

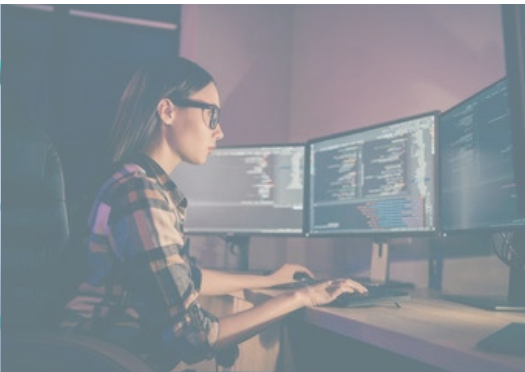
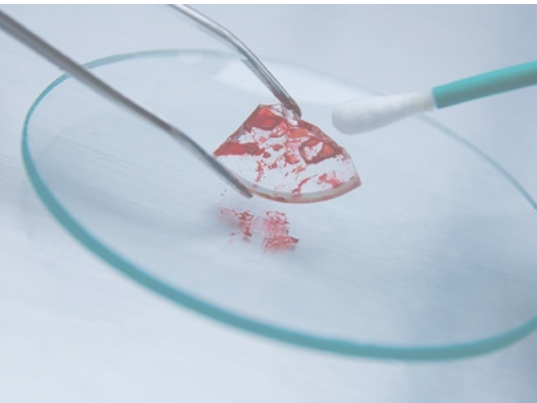
# EAST MIDLANDS

POLICE COLLABORATIVE SUPPORT FUNCTIONS

## BRIEFING DOCUMENT

### POLICE AND CRIME COMMISSIONER CANDIDATES

2021/22



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## A MESSAGE FROM

# T/DEPUTY CHIEF CONSTABLE PAUL GIBSON

“The East Midlands has a long and successful history of collaboration and is often seen as the exemplar for the rest of the UK. This collaboration extends to key support services such as Learning and Development, Occupational Health and Criminal Justice. By working closely together in such collaborative ventures we have been able to drive efficiency, consistency in practice, develop expertise and build resilience to meet ever changing demands.

“With an uplift in officer numbers anticipated over the coming 2 to 3 years the Occupational Health Unit will play a pivotal role in making this a reality through health screening, vaccination services, clinical supervision and proactive wellbeing support. This small but highly professional and passionate team work closely with recruitment, training and the Chief Officers to ensure our workforce is cared for and their wellbeing is at the forefront of our thinking at all times.

“Over the past few years there have been dramatic changes in the way the Criminal Justice system is structured and the processes to support this. This has included the Transforming Criminal Justice programme seeing court listings and availability change, the introduction of digital file and case presentation and increasing use of technology in the CJ system. Working with the Crown Prosecution Service there have been challenges around file quality, charging standards and timeliness of file submission which the East Midlands Criminal Justice Team have taken in their stride to see service improvement across the board. With demand set to rise in the coming year(s) the role of EMCJ will be crucial to meeting this demand and ensuring we continue to bring offenders to justice.

“The role of policing has expanded significantly over the past decade with more and more emphasis on vulnerability, mental health, extremism and community safety as well as continued growth in criminal legislation and accreditation requirements. With the development of the Police Education Qualification Framework (PEQF) the role of EMCHRS L&D becomes increasingly important to support officers and staff through these qualifications. By working in collaboration we are able to provide a consistent and flexible approach to deliver national programmes whilst still being able to meet the needs of local forces.

“The success of the collaborative support functions is underpinned by the breadth and scope of the collaboration delivering services above and beyond their core capabilities. This collaborative approach has enhanced cooperation in the region, driven consistency in approach and flexibility to respond in times of heightened demand.

“It is my privilege to work with such an incredible team and it gives me great pride to see the achievements and results they bring every single day.”



**T/ DCC Paul Gibson**

Regional T/DCC

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**OFFICIAL - MARKED**

# EMCHRS OCCUPATIONAL HEALTH UNIT (OHU)

Occupational Health became a regional service (EMCHRS OHU) in December 2012, providing services to the five force within the East Midlands; Derbyshire, Leicestershire, Lincolnshire, Northamptonshire and Nottinghamshire.

A number of were benefits identified in the business case including:

- It makes savings, but keeps the control of processes and costs within the five forces.
- It allows the savings that will come as a result of the benefits from economies of scale and elimination of duplicated effort to be redirected back to forces.
- It provides resilience to the OHU service across the region.
- It supports the delivery model for policing services across the region providing the ability for flexibility for clinical appointments for regional teams and regional recruitment initiatives, but also for local policing units.

The cumulative savings achieved by EMCHRS OHU since regionalisation was established in 2012 is £3.2m. There is a national shortage of doctors and nurses and those with OH experience are even more scarce. Therefore attracting, recruiting and retaining OH clinicians is an ongoing challenge to EMCHRS-OHU.

Work has been undertaken to review the provision that Forces require of OH as since its inception there have been changes in Chief Officers Teams and PCCs. There is a greater focus on wellbeing and other changes which have affected policing, such as the uplift and Covid-19. The team have been working hard to facilitate this and there is no doubt that the delivery model will continue to evolve.

## Services delivered by EMCHRS-OHU

### **Attendance management/fitness for work**

This area of the service concentrates on what is commonly termed referral work, Individuals are referred into OH to obtain specialist OH advice in relation to fitness for work. This involves a relationship of three, the officer/staff member, the police force and OH. During the referral consultation it is common to request medical reports from Specialists and GP's. Manager guidance meetings and case conferences are also provided within this business area.

### **Recruitment**

This area of the service provides medical screening for applicants wishing to work for East Midland forces. There has been a substantial increase in this area of the business due to increased cohorts and Operation Uplift.

### **Health screening/health surveillance**

This part of the service supports pre placement screening and examinations and 'in service work' for medicals, hearing tests, lung function tests etc. for officers and staff. The demand has increased in this area due to inclusion of medical testing within the guidance for Authorised Professional Practice (APP).

### **Occupational vaccinations**

The delivery of the appropriate vaccination programmes for the agreed identified posts. This work has increased due to the need to vaccinate DVI personnel in order to provide national and international cover at disaster sites where there are a number of fatalities. There has also been an increase due to the decision to create dedicated extradition officer posts.



**Redeployment/ill health retirement/injury award**

Provisions of necessary, assessments/referrals and reports for the purposes of ill health retirements, redeployments, H1's and injury awards.

**Post accident/incident follow up**

Following-up accidents where additional occupational health intervention requirements may be necessary as appropriate; e.g. following exposure to a potentially communicable disease.

**Advice/guidance**

The provision of strategic advice and guidance on matters requiring an Occupational Health input. Currently, there is no volume data relating to this area of the business. This covers advice relating to influenza and Hep B and other planned deployments such as officers travelling abroad.



# EAST MIDLANDS CRIMINAL JUSTICE SERVICE (EMCJS)

The East Midlands Criminal Justice Service (EMCJS) was established in 2015 and has the following vision statement: “EMCJS is delivering excellence, supporting victims and witnesses and inspiring public confidence in criminal justice”.

## Functional areas

### **EMCJS custody services**

Striving to provide a safe, decent and efficient environment for the management of people in custody by:

- Ensuring that detention in custody is necessary and lawful
- Actively identifying risks associated with individual circumstances and re-assess risk throughout the detention period
- Identifying and addressing the needs of vulnerable people in custody
- Ensuring that custody is decent and respectful - particularly to issues around culture, ability and gender - and actively supporting investigators to promote an efficient period of detention.

### **EMCJS prosecutions services**

Supporting investigators to provide high quality files ensuring swift and effective justice.

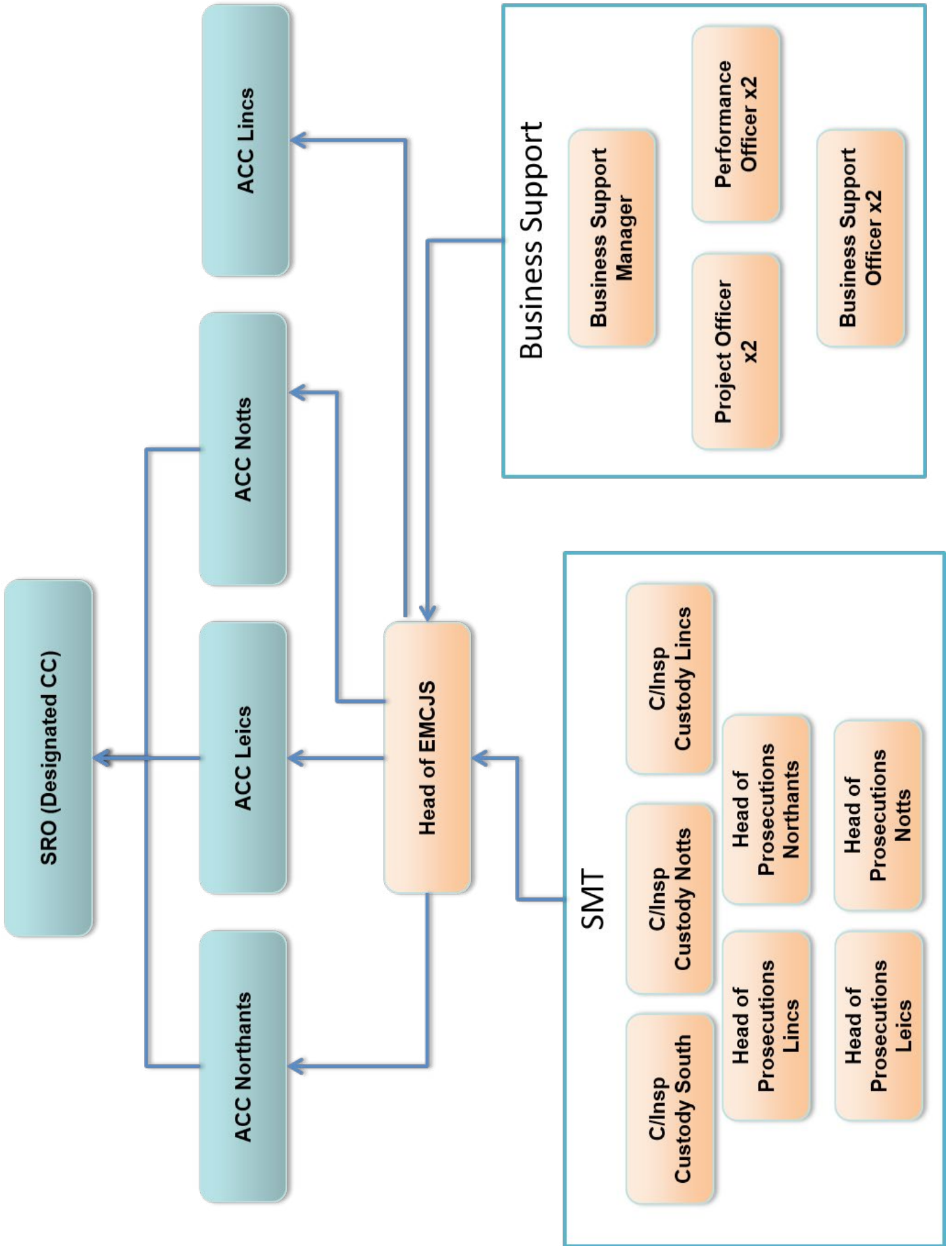
- Criminal justice units (crime files)
- Summary Process Units (traffic files – known by different names in different forces)
- Warrants
- PNC
- Witness Care
- Custody Clerical Officers (CCOs in Notts only)
- Detained property (Northants only)
- Road Safety Unit

### **Business Support**

- Performance
- Audit and compliance
- Projects and Change
- Business support for the regional meetings, action plans etc – this is across all four forces and covers both prosecutions and custody
- Risk Management / Health and safety
- Business continuity
- Policy and procedures

EMCJS also lead on the regional disclosure and voluntary attendance themes to ensure that the appropriate governance is in place and represents the forces at a number of national platforms.





# EAST MIDLANDS SPECIALIST LEARNING AND DEVELOPMENT HUB (EMSLDH)

Since the original inception, namely East Midland Collaboration Human Resources Services Learning and Development – EMCHRS L&D, in February 2013, East Midlands Specialist L&D Hub (EMSLDH) remains the largest police Learning and Development collaboration. The collaboration provides strategic learning and development support to Derbyshire, Leicestershire, Northamptonshire and Nottinghamshire. The new name of East Midlands Specialist L&D Hub was adopted in April 2020 to signify the specialist Learning and Development provision that is provided.

East Midlands Specialist L&D Hub (EMSLDH) can be proud of its achievements to date; costs have reduced year on year whilst delivering contemporary and modern learning and development.

In September 2018 EMSLDH - in conjunction with the forces it supports - were the first, across all English and Welsh forces, to go live with the Police Constable Degree Apprenticeship. This initiative enhances police education and will assist forces in increasing representation of the communities they serve.

The EMSLDH is also seen as a leading player in digital design. For example, the team has been working with the National ANPR Programme to develop a blended learning solution that will be delivered to all 43 forces across the UK.

They also oversee the successful partnership with academia across the region, EMPAC (East Midlands Police Academic Collaboration). This initiative has delivered a range of research papers for PCCs and Forces across the region.

Moving forward our priorities for 2021 and beyond are accelerating the Transformation of Police Learning and Development. This will ensure that the innovative learning is readily accessible and will support the Leicestershire Team Academy.

EMSLDH will continue to work closely with its academic partners across the region to ensure that the new entry routes into the service are embedded.

In quarter two of 2021, EMSLDH has been able to extend the portfolio of the Regional Specialist Crime Programme; widening the portfolio of programmes that we deliver which gives forces greater control, flexibility and cost efficiencies.

EMSLDH will continue to ensure learning programmes comply with national standards set by the College of Policing and, importantly from 2021, meet Ofsted regulatory standards.

EMSLDH will continue to work closely with its academic partners across the region to ensure that innovative learning solutions which maximise technology are embedded and in place across the region.

