

**Professional Standards & Complaints Committee
Draft Work Programme 2007-2008**

**Draft work programme prepared by Claire Lister, MPA Professional Standards
following consultation with DPS, IPCC and the MPA's Equalities and Diversity Unit**

PSCC Meeting Date	13.09.07	15.11.07	17.01.08	13.03.08	28.4.08 (There are no meetings in May due to the GLA election)
<p><u>Focused Items:</u> (Reports for decision or discussion)</p>	<p>Local Resolution: project findings (joint MPA/MPS/IPCC report)</p> <p>MPS Organisational Learning: an assessment of the effectiveness of mechanisms within DPS to standardise the collection, analysis and communication of organisational learning and best practice.</p> <p>MPS Restricted Duties: A review of the use of the restricted duties policy. Is it time for a change?</p>	<p>Management of Critical Incidents: an appraisal of the accountability and effectiveness of Gold Groups</p> <p>Measuring consistency of sanction: oversight of sanctions being applied following misconduct boards and subsequent appeals to ensure consistency and proportionality</p> <p>Welfare and support: An evaluation of arrangements for officers and staff involved in complaints and conduct</p>	<p>Preparations for Taylor Reforms: a review of progress in preparation for changes in the misconduct procedures (<i>six monthly update due 10.07.08</i>)</p> <p>Direction and Control: Review of the D&C Register and an analysis of evidence of corporate learning</p> <p>One Year On: Update on the Professional Standards Support Programme (<i>to include feedback from Borough Commanders & MPA link members.</i>)</p>	<p>Disproportionality: (progress on changes post CRE, Morris and research findings and recommendations)</p> <p>Managing Difference in the Workplace: an evaluation of diversity training for managers</p> <p>On duty behaviour: an analysis of failures in supervision and management development</p>	<p>Deaths following Police Contact: (joint IPCC/MPS report to include details of recommendations from investigations)</p> <p>Monitoring of MPS implementation and compliance with IPCC recommendations</p> <p>Making the difference through Partnership Working: how can we improve partnership working to achieve sustainable service improvement of police professional</p>

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		investigations			standards?
DPS Strategic Intelligence Assessment Reports <i>(Reports for discussion)</i>	<u>Threats to the Service & Preventative Action</u> (1) Overview of Corruption Trends and Anti-Corruption Activity (to include presentation of case studies in exempt session)	<u>Threats to the Service & Preventative Action</u> (2) Vetting and identification Security (to include an evaluation of vetting procedures and the risks posed by the absence of rigorous vetting for officers and staff recruited pre 1995)	<u>Threats to the Service & Preventative Action</u> (3) Off-Duty Behaviour (to include DPS response to incidents of domestic violence involving officers and staff, and a review of the frequency of off duty misconduct involving alcohol/substance misuse and public order offences).	<u>Threats to the Service & Preventative Action</u> (4) Information Leakage and Computer Misuse (to include an evaluation of the integrity of MPS Intelligence Systems and vulnerabilities in the use of CRIS & PNC)	<u>Threats to the Service & Preventative Action</u> (5) Individual Finance and Outside Business Interests

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Standing Items: <i>(MPS Reports to note)</i>	Complaints Management Information <i>(To note: throughout 2007-08 this report should include enhanced borough specific information obtained as a consequence of PSSP activity)</i>	Complaints Management Information	Complaints Management Information	Complaints Management Information	Complaints Management Information
	Summary of Suspensions	Summary of Suspensions	Summary of Suspensions	Summary of Suspensions	Summary of Suspensions
Standing Items: <i>(MPA Reports to note)</i>	Dip Sampling Report (Locally Resolved Complaints)	Dip Sampling Report (Complaints involving allegations of failures in duty)	Dip Sampling Report (Direction and Control Complaints)	Dip Sampling Report (complaints involving allegations of discriminatory behaviour)	Dip Sampling Report (evaluation of complaints treated as not recordable)

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	Case Management Protocol (report on the 10 oldest “live” complaints/conduct investigations)	Case Management Protocol (report on the 10 oldest “live” complaints/conduct investigations)	Case Management Protocol (report on the 10 oldest “live” complaints/conduct investigations)	Case Management Protocol (report on the 10 oldest “live” complaints/conduct investigations)	Case Management Protocol (report on the 10 oldest “live” complaints/conduct investigations)
<u>Six Monthly Reports:</u> (MPS reports to note)	Disciplinary Cases Involving Police Staff Civil actions	Employment Tribunals (report by MPS HR to include management information, data and trends analysis. MPA to provide a concurrent report detailing findings and recommendations from its review of MPS ET cases) Fairness at Work Policy Deaths following Police Contact (MPS		Civil actions	Taylor Reforms: DPS update on preparedness for changes in the misconduct procedures Employment Tribunals (report by MPS HR to include management information, data and trends analysis. MPA to provide a concurrent report) Fairness at Work Policy

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		report to be followed by a MPS/IPCC joint report in July 2008 which will include details of recommendations from investigations)			Disciplinary Cases involving Police Staff
Miscellaneous Items To note: officer requests for funding for legal representation and MPS requests for authorisation to settle (if any) will be presented as a final item at each PSCC meeting.	Outcome of consultation and review of DPS core business practices (MPS Report detailing work undertaken under the oversight of Commander Osborne in consultation with Professor Jim Saker, Loughborough University Business School)			Review of MPA (Professional Standards) Gender and Disability Equality Scheme	PSCC Annual Report 2007/08 PSCC Work Programme 2008/09 IPCC Annual Presentation of Complaints Data