



Promoting improvements  
in policing to make  
everyone safer

## Short-term secondees video transcript

### **Zoë Billingham, Her Majesty's Inspector of Constabulary:**

“I have just finished saying goodbye to a number of our short term secondees who have worked with us over the PEEL inspections in the Autumn. It has been fantastic to meet police officers and police staff who are relatively young in service from ranks from sergeant and above who have come in and become fully fledged members of our inspection team. They have been released from their forces from up to three months and have completed about four or five inspections and have had a week off in between. They have brought fresh insight relevant policing and other experience into our inspection teams. We have found them an absolute delight.”

### **Phil Hutchinson, previous short-term secondee:**

“Hi I’m Phil Hutchinson I am a serving police officer from Lancashire and I have been part of a short term secondment into HMIC. I have done five inspections on this round of PEEL Inspections, travelling all over the country. I wanted to come to HMIC to broaden my horizons and for a bit of personal development. I have been amazed by people I have worked with and the forces I have visited. Seeing what those forces do well and not so well and taking the learning back into force. It’s been hard work as the inspections are particularly long so you need to prepare yourself for that, but it’s extremely rewarding. I have a very young family, a 9 year old and 11 year old, boys and a wife who work in London two days so childcare has been pretty hard but HMIC are very helpful and have accommodated whatever existing commitments we have had. That has enabled me to do my five inspections so they have really got wellbeing at the heart of what they are trying to do, encouraging more people.”

### **Kulbir Pasricha, previous short-term secondee:**

“Hi, good afternoon my name is Kulbir Pasricha I’m the lead of community liaison in Kent Police. I’m police staff with 18 and a half years service. Having been a short term second, in five inspections, the experience has been incredible and invaluable. Personally and professionally I feel I have been developed. I have been able to importantly see best practice and some lessons learned as well while going out to other forces and have now been able to bring that back to Kent, so that we can be a leading force as well. I would recommend it to other police staff, who may wonder if there is an

opportunity, absolutely there is. Importantly, I would like to mention that I am also a carer, so actually this opportunity can be done by those who wish to consider it.”