
Command

# Operations Command

- 1 Chief Superintendent
- 2 Superintendents
- 3 Chief Inspectors
- This Command will deliver Incident Resolution, Roads Policing, Armed Response and specialist support e.g. Dogs and Public Order

# Tasking and Coordination Command

- 1 Chief Superintendent
- 2 Superintendents
- 3 Chief Inspectors
- This Command will co-ordinate all Force resources to focus on dealing with demand and issues of harm, opportunity and threat to ensure the right people are in the right place at the right time

# Functional Model

## **Operations Command**

Incident Resolution Team  
Specialist Support  
Licensing  
Dogs  
District Support Unit  
(Air Operations)  
Joint Specialist Operations Unit  
(Mounted Section)

## **Crime Command**

Protecting Vulnerable People  
Major Crime  
Serious & Organised Crime  
Economic Crime  
Special Branch  
NESOCU  
Level 2 Source Unit  
Criminal Justice  
Custody  
PHT

## **Neighbourhood Policing Command**

Integrated Neighbourhood  
Policing Teams including  
Volume Crime  
Community Safety  
Level 1 Source Unit  
Drugs

## **Tasking & Coordination Command**

The Hub  
Control Room  
Intelligence  
Force Intelligence Bureau  
Performance

# Neighbourhood policing

- Crime occurs in and harms neighbourhoods
- The preferred operating model has been developed with neighbourhood policing at its heart
- Crime, Operations and Tasking and Coordination Commands support neighbourhood policing
- The structure is designed to deliver the 2013-14 policing objective to drive down neighbourhood crime in support of PCC strategic priorities

# Neighbourhood Policing Command

- Dedicated to geographic based policing
  - led by a Chief Superintendent
  - supported by a Superintendent
  - and 4 Chief Inspectors each leading Integrated Neighbourhood Teams aligned with local authority boundaries (the current BCUs)
  - plus a Chief Inspector Neighbourhood Crime

# Integrated Neighbourhood Teams (INTs)

- Align resources into a single team:
  - NPT officers
  - Volume crime investigators
  - PCSOs
  - Prolific Priority Offender officers
  - Youth Offending Team officers
  - Integrated Offender Management officers
  - CCTV liaison officer
- The model proposes that the number of officers and PCSOs engaged in this work now equal those in March 2014

# Partnerships

- Strong partnership working has been a key factor in driving down crime and antisocial behaviour
- Intention is to enhance the current level of police representation and involvement
- Chief Superintendent Neighbourhoods supported by a deputy, 4 neighbourhood Chief Inspectors and a Detective Chief Inspector Volume Crime



# Partnership groups

Are we all sure we really need all the current meetings taking place?

	<b>Current</b>	<b>Proposed</b>
LSP	Supt	Ch Supt NH
CSP	Supt	Ch Supt NH
Health & Wellbeing	Supt	Supt
YOS	Ch Insp	Ch Insp
DV Safeguarding	Ch Insp & DI	Supt & DI
Safeguarding children	Ch Insp & DCI	Ch Insp & DCI

Many more groups which we will maintain current level of representation.

# Next steps

- Preparation of detailed proposals
- Preparation of implementation plan
- Phased implementation
- Tasking & Coordination by March 2013
- Full implementation by March 2014