

# Nottinghamshire Police Force Re-structure

ACC Steve Cooper



# Summary

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The review began in August 2017

- Two geographical policing areas with response and neighbourhoods aligned
- Increase from 11 to 20 Response Bases
- Fit for purpose for 2020 and beyond
- Positive outcomes
- Constantly changing landscape – further evidence based changes

# HMRCFRS Value for Money 2017

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Found:

- More Inspectors and Chief Inspectors, but less constables
- Net revenue expenditure average, but spend on visible operational front line low
- Allocated and spend less on officers and less per population than MSG
- 3<sup>rd</sup> busiest Force in the country

# Principles

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- Hybrid model adaptive to changing demands
- Co-located and locally based operational delivery
- Centrally managed specialist functions
- Clear accountability for quality and performance
- Investment in areas of greatest threat, risk and harm
- Structural change to increase front line resources
- Agile & equipped workforce

# Expected benefits

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- Improved victim journey, due to locally based teams
- Improved opportunities for early intervention & problem solving
- Increased resource for modern slavery investigations and safeguarding
- Increased resource for cyber prevent and protection
- Increased detective establishment to support burglary investigation
- Changes to rank mix – increase of 59 constables
- Improvement in crime recording at first point of contact
- Increased capacity to identify vulnerability and repeat victims of domestic abuse

# Post Implementation Review

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This included all operations functions including:

- Local Investigations - Contact Management - Public Protection
  - Complex Investigations - Organised Crime
  - Archives and Exhibits - Intelligence
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- Out of scope and completed elsewhere was:
  - Response Review
  - PCSO Review
  - Transition of OS from EMOpSS
  - SEIO (Schools Officers)
  - Neighbourhoods

# Local Policing

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- Local Policing Command – City and County
- Neighbourhood Policing, Response and Local Investigations under a single Superintendent
- Detective establishment increased by 26 officers to support burglary
- Establishment of the Knife Crime Team
- 11 constables in the establishment who are schools officers

# Contact Management

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5x Chief Inspectors manage the demand and resources of the Force and provide 24/7 tactical firearms command cover

Restructure of management saw 10 sergeants introduced to deal with demand earlier

The Real Time Intelligence Unit created within Contact Management

Dispatchers offering flexibility to deploy as either Dispatchers or Customer Service Advisors dependant on demand



# Citizens in Policing

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This now encompasses the following roles:

Hate Crime Manager & Community Cohesion Manager

Partnership Development Officer

Equality & Diversity Officer Volunteer Co-ordinator

Crime Systems Team CRIM

Established and grew the Street Triage Team – More Officers and Nurses over more hours.

Missing from Home Team – Locally based Officers and Coordinators

# Force Support Operations

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Post the move from EMOpSS back to OS, the following have been added to establishment;

- Resource Management Unit moved from HR
- Camera Safety Partnership moved from County

# Crime and Intelligence

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Staffing for Operation Equinox now part of the establishment

Increase in resources for modern slavery investigations and safeguarding increased

Increase in resources for cyber prevent and protect has increased

Prison investigations now mainstreamed

# Structure & Management

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- 40 fewer Police Officer Supervisors
- 59 New Constable Posts
- Improved VFM supervision profile

# Overall Findings

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The outcome of the PIR is positive and it is clear that the hybrid model has improved the structural capability to adjust resources to meet demand

- Improved Burglary investigations and reduced crime
- Increase in MS&HT Referrals
- Reduction in Knife Crime & increase in seizures
- Increase in Protect & Prepare for vulnerable fraud & Cyber victims
- Improved Crime Recording – 97% compliance
- Reduction in Victim Based and All crime
- Increase in Satisfaction
- Increase in Confidence

# Moving forward

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CREST – demand modelling tool – Fraud and PP

Op Uplift – 107 additional officers recruited from 31<sup>st</sup> March 2020, with more to follow

Fraud Triage System – Efficiency, service & duplication

Burglary – Dedicated Burglary Teams & BEST team (special constables)

Robbery – county wide team working with dedicated Burglary team