

# **POLICE AND CRIME COMMISSIONER FOR LEICESTERSHIRE**

## **JOINT AUDIT, RISK & ASSURANCE PANEL**

PAPER MARKED

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Report of	<b>CHIEF CONSTABLE</b>
Subject	<b>FORCE MANAGEMENT STATEMENT (2)</b>
Date	<b>THURSDAY 25 APRIL 2019 – 10:00AM</b>
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### **Purpose of Report**

1. To provide an overview of the current planning process for the 2019/20 Force Management Statement.

### **Background**

2. In May 2018 the force published its first Force Management Statement (FMS), based on the then HMCFRS guidance and template. The FMS was considered to be an instrument of self-assessment by forces, covering for each of the following four years the chief constable's evaluation and projection of:
3. The demand which the force is likely to face;
  - The condition, capacity, capability, serviceability, performance and security of supply of the force's workforce and other assets (such as ICT);
  - The force's plans to improve the efficiency with which the workforce and force assets are used; and
  - The force's financial income.
4. The FMS is a self-assessment produced for HMCFRS. It is the Chief Constables statement and explanation of the demand the force expects to face in the next 4 years and how the force will change and improve capacity, capability, performance and other assets to cope with that demand. The FMS supports and guides the Integrated PEEL assessment, thematic inspections and monitoring of force performance.

### **Force Management Statement Two**

5. HMCFRS gave forces a wide scope to create their first FMS, based on their guidance and template. As a result, nationally forces produced a

range of FMS's in many different styles and volume. Leicestershire Police's first FMS submitted to HMICFRS was 287 pages, and a separate 60 page public version was also produced.

6. In January 2019 HMICFRS released new FMS guidance and a refined template, as part of a three year development process. The new guidance moves forces away from the production of large documents, and gives an FMS page limit of 170. HMICFRS are seeking to move the document away from a 'here and now' assessment, to a forward focused demand document, that identifies future demand risk and threat. As such, the emphasis of FMS 2 has been around future demand, and assessing whether the force currently has business plans or projects in place to best manage anticipated future demand for services.
7. The FMS 2 template is based on a four step process, which has been adopted as part of the current FMS 2 planning process.

## **Approach**

8. The development of FMS 2 has been split into the following four phases:
9. Phase 1 - Engagement with departments across the force and an internally devised FMS template questionnaire based on the 4 step template released by HMICFRS circulated to departmental heads for population. High level demand areas confirmed for a 4 year projection of demand. Completed January 2019.
10. Phase 2 - SPSS (Statistical Package for Social Sciences) software used to provide a 4 year demand projection for selected areas of operational demand, giving percentage and figures year-on-year. Completed February 2019.
11. Phase 3 - Summaries written for each department (using information from Phase 1) and sign off completed by departmental managers. RAG risk assessment rating to be applied to each department based on an agreed methodology, and final sign off by Directorate Heads. Corporate Services will write a 4/5 page summary, as directed by HMICFRS, to capture the progress made against the priorities identified in FMS 1, and any emerging risks identified in FMS 2. In progress.
12. Phase 4 - Information Management and Corporate Communications to redact and edit FMS 2 and public version. FMS2 risk and threat to be presented at SCOT 30<sup>th</sup> April 2019. This provides the opportunity to consider progress made against FMS 1 priorities, and whether to adopt the threats identified in FMS 2. Submission of FMS 2 to HMICFRS by 31<sup>st</sup> May 2019. To be completed.

## **Recommendation**

13. It is recommended that members note the contents of this report. This report focuses primarily on current process being undertaken to compile the second Force Management Statement.

## **Implications**

<i>Financial</i>	N/A
<i>Equality impact assessment</i>	N/A
<i>Risks and impact</i>	N/A
<i>Link to Police and Crime Plan</i>	As per report.

## **Appendices**

None

## **Persons to contact**

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