

Minutes of COG+
0830 hours Friday 23 January 2009
Village Hotel, Priory Park

Open Session

Attendance

Chief Constable (Chair), ACC(OS) Mr Leaver, ACC(O) Mr Donald, ACO(S), Mr Goatley, ACO(HR) Mr Watson, C/Supt Hilditch, C/Supt Hunter, C/Supt Simmonds, C/Supt Andrews, C/Supt Kerman, C/Supt Furlong, Mrs E Ahern, Corporate Development Branch and Mr Higinbotham.

1. Apologies

- 1.1 Apologies were received from the DCC, Chief Superintendent Andrews, Chief Superintendent Davison and Mr Dawson.

2. Minutes of the previous meeting – 16 December 2008

- 2.1 The minutes of the previous meeting held on 16 December 2008 were agreed as a true and accurate record.

3. Outstanding Action Schedule

- 3.1 The actions were updated as per the schedule.

4. Update on Proposed Workstreams and Priorities relating to Management of Promotion Pool and Development of Future Assessment Process

- 4.1 ACO(HR) Mr Watson presented his paper in relation to the proposed workstreams and priorities relating to the management of the promotion pool and the development of a future assessment process. Mr Watson made reference to the information contained within the paper and explained the need of a better balance between assessment of performance and the ability to deal with the requirements of the next rank.
- 4.2 COG+ colleagues supported the proposals within the draft paper and discussed a number of issues, including the need to manage expectations from the start of the employment process. It was also important to ensure that good operational performance should include such business acumen as effective resource and people management. The Chief Constable supported the paper, indicating that it was important to deliver a system that is simple and effective and asked that the necessary consultation should take place with all relevant parties during the management of the promotion pool and the development of any future assessment process.

5. Choices Programme – Verbal Update by C/Supt Hunter

- 5.1 Chief Superintendent Hunter outlined the recent history of the Capacity and Capability review which was now referred to as the *Choices Programme*. At its inception, it had started by gaining knowledge and experience through understanding the effects on other forces that had recently undertaken this process.
- 5.2 That experience had shown that in some forces the programme had sometimes manifested itself in budget reduction through a simple top slicing process. Chief Superintendent Hunter reminded colleagues of a recent presentation and discussion with COG members, after which new terms of reference had been agreed. This would result in a programme of work which should deliver a greater working knowledge of the nature, structure and cost of our delivery functions.
- 5.3 At the end of that information gathering process, the programme should then make recommendations about how those functions should be delivered in a lean and effective format. This undertaking would not be a short term project and would eventually deliver a legacy which would be an integrated business management model. This would be at the heart of the Force's business planning.
- 5.4 A short discussion then ensued and the Chief Constable thanked Ch Supt Hunter and team for their work and affirmed his support and that of COG+ for what had been proposed.

Next Meeting: 0830 hrs – Wednesday 18 February – Energy Suite, Village Hotel