

DERBYSHIRE POLICE AUTHORITY  
CORPORATE GOVERNANCE COMMITTEE  
17 JUNE 2010

JOINT REPORT OF THE CHIEF EXECUTIVE AND CHIEF CONSTABLE

8B – WORKING FOR THE PUBLIC HMIC INSPECTION – WAY AHEAD
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PURPOSE OF THE REPORT

1. To inform the Committee of developments in the inspection framework being produced by the NPIA the HMIC on the theme of ‘Working for the Public’.

INFORMATION AND ANALYSIS

2. Working for the Public has been developed from recommendations contained within the 2008 policing Green Paper ‘From the Neighbourhood to the National: Policing our Communities Together’ A productivity framework has been developed to support forces and police authorities in considering the way that their workforces are led, organised and developed. From this framework is emerging an inspection methodology which is close to completion led by HMIC

3. The productivity framework will concentrate on three key themes, all of which will consist of several component parts. These are as follows:

Leading (a)	Organising (b)	Developing (c)
<ul style="list-style-type: none"> <li>• Consults communities</li> <li>• Compelling vision</li> <li>• Partnership delivery</li> </ul>	<ul style="list-style-type: none"> <li>• Responding to demand.</li> <li>• Workforce mix</li> <li>• Resource deployment</li> <li>• Empowered to improve</li> <li>• Performance management</li> </ul>	<ul style="list-style-type: none"> <li>• Workforce plan</li> <li>• Managing Change</li> <li>• Personal responsibility</li> </ul>

In addition there are two crosscutting themes which are embedded across the whole productivity framework, namely: customer service and equality and diversity.

5. The inspections will identify differing levels of maturity (up to 4 levels) designed to support the benchmarking of performance. In time the inspectorate would expect all to progress to the upper levels using the framework as a road map to aid development. The process is designed to provide a template by which forces and authorities can assess and improve their workforce productivity on an ongoing basis.

In the current economic climate the Authority and Force faces a number of tough challenges in the way it deploys and manages its workforce. The Moving Forward Programme has already introduced some fundamental change to this area with further change on the horizon.

6. Briefing Note. HMIC have recently produced a briefing note which is attached at **Annex A**.

8. Way ahead. Pilot inspections have now been completed; of note is that Derbyshire Police Authority and the Constabulary volunteered to be a pilot but we were not selected. The pilots are now being evaluated and further details will follow shortly; it is expected that all forces and police authorities will be inspected as a joint inspection by the end of the year. Regionally the Forces have come together to conduct peer inspections with emphasis initially on the 'Organising' part as suggested in the HMIC Briefing Note.

#### FINANCIAL, LEGAL, EQUALITY AND RISK ISSUES INCLUDING HEALTH AND SAFETY

9. None other than those contained within the report.

#### OFFICER RECOMMENDATION

10. That a further report is provided to the Committee as this develops.

**SIMON C BATE OBE**  
**CHIEF EXECUTIVE**

**MICK CREEDON**  
**CHIEF CONSTABLE**

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Annex:

A.     HMIC Briefing Note – Working for the Public.