



The National Decision Model

ACPO Performance Management Business Area
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Overview

- Why develop a NDM?
- The NDM itself
- Consultation
- Using the NDM
- Implementation
- Where next?



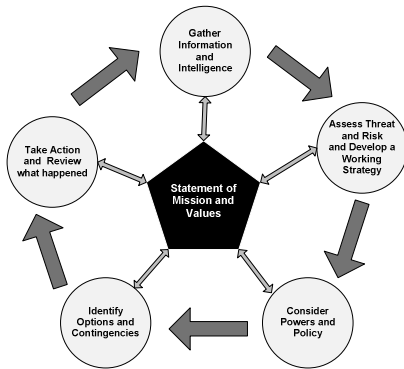
Why develop a NDM?

- The first simple tool for officers and police staff
- Supports building trust and confidence of communities and use of discretion and professional judgement
- A tool for police officers and police staff for accountable decision making
- Avoiding multiple decision models:
 - CMM / SARA / Risk model / Value Based Decision Making

Research

Our research and engagement suggests a NDM should have the following key elements:

- At its core the mission and values of policing
- Keeps the approach simple/recognisable
- Uses a common process and language
- Has application across the whole organisation
- Provides a basis for more detailed reviews of decision making.



Mission and Values

The NDM puts mission and values at the heart of our decision making

- The Peelian Principles, the Statement of Common Purpose and Values, the wording of the Attestation.
- The NEW Statement of Mission and Values

Statement of Mission and Values

The mission of the police is to make communities safer by upholding the law fairly and firmly; preventing crime and ASB; keeping the peace; protecting and reassuring communities; investigating crime and bringing offenders to justice.

We will act with integrity, compassion, courtesy and patience, showing neither fear nor favour in what we do. We will be sensitive to the needs and dignity of victims and demonstrate respect for the human rights of all.

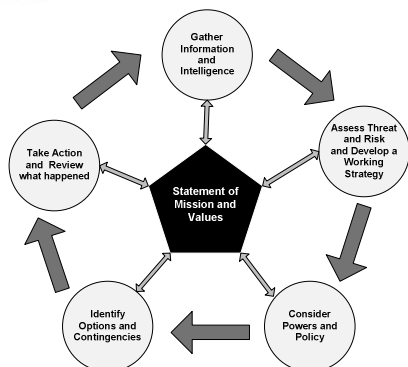
We will use discretion, professional judgement and common sense to guide us and will be accountable for our decisions and actions. We will respond to well-founded criticism with a willingness to learn and change.

We will work with communities and partners, listening to their views, building their trust and confidence, making every effort to understand and meet their needs.

We will not be distracted from our mission through fear of being criticised. In identifying and managing risk, we will seek to achieve successful outcomes and to reduce the risk of harm to individuals and communities.

In the face of violence we will be professional, calm and restrained and will apply only that force which is necessary to accomplish our lawful duty.

Our commitment is to deliver a service that we and those we serve can be proud of and which keeps our communities safe.



Consultation

- Police Federation, Superintendents' Association and CPOSA working with Ethics and Risk Portfolios.
- Firearms and Conflict Management re CMM.
- ACPO Portfolios
- Practitioners
- Professional Policing Skills
- SCC
- Legal Advice –John Beggs

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Legal Advice –John Beggs QC

The advice of John Beggs QC includes an opening statement:

“... that for the police service to have a generic decision making model can only be a good idea”.

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Using the model

- ET in Northamptonshire
- Community Resolutions
- HR – Overtime / annual leave
- CCTV in West Mids.
- Risk Management and financial planning in Thames Valley

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Implementation

- Will replace all other decision models
- Portfolio led
- Article in Police Review and Police Professional
- Implementation by 31.3.12
- NPIA leading on training

THE NATIONAL DECISION MODEL FOR POLICING

Welcome to The National Decision Model for Policing module.

This module consists of one chapter and should take you about **35 minutes** to complete.

If you haven't used NCALT e-learning before you can get assistance on how to use the course by clicking the Help button at the top of the screen at any time.

You can take a break or leave the module at any time and return to the last page you completed.

There are a number of informative documents available in the Resources section at the top of the screen.

START

Where next?

- Chris Sims' work on 'Reducing Bureaucracy'
- Brian Moore's work on 'Risk'
- Professor Eileen Munro – wider use in child protection work
- HMIC support – links to integrity review
- IPCC support

Challenges / Opportunities

- How do we use the NDM to shape the future agenda of and framework for performance management?
- The NDM will give officers and staff the confidence to use their professional judgement and discretion, how will this affect performance management at a corporate level?
