

## **Summary Note of the Meeting on 5 October 2009**

### **Special meeting about Nottinghamshire (meeting 4)**

#### **1. Presentation by Nottinghamshire Chief Constable and Police Authority Member**

Key points from the presentation were:

- The Chief Constable (CC) was committed to improving performance and would intervene when she was not satisfied how a police officer had acted.
- The force had changed from a blame culture to more of an assistance culture.
- Crime levels have now radically improved and are an indication of the fact Nottinghamshire was now safer and partnerships stronger.
- Five years ago the key issue was serious gang crime and the ensuing fear within communities. This meant that less attention had been paid to tackling volume crimes. The desire to prevent serious crime returning had kept experienced detectives in readiness, rather than return them to divisions to deal with volume crimes. The officers experienced in dealing with serious crime felt uncomfortable dealing with volume crime.
- The force was strong in dealing with critical incidents.
- Partnership working was a significant issue for the force and senior leadership team.

#### **2. Discussion**

- There was recognition that the force has to move from being reactive to more intelligence led.
- NPJA visits found that there was an issue of resilience and that there was a lack of clarity around who was accountable for what as well as issues around problem solving.
- The Human Resources (HR) function does not appear to be strategic and appears to be weak on mobility and workforce planning.
- There appeared to be a clear theme around leadership and ACPO would be happy to assist with mentoring.
- The HMIC Value for Money (VfM) profiles will be shared with Nottinghamshire and they may assist them with their improvement plans.
- There appear to be issues around management information and the police authority should look at the performance management programme
- HO is in conversation with APA regarding what training can be given to police authorities.

**Action: HMIC to review Nottinghamshire's proposals and report at the next PPSG meeting.**