

**CUMBRIA POLICE AUTHORITY
PROFESSIONAL STANDARDS COMMITTEE**

5 May 2005

Agenda Item No. 7

PROGRESS ON ACTION PLAN

A Report by the Professional Standards Department

Following the Chief Constable's Review of two Misconduct Hearings within the Constabulary and the Review Report, which was presented to the Police Authority on 7th September 2004, it was agreed that this Committee should monitor progress against the agreed Action Plan.

An update was provided to a meeting of this Committee on the 26th January 2005 and completed actions have been shaded. Some work has been delayed due to the demands of an IPCC Managed investigation being conducted by this Constabulary. The Committee is accordingly asked to note the following progress:

Action	Deadline	Progress
In serious cases, develop an initial assessment and decision making framework	31.03.05	Both have been developed and are in use. Examples will be brought to the meeting.
Produce case management procedures	31.03.05	Information gathering has commenced
Review Professional Standards Reporting policy	31.12.04	Amendments made. Completed.
Review suspension policy	31.12.04	Currently making is way through Constabulary's consultation standard
Clarify in policy which Chief Officer is Appropriate Authority	31.12.04	Delegated by CC to DCC dated November 2004. Completed.
Conduct Training Needs Analysis for PSD Staff	31.12.04	Completed.
Develop a Training Plan and incorporate into PSD Departmental Plan for year 2005/06	31.03.05	Training and Development Strategy produced which will enable individuals training needs to be assessed and addressed through PDR, which is now compulsory for all staff.
Disclosure Training	31.03.05	Incorporated into above. Could be discharged.
Training Needs of Chief Officers to be identified	31.01.05	Conducted by Training Manager
Develop protocol between PSD and Legal Services department	31.03.05	Final version with Director of Legal Services for agreement.

Action	Deadline	Progress
National protocol for disclosure of Special Branch sensitive material	31.12.04	CC has commenced discussions with chair of ACPO TAM. Being progressed Nationally.
Health and Welfare considerations of all those affected (Officers, Officers family and Investigators)	31.03.05	<p>Impact Assessments are now produced to include a plan to minimise effects on others. Use of Gold group. Suspension policy introduces role of a Liaison Officer (in addition to welfare facilities) for suspended officers. DCC, Head of PSD, Director of Legal Services and Director of Personnel and Development, meet regulatory to discuss “cases of interest.”</p> <p>Completed.</p>

Still to be completed is the signing-off of the Suspension policy and SLA, and finalisation of case management procedures.

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