

ACPO Excellence in Policing Conference

22nd September 2009

Jan Berry

Policing

- Protecting life and property
- Preserving order
- Preventing offences
- Bringing offenders to justice
- Upholding the law

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Reducing Bureaucracy Advocate

- 2 Year Appointment (Oct 08 – Oct 10)
- Independent Role:
 - Drive Flanagan Recommendations
 - Challenge Government & Service to Reduce Bureaucracy
 - Tackle Risk Aversion
 - Establish Front Line Practitioner Group

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Bureaucracy is:

“an institutional method for applying general rules to specific cases, thereby making the actions of government fair and predictable”

Max Weber (1864-1920)

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Flanagan Review – Key Points

- Strategic Vision & Leadership
- Right People, Right Place, Right Time
- Doing the Right Thing
- Effective Partnerships
- Public Facing

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Flanagan Review

- Minimise **THREAT**
- Reduce **HARM**
- Manage **RISK**

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Practitioners Group

- Identify Key Issues & Processes,
- Identify Obstacles & Hurdles
- Standardise forms
- Impact Assess Policies, Processes, Systems & Technologies (Current & Future) for Bureaucracy

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8 Cross Cutting Themes

- Criminal Justice System
- Partnerships
- People (HR)
- Performance Culture and Data Collection

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8 Cross Cutting Themes

- Assessment of Risk
- Training
- Use of Technology
- Use of Force

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Key Issues & Challenges

- External Partnerships
- Internal Structures
- Systems & Processes
- Data
- Technology
- Performance
- Skills
- Professional Judgment
- Managing Risk
- Accountability

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Data Collection

- Public Information
- Activity Log
- Analysis of Demand
- Accountability
- Policy Making
- Performance Management

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Effective Partnerships

- Purpose
- Trust
- Leadership
- Continuity
- Identity
- Shared Goals
- Shared Outcomes
- Shared Resources
- Shared Learning
- Shared Responsibility

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Accountability

TO WHO  FOR WHAT

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“The reality is ... policing is highly complex, highly regulated and subject to substantial oversight. Targets remain and do not appear to be disappearing very quickly. Many are (and will remain) comfortable with bean counting because it provides a convenient lever that can be clung to. The problem is policing cannot be reduced to plain numbers. It is just too complex for such an approach.”

Sir Hugh Orde, President of ACPO, July 2009

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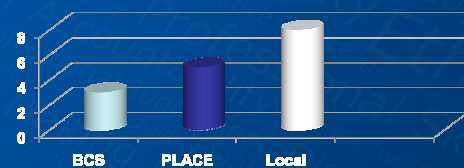
What Does Success Look like?

- Less Crime
- Less Offenders
- Less Prisoners
- Speedier Justice
- OBTJ
- Sanction Detections

Trust & Confidence

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Trust & Confidence Measures



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Crime Recording

- Purpose & Use
- Definition of Violent Crime
 - PSA's, NI's, APACS, LAA's
- Section 5 POA
- Independent Recording System

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Custody Research

- Arrest Policy
- Statutory Charging
- Interface with CPS
- Role Clarity
- Knowledge, skills, experience & confidence
- Streamlined Process

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Continuous Professional Development

- Organisational & Personal
- Long Term (10 years)
- Cultural Shift