

LEICESTERSHIRE POLICE AUTHORITY

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Meeting **FINANCE AND GENERAL PURPOSE COMMITTEE**

Date **TUESDAY 24TH MARCH 2009.**
Report of **CHIEF CONSTABLE**

Subject **TARGETS FOR 2009/10**

Purpose of the Report

1. The purpose of this report is to make recommendations to the Police Authority for proposed targets for indicators under APACS.

Background and methodology

2. Although there has been a move to a single measure of confidence by which the Home Office will judge the performance of the Force and the wider police service, the full suite of Statutory Performance Indicators (SPIs) introduced in 2008/09, will be carried forward to 2009/10. Thus data will continue to be collected and reported to the Home Office and will be used by HMIC alongside qualitative assessments within the performance framework that they are currently developing. The focus of APACS will in future shift so that the target setting element will be viewed as a local issue between forces and their respective police authorities. The timeline for publishing the Force's own Policing Plan remains 31 March and any targets agreed with the Authority should be included in that version.
3. The development of proposals for a target for each SPI has involved discussion between Corporate Development staff and individual Chief Officers for each indicator within their own respective portfolio of responsibilities. This basket of options are summarised in Annex A which has now been endorsed by the Chief Officer Group (COG) at their meeting on 6 March. Consultation has also taken place with the LCJB to ensure that there is consistency with targets being agreed for the Criminal Justice System. At the present time there is a commonality of approach that should ensure no rub of priorities. Likewise, although discussions around the LAA targets have yet to be signed off, the proposals are in common with only one exception still to be finally concluded. Both City and the County have a confidence measure of partnership working within their respective LAAs, and, although not yet signed off by the County there appears to be a willingness to consider signing up to a significant uplift in performance to provide a consistency with the police target and in line with the steer provided by the Community Safety Programme Board.

4. Annex A provides a summary of targets across the entire basket of SPI measures and includes reference to the current year's target for comparison. A short narrative is provided for each to explain the rationale for the proposal that members are being asked to consider. Key points to note are:
- 1) Performance will be tracked across all measures even where it is proposed that no formal target should be set this year. Thus for example the trends for those diagnostic measures which underpin the overall confidence measure will be used within the force performance regime even where there is no numerical value set as a target.
 - 2) Wherever appropriate, the targets are designed to achieve some incremental uplift in performance against the MSF or national ranking.
 - 3) There is a desire to set a common standard for sickness reduction across both officers and staff i.e. to bring both down to 7.4 days per annum per person. This appears to be a realistic target for officers next year, but for police staff the HR view is that this will take 3 years to bring down to the same level. Thus COG have asked that the target of 7.4 days for police staff should be expressed as a three year objective.
 - 4) National targets have not yet been developed for SPI 10.1 which relates to Prolific and Priority Offender re-offending rates due to problems over the tracking system in the national database for recording these cases. (It was set up by PA Consulting which has since lost its contract with the Home Office). However, the force has analysed its own data on CIS with regard to the cohort of offenders designated as PPOs and, with the probation service, has proposed that a force target of 40% should be adopted with regard to impacting on this cohort's future re-offending behaviour. If adopted as a target, it is believed that the force would be amongst the leading group which is utilising local data on PPOs to systematically track the impact of partnership working on this group of offenders.

Recommendations

5. Members are recommended to agree targets as summarised at Annex A to this report.

Person(s) to Contact.

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