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**Originator:**

**Detective Supt. 757 Steve Bean**

**Decision number:**

**D03/2018**

**Submitted to: Martin Surl, Police & Crime Commissioner for Gloucestershire**

**Subject: Regionalisation of Prison Intelligence Officer (PIO) role**

**Executive summary:**

The Regional Prison Intelligence Unit (RPIU) comprises the South West Counter Terrorism (CT) and Organised Crime (OC) capabilities in one team. The funding of the unit is currently through CT grant, Security & Defence Spending Review (SDSR) growth, Regional Organised Crime Unit (ROCU) and Home Office (HO) grant with four of the five regional forces owning and funding their own crime Prisoner Intelligence Officers (PIO).

The unit has evolved to this position since 2013 and the outline business case is the next step to full regionalisation of the unit. This will provide greater efficiency and effectiveness in tackling the greatest threat and risk from CT and OC nominals within our secure estate and upon release. This does not represent a reduction in posts but rather a change in ownership and management, particularly of the crime PIOs

By agreeing to a fully regionalised RPIU this will provide:

- Greater consistency and quality (effectiveness)
- Enhanced threat picture (effectiveness)
- Proactive intelligence gathering leading to further disruption against priorities (effectiveness)
- Present opportunity for further demand analysis which may enhance RPIU capability and capacity through realignment of resources to address gaps in service. E.g. CHIS handling capability (Efficiency)

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**Recommendation:**

The PCC Governance Board approves the three proposals detailed in the business case.

**Outcome/approval by:**

Signature:

A handwritten signature in black ink, appearing to read 'MASI', with a horizontal line underneath it.

Date: 23 January 2018

(Subject to resolution of a fair funding regime being agreed in respect of regionalisation of Special Branch in the South West)

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<p><b>Public access to information</b></p> <p><i>Information in this form and associated reports is subject to the Freedom of Information Act 2000 and the Elected Local Policing Bodies (Specified Information) Order 2011. Where it has been indicated that this is a decision of significant public interest, all of this form except Part Two will be made available on the website of the OPCC.</i></p> <p><i>Any information that should not be automatically available on request should not be included in Part One but instead on a separate Part Two form.</i></p>	
<p><b>Is this a decision of significant public interest?</b></p> <p><i>This includes a decision with any impact on the community, expenditure in excess of £50,000, or any decision that would be of obvious interest to the media or the general public</i></p>	<p>Yes – expenditure of £63,400 proposed, which equates to an increase on current expenditure of £48,119</p>
<p><b>Is there a Part Two form?</b>  <i>This section should only include information that, if published:</i></p> <ul style="list-style-type: none"> <li><i>a) would, in the view of the chief officer of the police, be against the interests of national security;</i></li> <li><i>b) might, in the view of the chief officer of police, jeopardise the safety of any person;</i></li> <li><i>c) might, in the view of the chief officer of police, prejudice the prevention or detection of crime, the apprehension or prosecution of offenders, or the administration of justice; or</i></li> <li><i>d) is prohibited by any enactment.</i></li> <li><i>e) breaches commercial sensitivity</i></li> </ul>	<p>No</p>

<b>Originator checklist (must be completed)</b>	<b>Comments including who has approved the report if applicable</b>
Has legal advice been sought on this submission if required?	No
Has the Chief Finance Officer been consulted, if required?	Yes – Peter Skelton is aware
Have equality, diversity and human rights implications been considered, as appropriate?	Yes

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How is the recommendation consistent with the objectives of the Police and Crime Plan?	Intelligence originating from prisons is relevant to all strands of the PCC's Police & Crime Plan
Has consultation been undertaken with people or agencies likely to be affected by the recommendation?	Yes – Consultation carried out by colleagues within the Regional Prison Intelligence Unit (RPIU)
Has communications advice been sought on areas of likely media, community, staff or partner interest and how they might be managed?	Yes – Stakeholder Management has been assessed by colleagues within the RPIU.
Have all relevant implications and risks been considered?	Yes

**Part One – For publication**

**Purpose of the report**

To seek approval from the PCC's Governance Board for Gloucestershire Constabulary to contribute to the full Regionalisation of the Prison Intelligence Officer (PIO) role.

**Background**

The RPIU was created in April 2014 following agreement from the SW Protective Service Collaboration<sup>1</sup> for a locally owned centrally managed PIO network to manage prison intelligence across the secure estate.

There was a recognised need for a move from a reactive to a proactive approach for the management of Organised Crime Group (OCG) nominals in prison, greater intelligence and information exchange, a change of ethos towards a proportionate lifetime offender management response, co-ordinated tasking and management across the capability with a clearly defined management structure to provide consistency of policy, procedures, capability and approach.

Following the closure of HMP Gloucester in 2013 (Gloucestershire's only prison), the Constabulary did not have a Prison Intelligence Officer (PIO) in post and therefore did not supply any staff to the RPIU when it was formed in 2014, instead contributing additional funding to receive RPIU services.

On review of this arrangement as part of the South West Regional Collaboration Programme, a business case has been written to increase the fairness and equity of existing arrangements across the contributing forces with the following three proposals for consideration:

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- **Proposal 1** is for the full regionalisation of PIOs. This proposal considers the existing establishment of the RPIU and acknowledges that the previously agreed structure with crime PIOs being locally owned and centrally managed is hampering the service delivery of the unit. The recommended option is for full regionalisation with crime PIOs being based within their existing prison establishment with secondment to ROCU. This is preferred to the option of remaining as is.
- **Proposal 2** is for the application of police grant funding formula to calculate crime PIO contributions, specifically:

Avon & Somerset	32.43%
Devon & Cornwall	33.30%
Dorset	11.76%
Gloucestershire	10.83%
Wiltshire	11.68%

- **Proposal 3** If proposals 1 & 2 are agreed, the third proposal is for standardisation of PIO role profiles with agreed terms and conditions. A new PIO role profile has been prepared for HR and Staff Associations' review, grading and agreement. Existing terms and conditions vary across the forces so agreement of employment terms and conditions must follow expeditiously in order to meet the timeframe for implementation by 1<sup>st</sup> April 2018.

Full details can be found in the document:

*RPIU – Regionalisation of PIOs Outline Business Case* authored by DCI Lynne Thorne (October 2017)

### **Recommendation(s)**

That the PCC's Governance Board approves the three proposals detailed above.

### **Financial and resource implications**

Below figures provided by force finance, CTIU and ROCU business teams are forecast costs based on 2017/2018 Quarter 1 actual costs. All costs include salary, overtime, travel and expenses.

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### Current Staff Cost

Funded by	£
HO Grant	72,954
CT Grant	258,400
SDSR Growth	160,673
ROCU:	141,103
Force contribution in line with current force posts:	444,311
<b>Total</b>	<b>1,077,443</b>

### Proposed Staff Cost with Police Grant Funding Formula

Funded by	£
HO Grant	72,954
CT Grant	258,400
SDSR Growth	160,673
ROCU:	383,414
<b>Total</b>	<b>1,077,443</b>

Funded By	ROCU: £	Contribution in line with current force posts: £	Funded By	ROCU: £	Police Grant Funding Formula	Variance £
A&S	43,760	131,921	A&S	189,830	32.43%	-7,831
D&C	46,987	138,970	D&C	194,943	33.30%	-11,014
Dorset	16,394	102,733	Dorset	68,843	11.76%	-30,484
Wilts	16,481	30,683	Wilts	68,376	11.68%	21,210
Glos	13,281	0	Glos	63,400	10.83%	48,119
<b>Total</b>	<b>141,103</b>	<b>444,311</b>	<b>Total</b>	<b>383,414</b>	<b>100.00%</b>	<b>0</b>

## Risk Assessment

The potential risk of failing to implement the recommendations would be that the Constabulary would not be part of the regional RPIU collaboration and would have to make arrangements to obtain prison intelligence through alternative means. This

would leave the organisation vulnerable in terms of our ability to tackle Terrorism, Serious & Organised Crime (SOC) and Lifetime Offender Management (LOM).

## Equality & Diversity impact assessment

There are no practices or issues within this proposal that would have a negative impact on people from protected groups, as defined by the Equality Act 2010.

## Environmental impact assessment

Not applicable.

## Consultation

Extensive consultation has taken place at ROCU Regional Tasking meetings and with Directors of Intelligence and Heads of Crime from the 5 regional forces. Two regional workshops have also taken place to discuss the proposals, and NPICC are sighted and fully supportive of the proposed direction of the regional unit.

## Discussed with Communications & Engagement

RPIU have discussed with the ROCU Communications department who are leading on this aspect.

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**Conclusion**

Prison intelligence is an essential part of tackling Terrorism, Serious & Organised Crime (SOC) and Lifetime Offender Management (LOM). Gloucestershire Constabulary currently receive a high level of service from the RPIU and there is a strong organisational need to continue to do so, in order to prevent and detect crime, keep the public safe from harm and achieve the objectives of the PCC's Police & Crime Plan. The proposals detailed for full regional collaboration of this service are fair and equitable across the five regional forces, with proportionate contributions determined by the Police Grant Funding Formula (PGFF) and should therefore be approved.

**Originator approval**

**Name: Steve Bean**

**Job title: Detective Superintendent 757, Director of Intelligence**

**Signature: SB**

**Date: 18/01/18**

**Chief Executive approval**

I am satisfied that relevant advice has been taken into account in the preparation of the report and that this is an appropriate request to be submitted to the PCC.

**Signature:**



**Date: 18/1/18**