

**DPS TAYLOR PROJECT IMPLEMENTATION PLAN 2007/08**

<b>Key Activities</b>	<b>October 2007</b>	<b>November 2007</b>	<b>December 2007</b>	<b>January 2008</b>	<b>February 2008</b>	<b>March 2008</b>	<b>April 2008</b>
<b>Benefits Realisation and Risk Management</b>	High Level Project Risks to be discussed at Taylor Project Meeting on 10 October.		To review Benefits Realisation Plan and Risk Register at Taylor Project Meeting on 12 December.	Awaiting National Performance Framework for Misconduct and Complaints.	Performance Targets and monitoring / management information to be scoped to take effect from April 2008.		New performance regime to start from 1/4/08 – Benefits Realisation Plan to be reviewed.
<b>Marketing and Communication</b>	To discuss Communication Strategy and Action Plan at Taylor Project Meeting on 10 October.	Taylor Web Page to go live together with a link on Intranet Corporate News as soon as Management Board has signed off options paper.  Monthly Taylor Newsletter to be circulated to DPS Staff and placed on Taylor Web page.	Taylor Project to be featured in <i>Police Review</i> and <i>The Job</i> articles.  Monthly Taylor Newsletter to be circulated to DPS Staff and placed on Taylor Web page.	DPS internal briefings to middle and senior DPS managers.  Intranet Corporate News re Parliamentary Approval to Taylor and links to website etc.  Presentations / briefings to B/OCU Commanders, HR Managers and Stakeholder Representatives this month.  Monthly Taylor Newsletter to be circulated to DPS Staff and placed on Taylor Web page.	Monthly Taylor Newsletter to be circulated to DPS Staff and placed on Taylor Web page.	Monthly Taylor Newsletter to be circulated to DPS Staff and placed on Taylor Web page.	Monthly Taylor Newsletter to be circulated to DPS Staff and placed on Taylor Web page.  Intranet Update on Corporate News highlighting 'Go Live' for Taylor.
<b>Consultation and Legislation</b>	Consultation with Key Stakeholders and TP around MB Option Paper / Taylor proposals to	MB Taylor Options Paper to be presented on 6 November.		Parliamentary approval to be granted this month.			Proposed date for new procedures to become mandatory for

Key Activities	October 2007	November 2007	December 2007	January 2008	February 2008	March 2008	April 2008
	<p>be undertaken.</p> <p>The Criminal Justice and Immigration Bill (Second Reading) is due on 16 October.</p> <p>Performance Regulations to be approved by PAB on 17 October.</p>	MPA PSCC update paper on 15 November.					the Police Service.
<b>HR Issues and link to Unsatisfactory Performance Procedures</b>	HR to work with DPS to re-write the MPS UPP Policy to ensure it is user friendly.			UPP Policy to be reviewed by Taylor Project Team at 9 January Taylor Project Meeting.			UPP Policy to be ready for publication once Taylor 'goes live'.
<b>Territorial Policing issues</b>	To consider the setting up of a TP User Group.						
<b>DPS Customer Service Team</b>	<p>Customer Service Team to move to new location on 3 Floor at Jubilee House. Furniture, IT and Telephony requirements to be in place.</p> <p>Further consultation with Misconduct Unit and Intelligence Command to ensure internal processes are in place.</p>	To consider Quality Call Back Process.		All new processes to be drafted and ready to be published to appropriate DPS Staff and training sessions / workshops held for BSU staff and CST staff.	All new staff to have been recruited and trained and links to Intelligence Command and Misconduct Unit in place.	Team Building for BSU and Customer Service Team staff?	<p>New Customer Service Team to be at full capability and functionality.</p> <p>To have official opening and maximum publicity.</p>
<b>Handling Public Complaints and Conduct Matters</b>	To report on pilot B/OCU site for Taylor model at Taylor Project Meeting on 10	Internal documents to be revised in preparation for April. Update to		Revise internal documents once legislation finalised.			All processes and procedures to be in place.

Key Activities	October 2007	November 2007	December 2007	January 2008	February 2008	March 2008	April 2008
	October.	be given at Taylor Project Meeting on 14 November.					
<b>Defining future roles of BSU/BOCU/DPS for Taylor model</b>		Start developing future roles for Borough Support Units / BOCUs and DPS staff – forward looking 18 months ahead.	Consider ‘Head of Profession’ role for B/OCU SPOCS – See Training Issues.				
<b>Standardisation of misconduct outcomes</b>	Once regulations interpreted and agreed, to scope changes required within Misconduct Unit. Consultation to be undertaken with Customer Service Desk and Intelligence Command.	Progress report to Taylor Project Meeting on 14 November.					All processes and procedures to be in place.
<b>Training Issues</b>	Further internal planning meetings to ensure TNA and PNA prepared in time for January.	Training venues to be booked for February and March.  Performance Needs Analysis to be completed and paper prepared for TMB in January.	Possible paper to MPA PSCC re ACPO training and possible changes for future ACPO staff.  Review training role (poss. Head of Profession?) to devise regular workshops / refresher training / legislation	PNA and TNA to be approved by TMB in January.	Training courses to be held (subject to legislative timeframe).  Second round of PSSP BOCU visits to commence to include Taylor Reform package.	Training courses to be held (subject to legislative timeframe).	All training to have been completed for all staff involved in managing police misconduct and public complaints.

Key Activities	October 2007	November 2007	December 2007	January 2008	February 2008	March 2008	April 2008
			training – See future roles of BOCU/DPS/BSU.				
<b>Development of Policy SOPs and link up to UPP</b>	HR to work with DPS to re-write the MPS UPP Policy to ensure it is user friendly.	To update the list of SOPs to which the policy applies to and prepare timetable for discussion at Taylor Project Meeting on 14 November.					All Policy SOPs to be updated and published.
<b>Tribune Data and Standards</b>	Dol to commence work to factor in legislative changes to Tribune System and Centurion (for the National Complaints System).	IPCC to be consulted on developments with Tribune and progress on performance issues.			To assist with Benefits Realisation Plan – identifying performance measurement requirements and liaison with IPCC.		New performance regime to start from 1/4/08.