



**August 2015**

## **East Midlands Specialist Operations Unit (EMSOU)**

### **Collaborative Projects Update**



### **Regional Occupational Health (OHU)**

OHU are working with Client Liaison leads in forces to jointly develop a work plan, which identifies specific matters that we will collectively work through to improve the service, knowledge and collaborative working across a number of important parts of the Regional OHU service. The below are the elements that have been completed from the agreed work plan this quarter:

➤ **Client Liaison – Ill Health Retirement Process**

Work is on-going to review the process to a consistent, lean hand-off between retained HR and OHU.

➤ **Client Liaison – Limited Duties**

We have agreed to work with leads in each Force to seek to identify and develop a consistent approach to the PAT outcomes for Winsor on specific recommendations in respect of the restricted duties recommendations. Any subsequent business case for additional resources for the service provision will be prepared for the board in due course. OHU have attended workshops to progress with Forces on any new process.

➤ **Client Liaison – EAP Contract Provider**

Discussions have taken place in respect of an Employee Assistance Provider and the subsequent contract finish date. A contract review discussion with the Client Liaison from each Force has taken place and initial negotiations commenced with CiC.

A report regarding demand and funding was submitted by Ali Naylor (HR Director, Leicestershire Police) to the last Chief Constable and PCC Board and the agreed recommendations are being progressed. 'Process Evolution' have been commissioned to undertake the scoping exercise.

### **Learning and Development**

The Management Board met on the 24<sup>th</sup> July 2015. Baker Tilley have completed an Assurance Audit on EMCHRS Learning and Development (L&D), which was presented to the board. The assurance report confirmed all 8 areas of responsibility as effective. Work is progressing to develop opportunities for income generation, as agreed at the DCC's board.

The standardisation of courses is almost complete. Utilisation rates are improving and the implementation plan is progressing well. There have been difficulties with the recording of training in Nottinghamshire, but L&D been providing help and a solution is now in place.

### **Police Business Services (PBS)**

PBS is a two force collaboration between Nottinghamshire and Northamptonshire Police Forces aiming to deliver effective and efficient corporate services to both forces and their respective Police & Crime Commissioners (PCCs).

The key principle is that PBS will operate as a single organisation providing a "fit for purpose" and affordable range of services to its customers. PBS staff will be based in

existing locations but operating as one team enabled by common IT, processes and ways of working.

The initial scope of PBS will include the functions/processes of:

- Finance
- Information Communication and Technology
- People Service and Organisational Development
- Corporate Development
- Estate & Facilities
- Vehicle Workshop / Transport
- Information Assurance
- Vetting and Counter Corruption

The original outline business case for PBS was produced in June 2014; however the programme had to be paused whilst the Multi-Force Shared Services (MFSS) was implemented in Nottinghamshire. Now that MFSS has gone live Nottinghamshire Police is on the same transactional platform as Northamptonshire, which enables the collaboration to move forward at pace.

With the appointment of a Programme Director in April 2015, PBS has moved into an intensive design phase, which included substantial input from senior managers and functional experts from across both forces.

The design of PBS and the revised business case were approved at the PBS Transformation Board on the 9<sup>th</sup> July 2015 and the collaboration agreement was signed soon afterwards.

Delivery of the PBS programme will run from August 2015 through to April 2017. The programme will be delivered in two distinct stages:

- Stage 1 – PBS Integration, Set up & Launch - August 2015 to April 2016
- Stage 2 - Optimisation & Further Development - April 2016 to April 2017

The programme has now reached the consultation point where a two phase approach has been adopted. Staff in defined management posts will start their 45 day consultation week commencing 10th August 2015. It is anticipated that the remainder of staff will commence their 45 day consultation in early October 2015.

The programme is currently progressing to schedule with the aim to have the new organisation structures fully operational from April 2016.

## **EAST MIDLANDS SPECIALIST OPERATIONS SERVICE**

In November 2014 the four Chief Constables and PCCs of Leicestershire, Lincolnshire, Northamptonshire and Nottinghamshire were presented with the detailed business case for the creation of an integrated East Midlands Operational Support Service (EMOpSS). EMOpSS went 'live' on the 5th May 2015.

The structure for EMOpSS consists of 7 core collaborative operational teams:

- Roads and Armed Policing (RAPT)
- Tactical Armed Policing (TAPT)
- Tactical Roads Policing (TRPT)
- Tactical Support Teams (TST)

- Serious Collision Investigation (SCIU)
- Specialist Dogs
- General Purpose Dogs

The first 3 months have seen many challenges, but have also identified many benefits and efficiencies. Across the region there has been increased resilience and capacity; better teamwork, interoperability and response; greater flexibility and a more consistent command.

The EMOpSS Performance Board monitor performance, identify efficiencies and manage risk; regularly reporting to Chief Officers across the Region.

## EAST MIDLANDS CRIMINAL JUSTICE SERVICE

The East Midlands Criminal Justice Service is currently working to an agreed business plan based around the three overall objectives of embedding EMCJS as a regional service, achieving national and local CJ objectives and delivering efficiencies. These objectives are aimed at making criminal justice a fully regional service that is as efficient and effective as possible, gives best value for money for the general public and is also able to quickly respond to national initiatives and directives. Main pieces of work that are on-going at the moment include; considering embedding consistent working practices once a common IT platform is in place, obtaining detention officer services from an external supplier in Leicestershire and Northamptonshire, and implementing various national initiatives in partnership with CPS and HMCTS; these latter include Transforming Summary Justice and Better Case Management, aimed at improving the processes around getting cases through court (both Magistrates and Crown) and dealt with in a timely manner. There is also much happening around digital enabling, where this possibility and a pilot are looking at the creation of video links between courts and custody suites, enabling virtual attendance at remand courts.

## REGIONAL ICT

The Regional IT Transformation Programme is a portfolio of technology based, collaborative initiatives that are designed to support and improve the efficiency and flexibility of operational policing across the East Midlands Region. The projects include a number of Forces across the Region, working together to consolidate systems, centralise functions, share the costs involved and realise the joint benefits through economy of scale, increased flexibility offered by improved mobility and accessibility.

The current portfolio includes:

- **Body Worn Video** - a five Force collaborative programme of work delivering a common solution across the East Midlands region, issuing 3,500 digital camera recording devices to Officers to enhance the quality of the evidence already collected, to increase successful prosecutions, and reduce case processing costs and durations by providing additional corroborative evidence that is less easily contested by offenders.
- **Digital Interview Repository** - is a four Force collaborative project between Nottinghamshire, Derbyshire, Leicestershire and Northamptonshire to develop and implement a digitalised, networked, interview recording solution that will move the Forces away from using physical recording media for interviews by streaming the

interviews to a centralised digital storage and retrieval solution. This will improve security, reliability and accessibility as well as reduce operational costs.

- **Mobilising the Workforce (Agile Working)** - will deliver the infrastructure and associated software required to enable Officers and Police Staff to work across borders in regional forces. The solution will mobilise processes so that they can be carried in the field wherever and whenever they are required, enabling workers to be far more flexible in how they perform their duties by being less reliant on physical desk or office space. This is a scalable solution, initially being implemented across an operational regional unit comprised of Officers from four Forces within the region (Nottinghamshire, Leicestershire, Northamptonshire and Lincolnshire), has the potential for much broader application across Forces in the future and represents a significantly improved way of being able to access and deliver Force systems to operational staff.
- **Intelligence system** - recently completed by the programme, was the delivery of an intelligence system, which took information, held locally by each of the five Forces within the region, and consolidated it in to one, single database, accessible across all Forces within the Region. This has delivered improved efficiency by reducing the number of local infrastructures for the system, from five, to one, reducing technology operating costs, enabling a single Force to host and support a region wide system, whilst also improving the intelligence sharing capability across the region.
- **Software as a Solution** - A further key project of note, is the migration of another regional intelligence system, to a National “cloud” based Software as a Solution (SaaS) service. Led by Durham Constabulary, the Regional IT Transformation Programme is managing and co-ordinating the local IT tasks needed from the East Midlands Region, to help ensure that delivery at a national level is fully supported and successful.

## EMSOU

The East Midlands Special Operations Unit (EMSOU) is a regional tasking structure which has, for more than a decade now, made effective use of expertise and resources from within the East Midlands police forces to investigate many of the most serious crimes which affect our region.

EMSOU is not separate from the five forces, it is an amalgamation of certain key resources provided by the forces to be deployed throughout the region as and when there is an investigative need.

There are five main branches of EMSOU's work:

- **Serious and Organised Crime (EMSOU-SOC):** Made up of a number of specialist teams; Regional Intelligence Unit, the Regional Asset Recovery Team, Fraud and Financial Investigation, and Cyber Crime Unit
- **Major Crime (EMSOU-MC):** Investigates homicides and kidnap with demands and extortion, and other serious cases, as well as managing issues of threat, risk, and harm across the 5 forces.
  - Special Branch (EMSOU-SB)
  - Forensic Services (EMSOU-FS)
  - Regional Review Unit (RRU)

