

Ms Joanne McCartney AM
Chair Police and Crime Committee
Via e mail to Matt Bailey

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TP - Criminal Justice

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Your ref:

Our ref:

15 November 2013

Dear Ms McCartney,

I am writing in response to your letter dated 18th October 2013 requesting further information following the PCC meeting held on 10th October 2013. Please note that I have also included within my response, the matters that you raised directly by letter with Commander Adrian Hanstock.

Interim information from the Health and Safety Executive on the outcome of their investigation into MPS' management of custody suites

We are still awaiting a response from the HSE. We were advised that they had received further information which they wished to examine, but we were not made privy to the content of that information. Commander Hanstock has asked me to reassure you that we will let you know as soon as we receive a response.

Information in the form of a chart on the cluster arrangements of Custody Support Officers amongst the London boroughs

Please find attached at appendix A, a chart which shows the cluster arrangements for custody. There will be seven (7) clusters, each overseen by a Chief inspector (as yet to be deployed as part of the new Met Detention Command). Each cluster has been divided into two and each of these fourteen (14) clusters has its own dedicated Custody Support Inspectors, Custody Manager, Custody Officers and Designated Detention Officers (DDO). A breakdown of staff numbers per cluster is included with the chart.

Performance data on response times in custody suites

I am terribly sorry that I am not currently in a position to provide you with an accurate picture of Healthcare professional (HCP) response times. Whilst we are able to capture this data from the National Strategy for Police Information Systems (NSPIS) (electronic custody record database), the data does contain significant gaps and has notable limitations which do reduce our ability to gather a complete and fully accurate record around HCP response times.

The gaps in the data are particularly prevalent where a Custody Nurse Practitioner (CNP) is present in the custody suite. This is because the custody team can speak

to the HCP directly and thus the request is often not noted on NSPIS by the custody team. Indeed, a custody nurse often has the opportunity to be with the custody team when a detainee is being booked in. That immediate presence of the HCP in the suite is clearly very valuable and is not something that can be measured by the data.

We have identified this as a significant gap in our performance management information and I am actively working towards resolving this issue. I will of course supply you with the more meaningful data once I have secured it.

A breakdown of the current cost of managing custody suites

As part of the business case development for Met Detention, we have made concerted efforts to extrapolate financial/resource information from boroughs in order to establish overall costs for our custody provision. This unfortunately has proved extremely difficult due to the number and variety of costs lines involved. Colleagues within our finance department are actively engaged in identifying these costs.

However, an indicative cost in relation to the staffing budget for custody - eighty eight (88) inspectors, four hundred and twenty eight (428) custody sergeants and seven hundred and eighty (780) DDOs is £65,974,336 per annum. As mentioned at the meeting the Forensic Healthcare Services budget is £13.4 million per annum.

A copy of a six month evaluation into the MPS' introduction of 11-12 hour shifts for staff working in custody suites

We will arrange for this evaluation to be undertaken and will advise you of progress.

Data on the number of women working in custody suites in London.

Appendix B provides diversity data with regards to staff currently working in our custody suites.

Further information on the MPS assessment of the use of custody belts in custody suites

The MPS has not employed the Emergency Restraint Belt. Colleagues with responsibility for officer safety training are currently assessing the Body Cuff, which permits greater flexibility in restraint to facilitate medical examinations, hospital visits etc. This evaluation is being led by Commander Dave Martin.

Custody Nurse Practitioner (CNP) churn rates

I was asked for current churn rates for CNPs at the meeting and was unable to supply them at the time. I have attached them at appendix C for your information.

Please do not hesitate to contact me if I can be of any further assistance

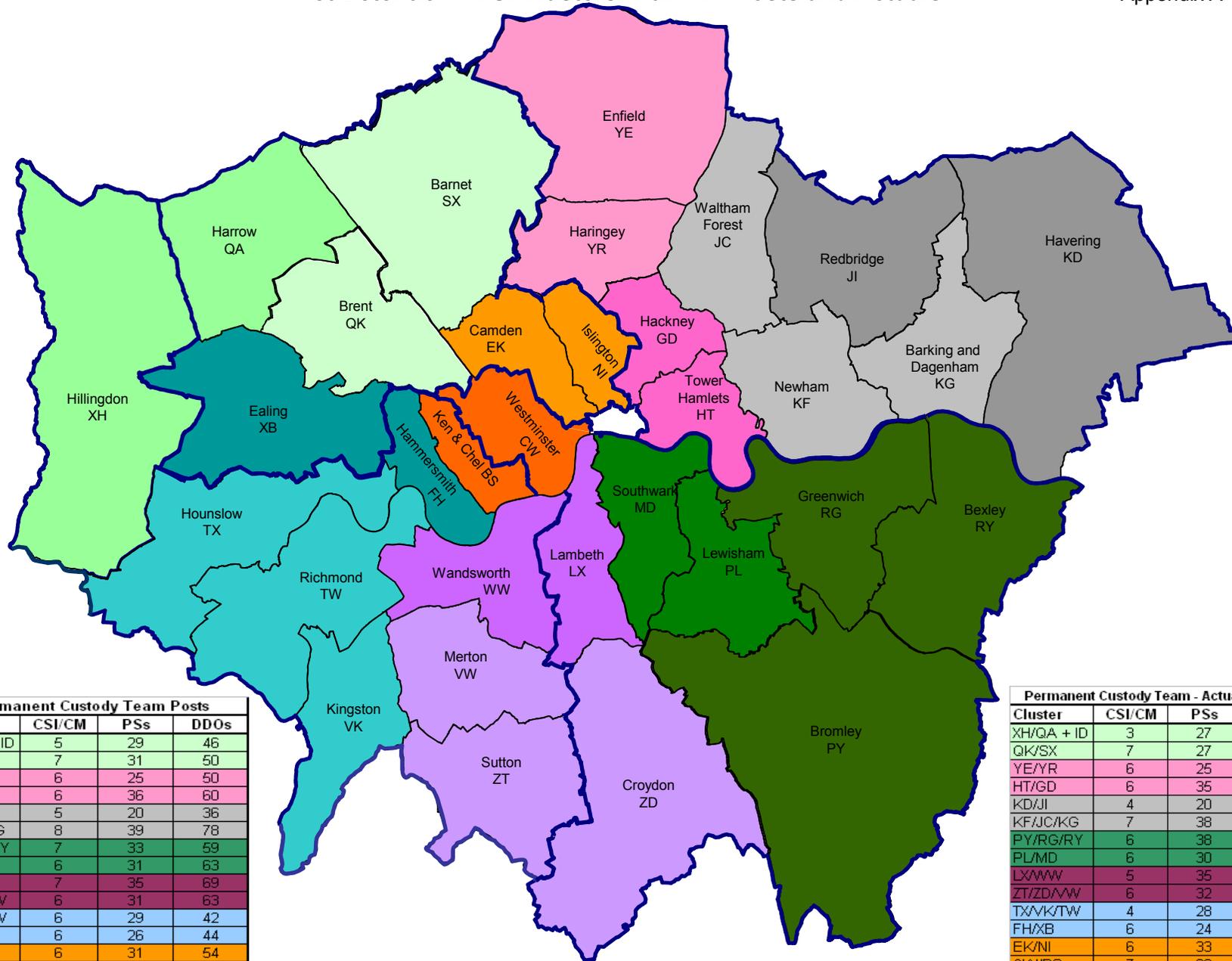
Yours sincerely,

Annette Wightman
Superintendent
Head of TPCJ Custody Directorate

Attachments:

Appendix A Cluster chart
Appendix B Diversity data
Appendix C CNP churn rates

Met Detention - CSI Clusters with PCT Posts and Actuals



Permanent Custody Team Posts			
Cluster	CSI/CM	PSs	DDOs
XH/QA + ID	5	29	46
QK/SX	7	31	50
YE/YR	6	25	50
HT/GD	6	36	60
KD/JI	5	20	36
KF/JC/KG	8	39	78
PY/RG/R	7	33	59
PL/MD	6	31	63
LX/WW	7	35	69
ZT/ZD/WW	6	31	63
TX/VK/TW	6	29	42
FH/XB	6	26	44
EK/NI	6	31	54
CW/BS	7	39	66
Totals	88	435	780

Permanent Custody Team - Actuals in Post			
Cluster	CSI/CM	PSs	DDOs
XH/QA + ID	3	27	37
QK/SX	7	27	47
YE/YR	6	25	50
HT/GD	6	35	58
KD/JI	4	20	33
KF/JC/KG	7	38	76
PY/RG/R	6	38	57
PL/MD	6	30	67
LX/WW	5	35	65
ZT/ZD/WW	6	32	58
TX/VK/TW	4	28	37
FH/XB	6	24	43
EK/NI	6	33	50
CW/BS	7	39	65
Totals	79	431	743

Full or Part Time Workers			
Employee Type	Full Time	Part Time	Total
Police Staff	703	13	716
Police Officer	477	30	507
Grand Total	1180	43	1223

Gender			
Employee Type	Male	Female	Total
Police Staff	290	426	716
Police Officer	86	421	507
Grand Total	376	847	1223

Ethnicity				
Employee Type	BME	Non BME	Ethnicity Unknown	Total
Police Staff	209	14	483	716
Police Officer	34	1	472	507
Grand Total	243	15	965	1223

Appendix C

March - April	Recruited	Leavers	Employed at year end	Churn
10/11	42	12	55	17.9%
11/12	31	10	76	11.6%
12/13	33	23	86	21.1%
13/14 (to date)	15	23	78	22.8%