



The future of Hampshire Constabulary

Chief Constable Andy Marsh – March 2014

The year in figures

Figures between 01/04/2013 - 28/02/2014 compared to the same period last year

SAC solved rate

19.04% ...which is higher than 18.09% from last year

The total solved rate is

32.20%

...this was 30.93%, during the same period last year



Victim satisfaction

86%

...the highest since the CVF measure was introduced

We have had

7.39% less VAPi crimes

14.72%

fewer ASB incidents compared to last year



6th lowest costing
force in England
and Wales

average shire
Band D rate
2012/13...

£172.08



HMIC says total cost lower

£39m

than average

£151.25

lowest quartile 12/13 council tax rate

Hampshire & IoW council taxpayers pay

£15 million



lower
than
average

damping 'loses'

£10m

compared to formula

Time for change

WE'RE PUSHED TO THE LIMIT

Police chief unveils a raft of changes he says are needed to stop officers burning out:

- More jobs set to go to balance the books
- Community resolutions will be used more to save time and money
- Noise nuisance and non-criminal issues may no longer be dealt with

FULL STORY
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Context to our future plans

Comprehensive Spending Review (CSR1) 2010-14 required £55m savings.
We are now faced with a further £25m challenge (2014-16)

How did we achieve the CSR1 savings?

Hampshire Constabulary 'ring fenced' operational frontline resources. Some other forces did take out frontline resource.

We targeted support functions and other non-local services and driving efficiency via Collaboration and Joint Working.

Where did CSR1 savings come from?

Reductions include:

- Corporate Support: £10.7m
- Serious Crime Directorate (SCD): £7.4m
- Tasking & Coordination Directorate (TCD): £4.9 m
- Criminal Justice Department: £4.6m

Impact of CSR on our employees

Establishment was reduced. 976 posts were removed - 456 officers and 520 staff.

Increase in the percentage of police staff engaged in frontline roles.

Joint Working and Joint Operations Unit

Separate programmes of work with specific savings targets

Hampshire Constabulary was already one of the most cost-efficient police forces in England and Wales per 1,000 head of population.

Our non-staff costs as a % of staff costs are already below national averages

Context to our future plans

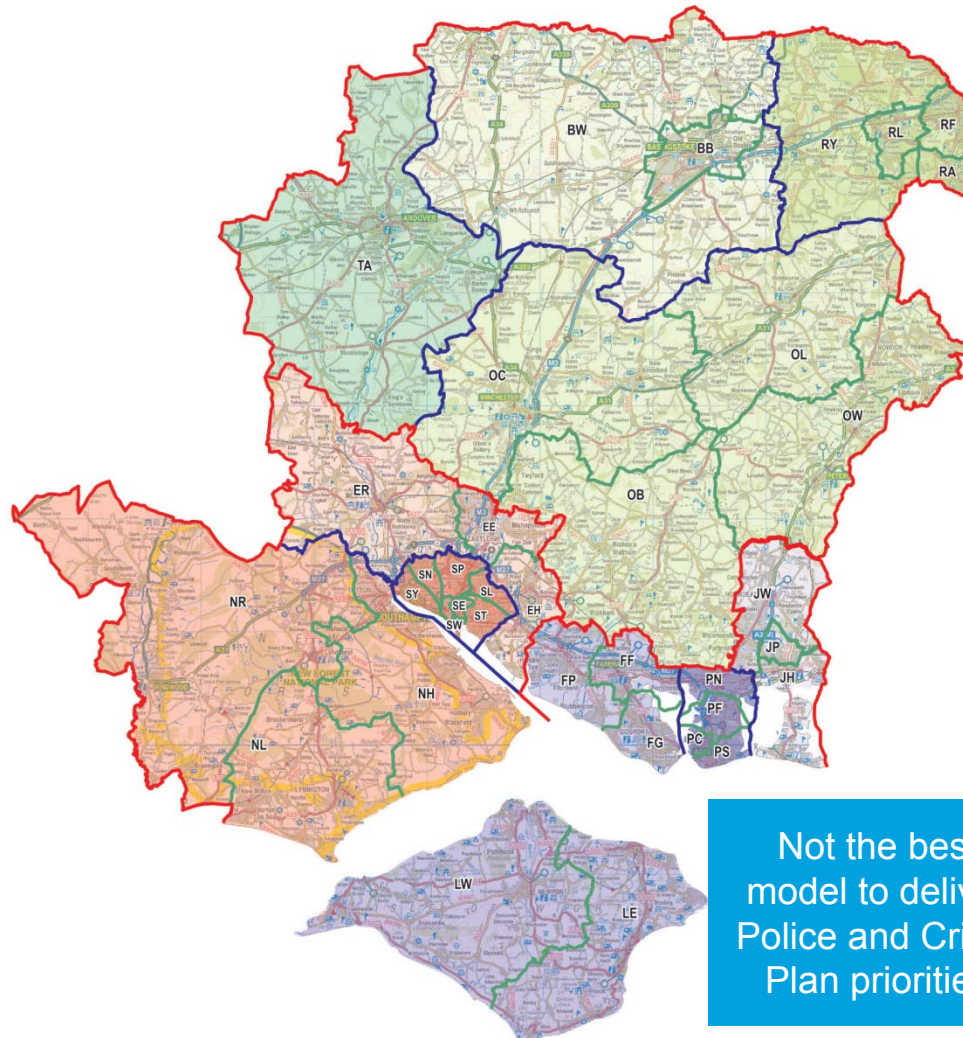
Three independent Area commands have achieved a lot but led to inconsistency, silo working and a heavy management structure

3 Area commands with 3 management support structures

3 tier investigation structure – Force, Area, District

Not making the most of opportunities for agencies to act together

Inconsistent engagement across local authorities



Not designed to cope with cuts beyond CSR1

SNTs often located away from community safety partners

Partners who want to work with us

Not the best model to deliver Police and Crime Plan priorities

Different approaches in district commands

What did we set out to do?

Create a sustainable service that makes another £25m savings and sets us up to work with partners to deliver shared priorities

- Put victims and witnesses first
- Develop an alternative policing model that is intelligence led and meets the needs of our stakeholders and the public
- Retain the crucial link between police and local communities in the absence of an Area structure
- The majority of savings will have to come from the operational frontline
- Reduce managers before doers
- Clarity about which buildings we need/which we don't and where we could share with partners
- Alongside OCP, do as much as possible to drive down cost through Joint Working and Collaboration

Hampshire & Isle of Wight
POLICE AND CRIME PLAN
2013-2017 • SUMMARY



Priorities and Red Lines

Our Police and Crime Commissioner has been very clear about what the public wants from its police force

The Commissioner's six "Red Lines"

1. **Prioritise neighbourhood policing** – reduce abstractions, maintain PCSO numbers and less officer turn over
2. **A senior officer for every district** – to drive partnership with Local Authorities
3. **A plan in line with the Police and Crime Plan priorities** - victim focused, working with partners, safeguarding & appropriate use of restorative justice
4. **An estate managed in a business-like manner** – plans enable strategic planning
5. **Make the most of technology**, incl. BWV
6. **Continue Operation Fortress**

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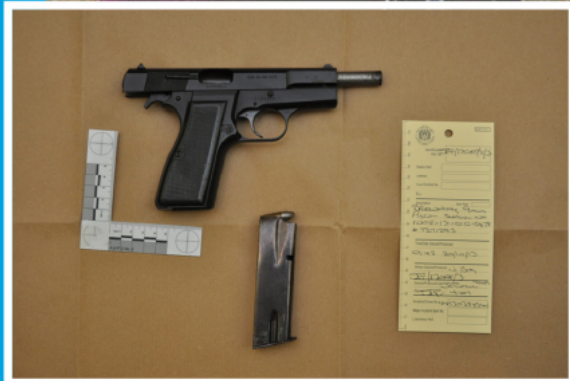
FROM LEFT:
Rachel Kenehan,
Isaac Boateng,
Jemmikai
Orlebar Forbes
and Pierre
Lewis.



'Smirking' drugs gang killers are jailed for 90 years



MURDERED: Jahmel Jones.



Overview of the Future Policing Model



Important design features

The organisation is far better coordinated with a focus on consistent delivery for local communities and protecting the most vulnerable

- Better coordination of intelligence to protect the most vulnerable and target the most dangerous
- A focus on prevention, neighbourhoods and local partnership working
- Better safeguarding and offender management
- Maintain strong 999 response capability
- Larger and more resilient investigation unit with specialist capability investigation for the most vulnerable (child abuse, rape, major crime).
- Early intervention
- Reduced management structures



Prevention and Neighbourhoods

- Some forces are tackling cuts by **moving away from a neighbourhood policing model**. This is not right for Hampshire and the Isle of Wight.
- The overall number of officers with SNT in their role title will reduce, but they will be **ring-fenced reducing abstractions**.
- Recent and predicted growth in violent and sexual offences/ child sexual exploitation, we will **invest in our safeguarding and offender management teams** to protect the most vulnerable.
- We want to **maximise working relationships with local partners, having a senior officer in every district** (ideally co-located with senior figures in local authorities).
- Response and Patrol have two roles. As well as responding to emergencies (G1&2), **they are tasked by district commanders to proactively patrol on problem issues**.
- **Maintain PCSO numbers**.
- **Dedicated rural resource** (Country Watch).



Percentage reductions

The table below shows reductions by rank based on detailed modelling to date. This is being further refined as the implementation plans are built.

| | 2010-14 Actual reduction | 2014-16 Proposed reduction | Overall reduction |
|---|----------------------------------|---|-------------------|
| Ch Supt/Supt | 25% | 15% | 36% |
| Ch Insp/ Insp | 18% | 15% | 31% |
| Sergeant | 17% | 23% | 36% |
| PCs | 11% | 10% | 20% |
| PCSOs | 1% | 0% | 1% |
| Total reductions to staff and officers | 976 (456 officers, 520 staff) | 535 (officer/ staff mix subject to detailed planning) | |



Any questions?