

APPENDIX 1 – DETAILED UPDATE ON ALL OUTSTANDING HIGH RISK AUDIT RECOMMENDATIONS) (as at 1 March 2011)

Ref No.	<p align="center">Crime related property - TP Lead <i>(TP lead with HR (Logistical Services) activity required to implement this recommendation)</i></p>	<p align="center">Update on the one outstanding High Risk recommendation - raised August 2008</p>	<p align="center">Target date for completion</p>
1	<p>Strategic Framework & Culture Recommended that:</p> <ul style="list-style-type: none"> • <i>The current processes, guidelines and instructions for the management of crime property are consolidated into a strategic policy that is approved by Management Board and that:</i> <ul style="list-style-type: none"> ○ <i>Includes a performance management framework at corporate and operational level.</i> ○ <i>Identifies and documents the specific arrangements required for central departments and the overlap between BOCUs and central departments.</i> • <i>Documents cash handling requirements</i> <ul style="list-style-type: none"> ○ <i>Includes monitoring arrangements to ensure compliance with policies and procedures.</i> • <i>Clarifies roles and responsibilities for processing and managing property, inc the roles of operational officers, property staff, the Crime Property Manager and SMT Lead.</i> • <i>Is supported by documented and approved corporate and local procedures.</i> 	<ul style="list-style-type: none"> • HR Logistical Services' Criminal Exhibit Stores (CES) taken corporate lead in partnership with other stakeholders. Director of Logistical Services, HR agreed to fulfil role of ACPO nominated lead. • Monitoring and compliance is to lie with the individual operational units and a team within TP Emerald Custody Directorate is working in partnership with CES to address the issues identified. • Cash handling guidelines were issued to TP BOCUs on 5 August 09. • Parts of this recommendation will be covered by any new asset tracking application which TP Emerald Custody 	<p align="center">Second half of 2011. A more defined target date should be available for the June CGC Meeting.</p>

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		<p>Directorate is currently working on with CES.</p> <ul style="list-style-type: none"> • Draft policy “Retention and Disposal of Crime Related Property and Property Found in the Street” will be submitted for publication, together with updates to the manual. • Follow up report issued by DARA in July 2010. • Also see corporate B/OCU issues audit (as one recommendation cross refers - DoR leading). <p>January 2011 update</p> <p>The strategic lead for the MPS is now Director of Logistical Services with TP Emerald Exhibit Management Team responsible for the implementation of the recommendations relating to TP.</p> <p>Borough Based Custody Centres (BBCC) is now part of the Detention Command Project which is part of the TP Development</p>	
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		<p>Programme (TP Dev.). It has been recognised that there is a dependency between the Detention Command Project and the Asset Tracking Project being progressed by Logistical Services. As part of the feasibility of both projects. Logistical Services and TP are jointly looking at how exhibits are stored, moved and tracked and property from custody (including new builds) and exhibit stores. The asset tracking project has representation on the TP Dev Coordination Board.</p> <p>TP Criminal Justice including custody and all the support functions within TP Emerald will be transferring to Central Operations (CO) in the near future. This has an impact on the second partly implemented high risk recommendation in respect of TP performance. There are high level discussions ongoing in relation to the ownership of exhibits and property when custody moves to CO.</p>	
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		There are also discussions taking place in respect of the management and monitoring of performance. TP Emerald will continue to publish monthly performance figures for TP stores until the move to CO takes place, after which CO and TP will determine responsibility for the management and performance of exhibits and property and develop a performance strategy accordingly.	
Ref No.	Palace of Westminster - SO Lead <i>(SO lead with HR consultation required to implement this recommendation)</i>	Update on the one outstanding High Risk recommendation - raised January 2008	Target date for completion
2	<p>Fire and Security Officers at PoW perform a variety of rostered shifts and claim significant and regular overtime and premium payments. Recommended that:</p> <ul style="list-style-type: none"> • SO17 SMT undertake, in consultation with HR and the PoW, a further documented review of the current procedures in particular to look at: <ul style="list-style-type: none"> ○ The contracts and rosters to ensure that they are appropriate achieve best value and protect the interests of the MPS and the individuals concerned. ○ The degree to which payments comply with MPS rules and regulations. ○ The systems for processing and monitoring hours worked and amounts claimed to ensure best value. 	<ul style="list-style-type: none"> • Roster for Band T Security Officers working at search points around the Parliamentary Estate formally reviewed during Summer 2008. As a result, new roster for these officers introduced on in October 2008. • SO17 Police Staff have standard MPS/MPA contracts, which comply with present MPS HR 	To be advised subject to DARA / SO / HR agreement following revisit.

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		<p>and Pay & Pension policies. Payments to personnel currently comply with MPS and local policies. Formal documented local review of pay related payments took place in February 2009. SO17 is satisfied that the existing systems for processing and monitoring hours worked and amounts claimed represent best value to the MPS and PoW.</p> <ul style="list-style-type: none"> • Follow up audit report issued by DARA in December 2009 and response highlighted that two of the three elements of this high risk recommendation have been implemented. The outstanding element relating to the contractual and rostering arrangements that lead to the payment of Shift Disturbance Allowance and Premium Payments is 	
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		<p>being reviewed and is subject to further continuing discussion.</p> <p>Meeting between SO17 and DARA in October 2009 highlighted need for outstanding high risk recommendation needs to be addressed at corporate level to allow local action to be taken.</p> <ul style="list-style-type: none"> • New contract for PoW came into force from 1 April 2010 which increases BWT for Band T Security Officers. OCU commander SO17 is currently liaising with HR Directorate regarding the introduction of new terms and conditions for the new recruits. This will introduce a Flexibility Allowance and bring an end to Premium Payments for weekend working. Awaits agreement from HR as this is now a HR Pay and Policy issue which will require negotiations with 	
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		<p>Trade Unions and Federation and any further progress will be lead by HR.</p> <p>July 2010 Update: Discussions regarding the introduction of revised terms and conditions for new Band T Security Officers are now complete. The introduction of the Flexible Roster Allowance has been agreed and set at 8%. This allowance replaces Premium Payments for weekend working and will be applicable to all new Band T Security Officers. It is intended to offer existing security staff the opportunity to change from their existing terms and conditions to the revised scheme.</p> <p>Jan 2011 update from SO SPOC</p> <p>The Commander Security in Specialist Operations has requested that DARA re-visit to check on the progress being made to address all recommendations and confirm status of the</p>	
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		high risk. This has been scheduled for the end of March, beginning of April 2011.	
Ref No.	Security vetting and clearance - SCD	Update on the two outstanding High Risk recommendations - raised March 2009	Target date for completion
3	<p>Approval for the creation of a new centralised Vetting Unit has been given following agreement between ACSO and ACSC. Recommended that Senior Management in the new unit develops a strategy for approval by Management Board that;</p> <ul style="list-style-type: none"> • <i>Supports National and Corporate Policy.</i> • <i>Includes clearly defined roles and responsibilities.</i> • <i>Sets out governance arrangements including the remit of the Departmental Vetting Officer.</i> • <i>Contains a requirement for designated Business Group Vetting Officers to identify the levels of clearance required for key posts within their BGs and to document clearly the rationale.</i> • <i>Sets out monitoring and review activities;</i> • <i>Is supported by appropriate, documented and approved corporate and local procedures.</i> • <i>Includes a requirement for KPIs to be set and monitored.</i> <p>-----</p> <p>Units within SCD and SO are both responsible for different aspects of the vetting system and both maintain separate stand alone IT systems. To improve control over record keeping it is recommended that;</p> <ul style="list-style-type: none"> • <i>Each BG Vetting Officer maintains details of non MPS staff clearance requests submitted to the central vetting unit.</i> • <i>An independent central list of all non-MPS personnel is established by a designated individual in liaison with each Business Group.</i> • <i>The vetting unit compares a sample of individuals on this list against the access logs and their database of non MPS staff who have been security cleared.</i> <p><i>A central database is maintained showing the security clearance status of all MPS staff and contractors.</i></p>	<ul style="list-style-type: none"> • MPS Vetting Policy closely aligned to ACPO National Vetting Policy (NVP) and Home Office Circular 54/2003, which are currently under review. Publication of v3 NVP will then allow MPS to carry out a full review of its policies. No publication date is currently available. The management and staffing structure will be agreed prior to amalgamation and reviewed within 6 months. • Governance will be reviewed in discussion with the Chairs of MPS Vetting Board, METSEC Board and PSSC and will be published once agreed. 	<p>A revised target date - 31st March 2011.</p> <p>A Follow-up audit is scheduled for the fourth quarter of 2010/11</p>

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		<ul style="list-style-type: none"> • NSVU currently update MetHR when MPS staff have been vetted and are working through back record converting. <p>Update from Head of Vetting in January 2011</p> <p><u>Merger:</u></p> <p>The merger is entering its final stages, with Vetting Board approving the process changes on 7/1/11 that will allow us to follow Cabinet Office instructions to separate out national security vetting from police vetting whilst removing duplication from our operations. These changes will come into effect in February and the merger is due to complete by the target date of 31/3/11. This also includes a restructuring of the SMT and an overall reduction in senior managers from five to four.</p> <p><u>Policy review</u></p> <p><u>Progress Update:</u></p>	
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		<p>Progress on the MPS vetting policy review has accelerated following the publication of the ACPO Vetting Policy in August 2010 and the announcement of the Government's decision to review the Vetting and Barring Scheme in May 2010. The resulting closer working relationship between vetting section following the merger and focus on removing duplication across the different types of vetting has also facilitated the policy review.</p> <p>Since October there has been a drive to consolidate the number of MPS vetting SOPs from 20 into a single, user friendly SOP that clearly articulates the standard MPS vetting requirement, the types of vetting used by the MPS and the supporting processes required to ensure everyone holds an appropriate and</p>	
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		<p>valid clearance. The responsibilities of key roles will be clearly defined as will responsibilities of individuals and line managers. Youth Supervision and Cadet Vetting will have their own SOPs due to the unique nature of these checks.</p> <p>The draft Equality Impact Assessment is currently under development, drawing on a consultation exercise that was completed in February 2010, and is progressing well. A meeting is scheduled on 20 January 2011 to discuss this document with key equalities advisors as part of SCD's commitment to ensure that this assessment is robust.</p> <p>It is anticipated that a complete draft of the Policy and all supporting documentation will be ready by February. Prior to approval, there will be a need to engage in further consultation as, for</p>	
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		<p>the first time, the SOP now robustly deals with renewals and makes clear links with relevant HR and DPS policies. As the policy review nears completion an overview of key new aspects and deviations from ACPO policy can now be presented.</p> <p>Policy development timeline</p> <ul style="list-style-type: none"> • Feb 2011 - full draft available • Feb / March - consultation, revisions, final legal input • March / April - final draft produced (assuming able to get input from key stakeholders in a timely manner) • April May - start approvals process • May / June - publication <p>On 7 January 2011, Vetting Board supported the direction of travel for the policy</p>	
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		<p>review, including key areas where, due to the risks faced by MPS operations plus the practical issues arising from the volume of vetting undertaken by the MPS and the scale of the MPS' requirement for enhanced vetting, it necessary to deviate from ACPO policy. Further work is required to resolve the approach the MPS will take on Open Source searching, but it is anticipated that this can be done in the scheduled timescales.</p> <p><u>QA and Performance</u></p> <p>A full set of SLAs have been proposed to Vetting Board. It is anticipated these will be endorsed in January and implemented from February 2010.</p> <p>A detailed audit of appeal decisions in the last year has been commissioned to identify organisational and</p>	
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		<p>individual learning and is progressing well. Due for completion in Feb 2011. This will also support development of the decisions guidance for Vetting Officers.</p> <p><u>Vetting Record Management</u></p> <p>A single vetting case management system is now in operation. During 2011 work will be undertaken to transfer records from legacy systems onto the primary database. This is in addition to reconciling vetting data with MetHR records. A technical solution is being explored for both elements, but if this must be done manually (e.g. due to cost or viability of technical solution), then it may not be possible to complete this by 31/3/11 without severely impacting on core business. A more detailed timeline will be provided in due course once a detailed project plan is developed</p>	
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		<p>following completion of the IT solution scoping exercise.</p> <p>Finally, an upgrade is planned in FY11/12 to enhance the case management system functionality to facilitate improved electronic vetting record management in the future.</p> <p><u>MPS Vetting requirements</u></p> <p>Existing records (direct employees) are being consolidated into a register of roles / functions where the MPS required people to help enhance vetting (i.e. registering the exceptions to the standard rule). This should be completed by 31/3/1. However, as some time has elapsed in a since a systematic review of enhanced vetting requirements has been conducted across the MPS a review will be conducted across the MPS which is due to complete in November 2011. A</p>	
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		<p>similar exercise will be conducted for NPPV (contractors etc).</p> <p>The new policy will outline a process for establishing and recording the appropriate vetting requirement for new roles alongside a clear rationale and review date.</p> <p>Renewals</p> <p>Provision is being made in the FY11/12 vetting operations plan to perform up to 7,000 renewals. Note - the new SOP will be much more robust and should ensure timely compliance with renewal request.</p>	
Ref No.	B/OCU - Corporate Issues - DoR Lead	Update on the two outstanding High Risk recommendations - raised April 2009	Target date for completion
4	<p>This audit highlighted corporate issues identified as part of the B/OCU audit programme for the attention of relevant systems owners. Recommended that:</p> <ul style="list-style-type: none"> • <i>On Police Overtime:</i> <ul style="list-style-type: none"> ○ <i>The limitations of MetDuties in respect of overtime recording and authorising are highlighted and addressed.</i> ○ <i>An efficient, effective and consistent interim solution is identified and guidance issued to B/OCUs.</i> ○ <i>Corporate guidance in respect of Working Time Directive (WTD) rules is published to increase B/OCU awareness.</i> • <i>On Crime Property:</i> <ul style="list-style-type: none"> ○ <i>A strategic framework is established that includes the creation of an operational system owner and the development of KPIs and performance monitoring.</i> ○ <i>The Crime Property System (TOAST) and accompanying records and activities are reviewed and revised, where appropriate, to ensure that they meet current MPS needs and address key system risks.</i> 	<ul style="list-style-type: none"> • CARM 3 will be rolled out Q1 2010 as a part of the METTime 2 Programme. It has electronic booking on and off system built in which will remove need for any duty state/overtime sheet/variations sheet or excel workbook. It will 	<p>To be aligned to the agreed recommendations expected to be raised in the Police Overtime Payments review.</p> <p>----- see Crime Related Property (ref No.1)</p>

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	<ul style="list-style-type: none"> o <i>The impact of NSPIS on the crime property system is assessed and the current weaknesses are addressed before the system is rolled out to other B/OCUs.</i> o <i>Any system interdependencies are identified and that consideration is given to developing a corporate integrated property management system.</i> 	<p>also be subject of rules engine in CARM which has been enhanced to cover all police overtime rules. That should remove issues around inconsistency in the application of the rules.</p> <ul style="list-style-type: none"> • CARM 3 also contains an overtime approval process which starts when the officer books on and off, requiring them to chose pay or time etc, is submitted to the person who authorised the overtime to be worked for checking, before finally ending up with finance to add any additional information (codes etc) before submission for payment to Logica. Whilst there is no direct link between WTD and overtime worked HR is working on developing a relevant message on 	
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		<p>WTD to B/OCUs.</p> <p>January 2011 Update</p> <p>The progress being made towards implementation of this recommendation is consistent with DARA's findings on the separate work they are undertaking to review Police Officer Overtime Payments. This review has reached the draft stage and a report is expected mid March 2011.</p> <p>-----</p> <p>-----</p> <p>-----</p> <p>-----</p> <p>-----</p> <ul style="list-style-type: none"> The high risk recommendation relating to Crime Property is being progressed by Criminal Exhibit Services, HR Logistical Services. Original planned replacement for the Crime Property System (TOAST) was to be the development of METAFOR. MPS Management Board decided on 16 November 2009 to formally 	
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		<p>close METAFOR. HR Logistical Services submitted high level business case for a feasibility study to meet the Criminal Exhibit Services' needs for exhibit tracking. It is proposed that the system be scalable and be suitable for use by all MPS business units.</p> <ul style="list-style-type: none"> Recommendation re NSPIS is no longer relevant as NSPIS has now been rolled out. <p>January 2011 Update See update under <i>Crime Related Property audit.</i></p>	
Ref No.	Health and Safety legislation implementation - HR Lead	Update on the one outstanding High Risk recommendations - raised January 2009	Target date for completion
5	At present the MPS Accident reporting system MetAIR does not provide the MPS with the means to provide data, which can assist in decision making at a corporate and local level. The need for a fit for purpose accident monitoring and reporting system is increased by the introduction of the MPA/MPS annual assurance process for health and safety. Recommended that: A review is carried out of the information requirements for the accident report system and that the MetAIR system is either upgraded or replaced.	<ul style="list-style-type: none"> The existing MetAIR system will be replaced as part of the Transforming HR Project. The replacement MetAIR system under the THR project is integral to the THR IT solution. There is 	Complete

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		<p>no scope to bring forward the use of the new MetAIR system prior to the revised THR “go live”.</p> <p>Update Jan 2011:</p> <p>The high risk recommendation re MetAir is complete and Management Board advised. The MPA were verbally briefed on the 02 Dec 10 at their Corporate Governance Committee that this recommendation has been implemented.</p>	
Ref No.	IS/IT Access & Usage - Dol Lead	Update on the one outstanding High Risk recommendation - raised April 2009	Target date for completion
6	<p>Recommended that:</p> <ul style="list-style-type: none"> <i>The Dol develop a strategy for delivering security awareness training to ensure all users are aware of their roles and responsibilities for accessing and using MPS assets, data and information.</i> <i>Delivering security awareness should be monitored to correlate against improvements in security.</i> 	<ul style="list-style-type: none"> There are currently a number of initiatives in place, e.g. ‘Computers and You’. Information compliance is undertaking a review of current training deliverables to establish whether a gap exists and to make recommendations 	To be defined following ongoing discussions between DARA and Dol

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		<p>to the METSEC Board. If necessary, a business case will be developed for consideration by the MPS Training Board.</p> <ul style="list-style-type: none"> • The findings of the Information Security Training Review presented to METSEC Board 11 December 2009 who approved the recommendation to rationalise existing training with a view to providing consistent messages, reducing overlap and where possible introduce a 'pass' or 'fail' element. • Training will be complemented with an Information Security Awareness campaign to regularly reinforce the security message. Officers and staff identified who commit minor breaches of the Information Code of Conduct will be required to retake the security training package. 	
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		<ul style="list-style-type: none"> Draft Training Strategy to be presented to METSEC Board on 26 May 2010. <p>January 2011 Update: The Training Strategy was presented to and approved by Enterprise Architecture Board on 20 December 2010. Arrangements to obtain formal closure of this recommendation from DARA are being progressed with meetings and discussions continuing between DARA and DoI SMT.</p>	
Ref No.	Crime Reporting Information System - DoI Lead	Update on the two outstanding High Risk recommendations - raised August 2009	Target date for completion
7	<p>This audit was a follow-up to the one completed in August 2007, on the Crime Reporting Information Systems (CRIS). Recommend that: -</p> <ul style="list-style-type: none"> <i>Formulate, develop and establish an IS/IT strategy for CRIS in line with the MPS Information Strategy to ensure that it meets the long term aims and objectives of the MPS and Bichard recommendations.</i> <p>-----</p> <p>Consider the feasibility of transferring crime records not related to the MPS electronically to/from other police forces to ensure safeguarding sensitive information.</p> <p>(This recommendation has been considered, however, due to the high cost of fully implementing a system that has not been put into practice - existing manual process therefore continues to be applied), therefore further recommendation: -</p>	<ul style="list-style-type: none"> Current MPS Strategy in relation to CRIS, involves making the best use of the current infrastructure, and where necessary replacing any obsolete components (hardware and software) to maintain the resilience and performance of the delivery of the 	Considered closed by MPA DARA.

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	<ul style="list-style-type: none"> <i>The oversight and control of transferring crime records to other police forces is regularly reviewed and reported to DoI management.</i> 	<p>CRIS service.</p> <ul style="list-style-type: none"> Business case and CRIS infrastructure strategy briefing paper drafted, both covering the period 2009-2013. Work detailed in the business case will ensure the service remains fir for use up to and through the Olympics. Beyond 2013 the IPI Programme will look to decommission many legacy systems including implementing a replacement system for CRIS. CRIS team will continue to engage with IPI to ensure that CRIS is maintained up to at least 2013, until IPI takes over responsibility for these activities. This will be reflected in the SSA led ICT roadmap. Business case which has had Capital Programme funding and started July 2010 takes into account current business requirements and 	<p>----- Recommendation now downgraded to medium risk - action in hand to arrange transfer to TP to manage in the interim until CRIB is implemented</p>
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		<p>the IPI programme so that consideration is given to balancing the return on investment with the required life of the service.</p> <p>January 2011 Update:</p> <p>MPA DARA have confirmed since the last CGC meeting that this recommendation is closed.</p> <p>----- ----- ----- -----</p> <ul style="list-style-type: none"> • Approximately 6,000 crime records per year are transferred out of the MPS by fax by individual boroughs. Crime records are also transferred into the MPS into individual boroughs. • Territorial Policing (TP) recognise that there are significant risks with this process and that there are clear business benefits of a central unit undertaking the activity through a 	
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		<p>more secure means than fax.</p> <ul style="list-style-type: none"> • TP envisaged that the best unit to take on this work was the new CRIB (Crime Reporting Information Bureau. TP Emerald, CRIB Manager has reported that the CRIB Project is now included in the 2010/11 Mid-Term Financial Plan for TP and is hopeful that the CRIB rollout will begin this financial year. It will require the recruitment of additional staff to manage the centralised demand and current vacancy restrictions on recruitment mean that this cannot be done until CRIB rollout has been approved. Their most recent plan, subject to Management Board approval, is to begin with a CRIB pilot on NW Area towards the end of 2010 and into 2011. If these timescales can be met, they 	
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		<p>hope to be in a position to take on transferred crime at the start of 2011.</p> <ul style="list-style-type: none"> • Once a CRIB is in place to manage the demand the technical capability can be switched on with immediate effect. DoI will then undertake a security accreditation of the service, which will be managed internally. The reporting and control of the transferring of crime will be managed by CRIB. From the internal audit recommendation and an IT perspective the technical feasibility of transferring crime records that fall outside the responsibility of the MPS has been considered and therefore this recommendation should be considered closed. <p>January 2011 Update: DARA confirmed in</p>	
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		October 2010 that the 2nd part of the recommendation is reduced to Medium risk. Responsibility for this recommendation is now in the process of being transferred to TP.	
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Ref No.	Diplomatic Protection Group - SO Lead	Update on the one outstanding High Risk recommendation - raised February 2009, now implemented from MPS perspective	Target date for completion
8	<p>The Home Office is reviewing the Dedicated Security Post (DSP) funding arrangements aiming to change them for the 2009/10 bidding process and the MPA Treasurer is involved in the process.</p> <p>Recommended that :</p> <ul style="list-style-type: none"> <i>The MPA Treasurer continues to monitor progress on DSP under funding and reports the latest position to the MPA Counter-Terrorism and Protection Services Sub-Committee.</i> 	<ul style="list-style-type: none"> MPA Members (as appropriate) and the Home Office up to ministerial level are aware of the situation and are continuing to consider the under funding of DSP and the risks to which the MPS is exposed. A report submitted to September 2009 Counter-Terrorism and Protective Services Sub-Committee to update progress to date. The MPA Treasurer continues to monitor progress with all appropriate bodies and report as appropriate. Response from the Home Secretary received on 26 June 2009, and following internal MPS discussions ACSO and the MPA Chief Executive met with Home Office officials on 18 August 2009. It was agreed at the meeting that the Home Office would write to MPS/MPA regarding proposals for reform. Home Office OSCT (Office for Security and Counter Terrorism) prioritised funding 2009/10 DSP inflation shortfall out of under spends in other budgets. Home Office view is that DSP Grant is a contribution to costs but it will look at setting a 'floor' to the level of contribution. Response received early November 2009 from the Home Secretary indicating that the Home Office need to do some further work on the options for reform of the DSP grant mechanism itself and that both the MPS and MPA have made constructive suggestions about this. The Home Secretary is sympathetic to the MPS request to have additional funds in this financial year to cover the shortfall in inflation provision on the existing grant. The Home Office will continue its dialogue with the MPS and MPA to come up with proposals to improve the present MPS mechanism. <p>October 2010 Update (provided by MPA): On receipt of the expectation to find 25% savings in the DSP grant, the MPS requested that the tri partite work together to identify cuts, this was agreed and this work is in train. Report to the tri partite board by the end of October 2010.</p> <p>January 2011 Update:</p> <p>Work has continued on the revised DSP grant mechanism. The Treasurer and Chair of the MPA met with the Chair of the working group in January to set out clearly the MPA/MPS concerns about the continuing underfunding. The MPA expects to receive notification of funding for 2011/12, by the end of February.</p>	<p>Complete from MPS perspective.</p> <p>Recommendation is for MPA Treasurer to progress.</p>
Ref No.	Royalty & Specialist Protection - SO Lead	Update on the one outstanding High Risk recommendation - raised March 2009, now implemented from MPS perspective	Target date for completion
9	<p>The Home Office is reviewing the Dedicated Security Post (DSP) funding arrangements aiming to change them for the 2009/10 bidding process and the MPA Treasurer is involved in the process.</p> <p>Recommended that :</p> <ul style="list-style-type: none"> <i>The MPA Treasurer continues to monitor progress on DSP under funding and reports the latest position to the MPA Counter-Terrorism and Protection Services Sub-Committee.</i> 	<p>Please see wording of Diplomatic Protection Group above - high risk recommendations are identical.</p> <p>October 2010 Update - see response for high risk recommendation on Diplomatic Protection Group audit (ref no 8 in this table)</p> <p>January 2011 Update This is an on going issue and remains with the MPA Treasurer. In light of the CSR, the funding will not be increased. See response for high risk recommendation on Diplomatic Protection Group audit (ref no 8 in this table).</p>	<p>Complete from MPS perspective.</p> <p>Recommendation is for MPA Treasurer to progress.</p>

APPENDIX 1 – DETAILED UPDATE ON ALL OUTSTANDING HIGH RISK AUDIT RECOMMENDATIONS) (as at 1 March 2011)

Ref No.	Resourcing and Management of Specials - TP Lead	Update on the one outstanding High Risk recommendation - raised June 2010	Target date for completion
11	<p>1. The recruitment target is reviewed to ensure that the 2 million hours of policing per annum target required by the 2012 Olympic and Paralympic Games is achieved. The outcome of the review is reported to the MPA.</p> <hr/> <p>2. A timetable with target dates for each stage of the MSC Step Change Project is put in place by MSC OCU Senior Management and regular progress reports on the achievement of targets is provided to Management Board and the MPA.</p>	<ul style="list-style-type: none"> • A paper to clarify the overall growth target of the MSC by 31/03/2012 was due to be presented to Management Board on 28 June, however presentation of the paper was postponed. The paper has been developed since that date and was re-presented for approval to Management Board at its meeting on 11 August 2010. The Management Board on 11 th August 2010 noted the paper and agreed: <ul style="list-style-type: none"> ○ to an MSC establishment target of 6,667 officers by 31 March 2012 delivering 1.3 million hours per year; ○ that setting an MSC establishment target of 10,000 by 31 March 2015 remains aspirational but not achievable at this time; ○ that 6,667 MSC officers will meet the MPS obligation contained within the original Home Office funding linked to the MSC Olympic growth; ○ that the funding shortfall of £1.4m will be met from the SIP fund to support the delivery of 6,667 MSCs. <p>February 2011 Update: A report was prepared by Head of Profession and submitted at 30 September 2010 MPA Full Committee. The paper (Report 7) detailed the recent decision taken by Management Board to set an agreed MSc Step Change target of 6667 by March 2011. The Head of Profession has also written to Director of DARA, enclosing a copy of the paper and a covering e-mail dated 16 February 2011.</p> <hr/> <p>Timetable set out within a Project Plan has been approved by MSC Strategic Programme Board with quarterly progress reports to Management Board and the MPA.</p>	<p>Considered closed by MPS, subject to DARA approval.</p> <hr/> <p>Implemented prior to issue of the report.</p>
Ref No.	Police and Police staff Allowances and expenses - HR Lead	Update on the one outstanding High Risk recommendations - raised August 2010	Target date for completion
12	<p>To improve decision making, transparency and consistency we recommend that the main elements of the scheme in relation to SPP are further reviewed by HR to consider whether its application within the MPS is appropriate to meet its aims and objectives. This should include:</p> <ul style="list-style-type: none"> • Further guidance/ definitions for each of the key criteria. 	<p>These payments are seen as divisive and not particularly liked by managers or Federation. Whilst the ideology of a review of these payments holds merit, the practical implications for the business of removing payments that have previously been in place is met with great reluctance. It is envisaged that these payments will be replaced. The On Call Allowance that is currently being discussed at National level will take part of the funding from the existing SPP payments, so further changes will result. To review this at the current time, with the new HR model shortly to be implemented and the unknown implications from the HO would not be an effective use of resources. Management will begin this review in 12 months time if this has not been superseded by the work of the HO.</p> <ul style="list-style-type: none"> • Further guidance from the HO would be welcomed. Further guidance and definition from within could only effectively be given once a review has been conducted as detailed above. • Each Business Group has conducted the review of posts within its area of responsibility. The need for 	<p>The original target date of May 2011 remains , subject to approval by DARA.</p>

APPENDIX 1 – DETAILED UPDATE ON ALL OUTSTANDING HIGH RISK AUDIT RECOMMENDATIONS) (as at 1 March 2011)

<ul style="list-style-type: none"> • A requirement to retain documentation that supports decision making processes at all levels, including the rationale. • A, full HR Pay and Benefits review of all posts within the MPS including those that do not currently receive SPP. • An appropriate methodology for selecting designated B/OCUs and posts and for determining the amounts to be paid. • A requirement for post event documented reviews of payments made and an annual, documented review process to ensure the system is working effectively. 	<p>them to maintain and retain records of their considerations in respect of 2010 payments and thereafter will be requested by the Pay & Benefits team. HR Head of Pay and Benefits will be circulating the requirement of rationales to support the decision making process for SPPs to the Business Group leads ahead of the 2010 process. This instruction will include the requirement for this paperwork to be sent to the Head of Pay and Benefits for retention.</p> <ul style="list-style-type: none"> • As indicated above, this would form part of the review in 2011, if work has not been superseded by the HO; • With the current strength of the organisation it may be specified B/OCUs may not be required. The 4 year qualifying criteria does not present Equal Pay issues for the organisation, so this review would address these outstanding issues. • As indicated above this would form part of the review in 2011 if work has not been superseded by the HO. <p>February 2011 Update: The planning assumption in the 2011-14 Policing London Business Plan, is that SPPs will no longer be paid. Head of profession to write to DARA outlining recent decision taken by Management Board and request closure of this recommendation.</p>	
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**EXEMPT APPENDIX 2 – DETAILED UPDATE ON ALL OUTSTANDING HIGH RISK AUDIT RECOMMENDATIONS)
(as at 1 March 2011)**

Ref No.	National Public Order Intelligence Unit - SO Lead	Update on the one outstanding High Risk recommendation - raised May 2010	Target date for completion
10	<p>That the Head of Unit develops a strategy, in conjunction with other key stakeholders that:</p> <ul style="list-style-type: none"> • Sets out governance arrangements and ownership of the unit. • Provides independent strategic oversight of the unit. • Includes clearly defined roles and responsibilities for business support service delivery. • Provides appropriate mechanisms for service delivery. • Makes provision for appropriate service level agreements or memorandums of understanding. • Sets out monitoring and review activities including compliance checks. 	<ul style="list-style-type: none"> • Financial management and governance of the NPOIU will be clarified, in the main, by the Memorandum of Understanding (MOU) that is being put in place between ACPO TAM and the MPS regarding the delivery of Business Services. • Parts 1 & 2 of the recommendation need further clarification as a result of this audit as they are not explicitly dealt with in sufficient detail within the MOU. • Parts 3, 4, 5 and 6 of the recommendation were not accepted at the time of the audit because they were already being dealt with as part of the MOU between ACPO TAM and the MPS which is nearing completion. The Auditor was made aware of this ongoing work at the time of inspection. • The NPOIU is part of a number of units that have a national function and work to the National Coordinator for Domestic Extremism (NCDE) who reports to the Chief Executive of ACPO TAM. • ACSO has just commissioned a review of ACPO TAM led by the chair of ACPO Finance and Resources Area which may comment on the long term governance of this unit. The outcome should be known by the end of December. In the interim the SO Lead Accountant and ACPO TAM Director of Resources will work together to ensure MPS financial governance applies. <p>January 2011 update from MPS SPOC</p> <p>DARA are currently undertaking Follow Up review work and a draft report is expected mid March 2011. The MPS has made the following progress since the original review:</p> <ul style="list-style-type: none"> • A paper was submitted to the MPA Counter-Terrorism and Protective Services Sub-Committee on 25 November 2010 for the approval for the merger of NPOIU and the National Domestic Extremism Unit. The lead force for this new unit will be the MPS. The proposed new structure was approved by the MPA on 20 December 2010. • A project board was established and key stakeholder representatives are members of this board. • All MPS processes, policies and procedures will be followed by the new merged unit. <p>The MOU has yet to be signed off, the majority of the information has been agreed, and F&R processes in the MOU have been in place for the last year. There are some HR issues which are being resolved and it is anticipated that the MOU will be signed off by the end of the year (2010). The reporting structure of the proposed new unit will be:-</p> <p>The Authority, ACSO, DAC - National Co-ordinator and Chief Superintendent.</p>	<p>First half of 2011 with a more defined date to be agreed following issue of draft Follow Up report.</p>