

Welcome to the fifth edition of Emerge, the regular update for policing and the wider criminal justice system on the work of the Scottish Police Services Authority (SPSA).

SUCCESS FOR SPSA AND SCDEA TEAMS IN FIRST SCOTTISH POLICING AWARDS



The team from SPSA ICT and Strathclyde Police were jointly recognised for their work on Crime Performance Reports and received their award from Convener of Strathclyde Police Authority, Paul Rooney.

Six teams from across SPSA and the SCDEA received recognition at the inaugural Scottish Policing Awards ceremony at the Scottish Police College on 20th October.

Three teams received 'Outstanding Contribution' awards including the Scottish Police College for their work on delivering probationer training to record numbers of new recruits, Forensic Services Edinburgh for their work on the Peter Tobin case, and SPSA ICT and Strathclyde Police who were jointly recognised for their work in developing a new crime reporting tool to help the Force manage its performance.

The SCDEA Interventions Unit has received a 'Highly Commended' award for its work on the Shared Responsibility project. Operation Lochnagar - a joint operation between Forensic Services Aberdeen and Grampian Police - and the Scottish Police College's delivery of the ACPOS Professional Development Framework both also received 'Highly Commended' awards.

STRATEGIC PLAN PROGRESS

SPSA is currently developing a Five Year Strategic Plan - the first cohesive strategic planning process that SPSA has conducted since inception. This plan will set out the long term goals and strategic priorities of the organisation. It will set out what we want to achieve over the next five years, state what our objectives will be, and how we will achieve them.

The project so far has focussed on assessing SPSA's strengths and weakness as an organisation, and what opportunities and threats we should be considering as we look ahead. Customers and stakeholders, as well as staff across the SPSA, have been canvassed for their feedback. The analysis and survey work so far has identified some common views.

SPSA has a skilled and knowledgeable workforce, with a demonstrable track record of delivering in high-pressure situations. There is a common acceptance that the concept behind SPSA (i.e. a national provider of common services to policing) is right.

But there are weaknesses in our funding, in our ability to manage between national and local priorities, and a lack of clarity in the service levels we have agreed with our customers.

One of the key themes from both staff and customers has been the importance of consolidating services to our existing customers before considering any major strategic expansion. That's an approach that both the SPSA Board and Executive Committee have embraced.

SPSA management teams from each of the SPSA business areas are now starting to focus on what that approach means in each of their own areas. This will then lead to further engagement over the coming months with Scottish Government and stakeholders - and more detailed work on specific objectives and budgets. The aim remains to publish the Strategic Plan in March 2010.

This document will be used as the backbone to develop our annual plans and we will be reviewing and updating the Strategic Plan every three years to ensure sound strategic direction. For more information on the development of SPSA's Strategic Plan please contact Graham Stickle at graham.stickle@spsa.pnn.police.uk

AN OPPORTUNITY TO SHAPE SCOTLAND'S FORENSIC SERVICES

In April, SPSA announced plans to embark on a fresh engagement with our customers across Scotland on a national model for the whole of Forensic Services.

Over the last eight months our Forensic Services Modernisation project has sought to establish a clear set of customer requirements that can be converted into a service design fit for our modern day criminal justice community.

The project has included a comprehensive programme of activity based on full and extensive engagement with customers, staff and external peers. There have been four key strands to the project - stakeholder review, human resources, quality management and a review of our capacity and capability.

We are now in the process of pulling together all of the data and evidence gathered to review what this means for our service delivery.

'Playback' sessions took place throughout November with all customers who were involved in the initial stakeholder review - to ensure data accurately reflects the input provided. From these findings we hope to agree a national set of requirements for the delivery of forensic services.

Tom Nelson, Director Forensic Services said, "Already we are seeing common themes from each of our customers, where a desire for consistency, access to services, guaranteed response and an effective and efficient service provider are high on the agenda.

"This work will continue over the coming months to enable us to develop costed options and recommendations for further discussion with our customers."

For further information about the Forensic Services Modernisation project, please contact forensicservicesquestions@spsa.pnn.police.uk

FINGERPRINT EXPERT HONOURED AT NATIONAL FORENSIC AWARDS DAY

A fingerprint expert for the Scottish Police Services Authority has been hailed for her academic achievements at a national forensic awards ceremony sponsored by the National Policing Improvement Agency (NPIA).

Isobel Hamilton, a newly qualified fingerprint expert, has been named by the NPIA as the most meritorious fingerprint course student of the year 2008/09 - the first ever student from Scotland to receive such accolade.

Isobel was selected for the award for demonstrating outstanding levels of both personal and academic achievement whilst undertaking the National Fingerprint Learning Programme - a course that fingerprint trainees must successfully complete in order to attain expert accreditation.



Tom Nelson, Director of Forensic Services for the Scottish Police Services Authority (SPSA) said, "Isobel is a very deserving winner of this award and I am delighted that she has achieved national recognition for the high standards of work she has demonstrated during the course of her training. Isobel's achievement is testament to the hard work and dedication shown by all of our skilled forensic service practitioners and illustrates the contribution of forensic services to the criminal justice system."

For further information about our fingerprint training programme, please contact SPSA Fingerprint Training Officer Alex McGinnies on Alexander.mcginnies@spsa.pnn.police.uk



JUSTICE SECRETARY LEADS PRAISE FOR SCOTTISH POLICE COLLEGE

The Scottish Police College has been recognized by the Scottish Government for its contribution to delivering an additional 1,000 police officers to Scotland's communities.

In September, Justice Secretary Kenny MacAskill announced that there are a record number of police officers in Scotland, including the additional 1,000 officers it pledged to deliver. There are now 17,278 police officers in Scotland.

Welcoming the figures, Justice Secretary Kenny MacAskill said: "The Scottish Government pledged to deliver a more visible policing presence and that is why we committed to increase the number of police officers by 1,000.

"The Scottish Police College is a vital cog in this operation and deserves recognition for the fantastic job it is doing in sustaining an exceptionally high number of trainees. Through its work it is making sure that all new police recruits get the skills and training they need to service as officers."

Bill Skelly, Inspector of Constabulary for Scotland, also highlighted the College's achievement in the release of Her Majesty's Inspector of Constabulary for Scotland's Annual Report last week. Mr. Skelly said, "We now have a record number of police in Scotland. The number of recruits trained increased by 240 per cent - a remarkable achievement for both the Scottish Police College and those who recruit in the forces."

Assistant Chief Constable John Geates, Director of the Scottish Police College, said: "Our contribution to achieving this significant milestone is down to the hard work and dedication of college staff, who go the extra mile every day to ensure we deliver on this unprecedented demand. It has been a real challenge, but everyone has done their bit and we are proud to have played our part."

FORMER POWER STATION SITE TO BE HUB FOR SCOTS POLICE PROTEST TRAINING

A new facility the size of 70 football pitches has become operational adjacent to the Scottish Police College – providing a potential centre for large-scale police public order training ahead of the Olympics and Commonwealth Games.

The College has entered into a five-year agreement with ScottishPower that will see an expansion of over 55-hectares in open land space for College training exercises and much needed overflow car parking.

The space is the site of the former Kincardine Power Station, which stopped generating approximately 15 years ago.

Director of the Scottish Police College, Mr. John Geates, welcomed the partnership with ScottishPower saying, "We now have all the capacity we need to mount training exercises on a mass scale if necessary. Now that this land is at our disposal, we can enter into more detailed discussions with our customers on how we can best use it to support Scottish policing."

The College has also extended use of the land to other 'blue light' agencies such as the Scottish Ambulance Service. This collaborative approach is contributing to the Scottish government's call for closer collaboration and joint-working between public services.

COLLEGE ACHIEVES GOLD STANDARD THROUGH INVESTORS IN PEOPLE SCOTLAND



The Scottish Police College has been awarded Investors in People (IIP) Gold status - the highest such award that can be made.

Only one per cent of the organisations who receive IIP status are awarded this Gold level.

Chief Executive of IIP Scotland, Peter Russian, commented on the College's success: "The Investors in People Gold Award can only be attained by an organisation that recognises that excellence in leadership and management of people is at the heart of a successful team, and we were particularly

impressed by the strength of loyalty, engagement and empowerment of College staff.

"We hope that this award will inspire and encourage police forces across Scotland to use Investors in People to recognise and drive a culture of excellence".

John Geates, Director of the College added: "This is another landmark achievement for the College and for SPSA. Above all it is a fantastic endorsement of the team working that we see demonstrated week in week out in our business. People are our greatest asset. I recognise that. The College recognises that. SPSA recognises that. I'm delighted that IIP have formally recognised that in their assessment of us."

Regular IIP status is given to organizations that meet 39 IIP evidence requirements, while Gold status is given to those who can meet at least 165 of the total 196. The College specifically asked to be measured against all 196 requirements in hopes of being recognized at the Gold level.

SPC WINS SQA STAR AWARD FOR ACPOS PROFESSIONAL DEVELOPMENT PROGRAMME



The Scottish Police College was one of forty-one award winners at the annual Star Awards, staged by the Scottish Qualifications Authority (SQA), on Friday 30 October. The SQA's Awards seek to celebrate success and commitment by individuals, schools, colleges, training providers and businesses, and this year the SPC was recognised for its ACPOS Professional Development Programme.

John Geates, Director of the Scottish Police College, accepted the SQA Star Award for Innovation on behalf of the College, and Bruce Milne, Head of Education & Development, was also in attendance. This prestigious award is presented to centres who can demonstrate not only good practice, but also the incorporation of innovative initiatives into their delivery of SQA qualifications.

Over recent years the Scottish Police College has worked with both the SQA and University partners in developing an innovative qualification framework for the police service. That work is still evolving but now provides a foundation for the future of policing. The College has led the ACPOS Professional Development Programme initiative from the outset and co-ordinated all the activity with a host of partner institutions, including the SQA and a number of Universities.

John Geates was proud of the accomplishment, saying: "The qualification framework that has evolved is unique to Scotland and unrivalled in the UK or Europe, embracing as it does academic and vocational qualifications together with professional development opportunities for police officers and staff."

SPSA DESIGNS NEW HOMICIDE ANALYSIS TOOL

SPSA ICT in Glasgow has designed a new program to assist officers at Strathclyde Police in the investigation of unexplained or suspicious deaths.

The application, named 'Phoenix', has been developed to provide a means of consolidating information and continually improving the standard of homicide investigations.



Investigating officers will be able to use the Phoenix system to formally and accurately record information from unresolved and live murder investigations, and other significant deaths across the Force area. The program aims to provide an accurate database of all previous drug deaths, suicides and unexplained deaths and can therefore be used to provide statistical analysis and to help ensure that best practice is identified and disseminated to all personnel.

The web-based application will also allow Scene Examiners and Family Liaison Officers access to information relating to a fatality and any linked fatal investigations.

Phase I of the project is currently undergoing testing and is expected to go live by the end of the year.

The application is proving so effective that forces from across the UK have already expressed an interest in adopting the system, and the development of further Phase II functionality for the application is currently underway.

If you are interested in finding out more about this product, please contact John McGuire at john.mcguire@spsa.pnn.police.uk.

FORENSIC SERVICES DELIVER SERVICE IMPROVEMENTS

Significant progress continues to be made by SPSA Forensic Services in reducing service backlogs, improving turnaround times, and increasing efficiency across a number of core forensic disciplines.

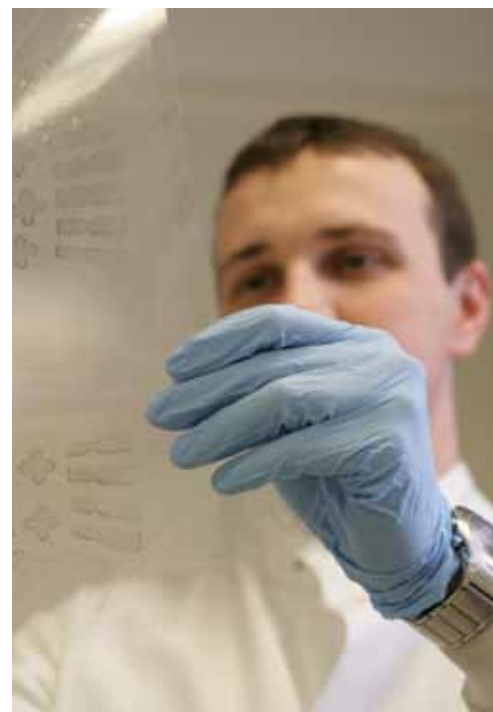
Highlights of recent performance include:

- The reduction of surplus drugs cases by 59% from 2,900 cases in 2007 to 1,200 today, despite recent increases in demand from Forces.
- A 58% reduction in expensive overtime hours from 4,400 hours in May to 2,600 hours in October, without impact on service delivery or quality of evidence.
- A 900% improvement in the turnaround of criminal justice samples being processed and placed on the DNA database compared with 2007, with more than 9 out of 10 now on the database within four days.
- A 12% increase in volume crime samples through DNA automation within Glasgow (10,087 samples pre-robot to 11,344 samples post robot (over 11 months)).

- The number of SICAR Footwear Intelligence Updates has increased from 179 in 2008 to 317 in 2009. That is a 77% increase, largely due to an increase in awareness of the value of footwear evidence to Scene Examination staff and police officers and an increase in quality and volume of footwear recovered from scenes.
- Mark Enhancement backlogs have decreased 59% from 1,320 cases in April 2008 to 530 cases at October 2009.

Tom Nelson, Director of SPSA Forensic Services said: "Demand for forensic work across the world increases with every passing year. As techniques become more widely known, and new developments arise, the pressure on forensic services to deliver results increases.

"Over a number of years this has simply meant that demand for this work has often outstripped supply leading to a surplus of work building up.



Bringing forensics together into a national service has allowed us to look at how we can better manage this work load and ensure that we are focussed on delivering efficient service our customers deserve."