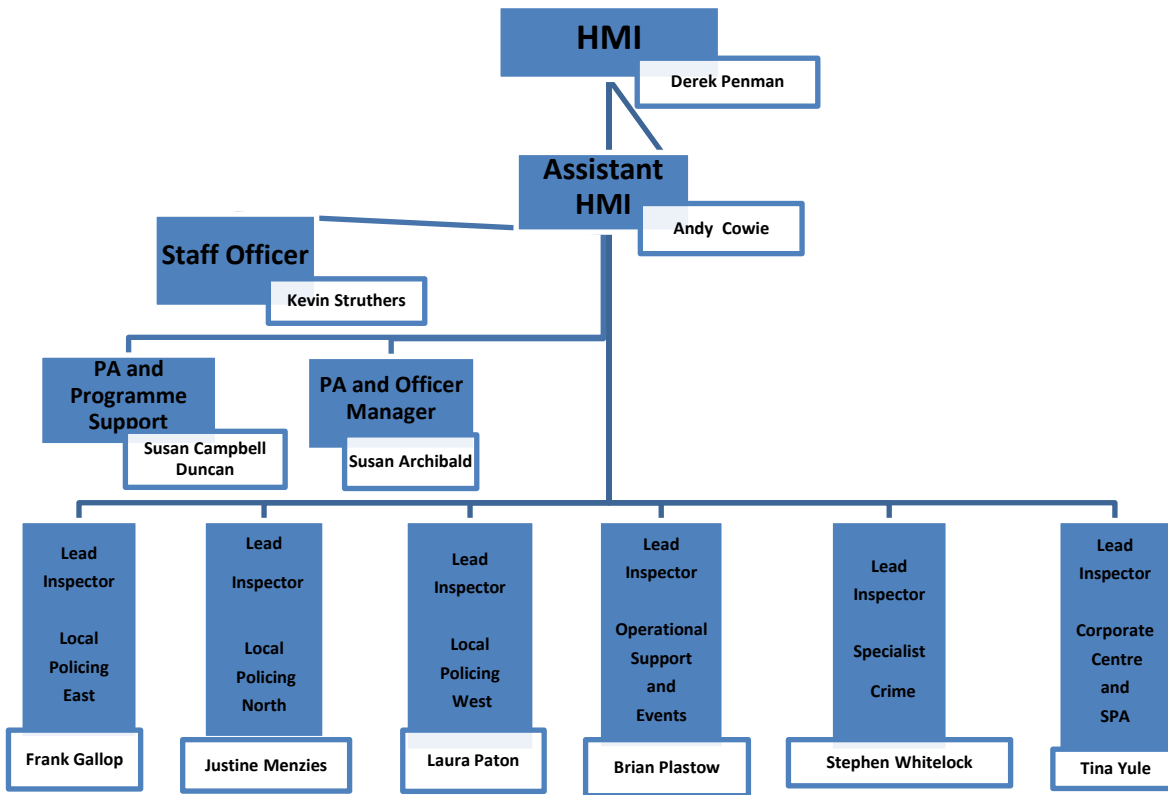




HMICS – Programmed Work Plan for Fiscal Year 2013-2014

Item No	Activity	When	Explanatory narrative and notes
1	Profile Building and routine engagement with the new Service and Authority.	01.04.2013 to 30.08.2013	The HMICS inspection function will be conducted by 6 Lead Inspectors ¹ . For routine engagement and liaison purposes each of those Lead Inspectors will be assigned a specific portfolio as aligned directly to the executive governance architecture of the Police Service of Scotland. The names of the Lead Inspectors and which areas they are assigned to is represented in the following organisational diagram.

¹HMICS is moving to an 'employed staff' model. Inspections of the single service will no longer be conducted by serving police officers seconded to HMICS.



This will enable each Lead Inspector to **develop a 'Profile' document to assist with the identification of risk and best practice.** In turn, these profiles will be used as information sources upon which HMICS may then enter into dialogue and discussion with the Service, Authority, PIRC, Auditor General and/or others with a direct interest in the effectiveness and efficiency of policing in Scotland. The output from this activity will be **35 individual profiles** as follows:

			<ul style="list-style-type: none"> • 32 Local Authority based territorial policing profiles • Corporate Centre Profile of Service and Scottish Police Authority • Crime Directorate Profile (Major Crime & Public Protection and Organised Crime & CT) • Operational Support & Commonwealth Games Profiles <p>The HMICS Lead Inspector routine liaison and engagement responsibilities will be assigned to individual Lead Inspectors as follows:</p> <ol style="list-style-type: none"> 1. Territorial Policing East 2. Territorial Policing North 3. Territorial Policing West 4. Corporate Centre (Service and SPA) 5. Crime Directorate 6. Operational Support & Commonwealth Games
2	CONTEST Prepare thematic	15.06.13 to 15.08.13	HMICS has previously conducted thematic inspections of both CONTEST Prepare (2008) and CONTEST Prevent (2011). As part of a re-assessment of previous outstanding recommendations and in recognition of the new single service (with changed capacity, capability and distribution of resource) and proximity to the 2014 Commonwealth Games, there is a need for HMICS to re-assess CONTEST Prepare in particular. The nature and extent of the inspection activity will be broadly in line with previous work in this area by HMICS but with an emphasis on national (rather than individual force) preparedness.
3	Crime Audit	15.07.13 to 30.08.13	HMICS will conduct a crime audit in the Police Service of Scotland with a view to making an assessment of adherence to the Scottish Crime Recording Standards. As with previous years, the nature, extent and scope of this inspection will be informed by the robustness of self-audit arrangements within the Service. However, there will be particular emphasis on the processes involved in responding to the initial call from a member of the public, through to the closure of incidents and the decision whether or

			not to record a crime. The crime audit is an examination of a sample of crime related incidents reported to the police to determine whether they have been properly recorded as crimes. In 2013, there will be a particular focus on the recording of sexual offences, domestic incidents and violent crimes.
4	Local Policing Commander Conferences	01.09.13 to 30.10.13	To minimise the physical scrutiny burden on Territorial Policing in year 1 of the new Service, HMICS will seek to have local 'conference' events broadly in line with the annual approach previously adopted at force level. These events will be hosted by the 14 Territorial Policing Commanders and will provide an opportunity for bi-lateral strategic discussions on key local policing challenges. This will also enable HMICS to make assessments of local performance and the effectiveness of the various points of convergence between the local and the national. These conferences will also enable Commanders to 'showcase' good practice.
5	Chief Officer Conferences	15.09.13 to 01.11.13	HMICS will seek to have executive level 'conference' event(s) with the Chief Officer team as broadly in line with the former force conferences. This will provide an opportunity for strategic discussions around: <ul style="list-style-type: none"> • Corporate Centre • Crime Directorate • Operational Support and Commonwealth Games <p>The exact shape and form of these events will be the subject of discussion and agreement between HMICS and the Service (there may be 3 as above or one single event) and there would be an expectation of Scottish Police Authority participation in the dialogue.</p>
6	Custody Thematic	10.01.14 to 28.02.14	HMICS will conduct a series of unannounced visits to police custody facilities throughout Scotland with the objective of assessing the standards of care and welfare being received by persons in custody. As previously, this will be short and focussed and will involve interaction and dialogue with prisoners and custody staff.
7	Roads Policing	10.01.14	This thematic will explore the new arrangements for the distribution and management of

	Thematic	to 14.03.14	roads policing resources in the new service (with changed capacity, capability and distribution of resource) and will consider how these resources are being tasked and deployed in line with strategic priorities and how deployment is informed by the National Intelligence Model.
8	Local Scrutiny and Engagement Thematic	10.02.14 to 31.03.14	A follow-up thematic inspection which will examine how the local scrutiny and engagement arrangements are developing throughout Scotland and whether there are any emerging models of best practice.