

EXECUTIVE COUNCIL

PUBLIC

Title: RFIP - Staffing

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Responsible Director: Director of Emergency Services & Islands Security

Report Author: Acting Director of Emergency Services & Islands Security

Portfolio Holder: MLA Leona Roberts

Reason for paper: This paper is submitted to Executive Council:
For policy decision

Publication: Yes with redactions

Under Executive Council Standing Order 23(2), Executive Council must have regard to the categories of exempt information in Schedule 3 to the Committees (Public Access) Ordinance when determining if information should be withheld

The categories which are potentially relevant to this paper are:

Paragraph 5: Enforcement Activities, etc

Previous papers: None

List of Documents: None

1. Recommendations

- 1.1 Approve the creation of a Criminal Investigation Department (CID) within the Royal Falkland Islands Police (RFIP) made up of the following:
- 1 x Detective Sergeant (Permanent Post)
4 x Detective Constable (2 x Permanent Posts 2 x Fixed term for 2 years)
- 1.2 Having approved the above recommendation, refer the matter to the Standing Finance Committee for Financial Approval.

2. Additional Budgetary Implications

	2018/19	2019/20	Recurring
Operating Budget (Staffing)	£213,157	£222,577	£140,834

3. Executive Summary

- 3.1 In 2016 Operation Cinnamon was created to deal specifically with the historic case review and the associated actions. Due to the line of enquiry which had developed over a short period of time, it was evident by November 2016 that the resource deployed was not sufficient **REDACTED**. To address the need for addition capacity a revised structure was proposed and subsequently approved.
- 3.2 The actual Officers retained for Operation Cinnamon have changed slightly for a number of reasons. However, the core group of 1 x Senior Investigating Officer (Part-Time) 1 x Supervisor (Detective Sergeant) and 6 Detectives (on 6 or 12 month contracts) have developed a number of cases many of which remain live and require further work. **REDACTED**
- 3.3 Following **REDACTED** by the Director of Human Resources in 2016 a review of RFIP operations was conducted. The product of which was the development of a Police Improvement Plan at the start of 2017. Although a number of actions have been taken in relation to this plan, one strand of the improvement plan that requires immediate action relates to the capacity within RFIP to deal with the current and ongoing demand for criminal investigations.
- 3.4 The structure of Operation Cinnamon staffing was appropriate to meet the pressing need for capacity at the time. However the structure does not meet the longer term needs of RFIP. Therefore the aim is to bring to an end the current structure on 30 June 2018, with the ongoing work being taken forward by a newly created Criminal Investigation Unit (CID) within RFIP. The proposed unit will be staffed by Police Officers with the appropriate, knowledge, skills and competences to deal with complex criminal cases. This work will include the ongoing management of live cases generated within Operation Cinnamon over the past 12 months.

4. Background

- 4.1 **REDACTED.**
- 4.2 Having assessed the demand created by the current caseload that has been generated out of Operation Cinnamon and the underlying work associated with more general and emerging casework, the Chief Police Officer has judged that the RFIP requires 1 x Detective Sergeant and 4 x Detective Constables immediately, with one of the four DC's being deployed within Social Service to consolidate the joint working that has developed between Social Service and RFIP over the past 12 months. This post will enable FIG to operate a Multi-Agency Safeguarding Hub (MASH).
- 4.3 The proposals in this report will form part of the normal budgeting process for 2018/19 during which Officer will submit the wider budget proposals for staffing within RFIP. However, to ensure we have continuity in terms of case management capacity in relation to the historic case actions, Officers are requesting that ExCo gives early consideration to these proposals and recommendations. Although we aim to retain Officers already working within Operation Cinnamon, where possible, recruitment may be required for one or more posts. Employment of any officer will be on standard FIG terms and conditions of service. A failure to maintain an appropriate operational capacity to deal with case work represents a critical risk.

5. Request

- 5.1 To ensure RFIP has the capacity **REDACTED**, it is requested that the following staffing level is approved:

Post Title	No of Posts	Establishment	Grade	Hours
Detective Sergeant	1	Permanent	D1	Full Time - 37.5
Detective Constable	2	Permanent	E1	Full Time - 37.5
Detective Constable	2	Fixed term 2 years	E1	Full Time - 37.5

6. Significant Risks

- 6.1 **REDACTED**.

- 6.2 As a means of mitigating the significant risk that a lack of capacity creates in relation to current case work, preliminary recruitment activity has already commenced on the basis that no offer of employment will be made until formal approval has been secured.

7. Options and Reasons for Recommending Relevant Option

7.1 Option One

Do nothing. This report seeks Exco approval to establish a number of posts critical to service delivery within RFIP. Doing nothing would be detrimental to the management of criminal investigations and would undermine the progress that has been made in a number of complex investigations. Doing nothing would not address the identified risks and demands for ongoing case management.

7.2 Option Two

REDACTED.

7.3 Option Three

Create a dedicated CID unit within RFIP with the capacity to recruit overseas if and when required. The staffing structure to be made up of the post detailed at Para 5 (above).

The wider development of RFIP is dependent on the recruitment of suitably competent Officers to key posts. The proposed CID Unit will call for Officers with a board range of knowledge, skills and experience in relation to complex criminal cases. These Officers will deal with casework from the receipt of an initial report through to the presentation of case files to the Crown Council. Additionally the wider skill set of these Officers will help develop the capacity of RFIP Police Officers to ensure the wider aims of the Police Improvement Plan are achieved and that knowledge and skills are developed service wide and retained in the Islands as part of a legacy plan. A key feature of the Police Improvement Plan is the desire to recruit and train local people as Police Officers. The creation of the CID unit therefore creates an additional career development pathway for residents of the Falkland Islands who choose a career within RFIP.

The proposed structure also ensures the RFIP and Social Services have a proportionate response to the lessons learnt from the historic case review and subsequent enquires. If approved one of the four Detective Constable will be deployed within the Social Service Unit as part of a Multi-Agency Safeguarding Hub (MASH)

Option Three is the Officers recommended option.

8. Resource Implications

- 8.1 Financial Implications

REDACTED

8.2 Human Resource Implications

- 8.2.1 Preliminary recruitment activities have commenced as a proportionate measure to help mitigate the impact a lack of Officer capacity will have on the management of existing and future case work. The competencies required to undertake the Detective roles means that overseas recruitment to the Sergeant and four proposed Constable posts is inevitable. Although we will continue to use UK based training or visiting Trainers to meet the wider training and development needs of the RFIP, this internal resource will, if approved, also provide the capacity to cross train other Officers within RFIP on core investigative competencies, such the approach to Attaining Best Evidence (ABE) and Crime Scheme Investigation / Management (CSI).
- 8.2.2 The proposed staffing is a much needed resource that will enable RFIP to move forward in an efficient and effective manner. Although Officers will present the full RFIP staffing proposals as part of the normal budget process, nothing in this report conflict with or is dependent on any other staffing proposals being approved.
- 8.2.3 The proposal requests two of the four Detective Constable posts are for a fixed period of two years. **REDACTED** The judgment of the Chief Police Officer is based on his assessment at this time. If the level of casework continues for the foreseeable future then a proposal may be brought to members to extend or make permanent one or both of the proposed fixed term posts.
- 8.2.4 An alternative would be for Exco to approve the establishment of all posts on a permanent basis, and require the Chief of Police to assess the needs of the service as part of his wider management of the services performance and associated business planning process.

8.3 Other Resource Implications

- 8.3.1 For any overseas recruitment, housing will be required. This has been accounted for on the current housing needs assessment which shows a deficit in housing capacity by July 2018 should all posts be filled.

9. **Legal Implications**

- 9.1 There are no specific legal issues resulting from this report. Officers will be recruited on standard FIG terms and conditions of service. No offer of employment will be made until formal approval of the recommendations set out above has been secured.

10. **Environmental & Sustainability Implications**

- 10.1 There are no environmental and sustainability implications

11. **Consultation**

- 11.1 The Acting Director of Emergency Services, The Chief of Police and the Director of Human Resources have consulted with the Honourable MLA Roberts in her capacity as Portfolio Holder and member of the Operation Cinnamon Strategy Group and MLA Barkman as Deputy Portfolio Holder via the MLA Briefing in January 2018.

12. **Communication**

- 12.1 There are no additional communication requirements created as a result of this report. Given the nature of the report its content is considered restricted.