

# Police Force Re-Structuring

## 'A sixty second brief'

### Why?

- The Home Office commissioned HMIC to explore whether the present police structure is sufficiently robust to handle the whole spectrum of protective services, whilst simultaneously tackling volume crime.
- HMIC published its findings in a report published on 16 September 2005. HMIC concluded that the "current 43 force structure is no longer fit for purpose" and that "in the interests of the efficiency and effectiveness of policing it should change."
- The Home Secretary strongly agreed with HMIC's conclusions and wrote to Chief Officers and Chairs of Police Authorities on 22 September to set out in some detail how he would like the process to be taken forward.

### What?

- HMIC considers that forces with fewer than 4,000 officers or 6,000 staff simply do not have the critical mass to provide the necessary level of protective services.
- Only seven forces currently meet this threshold.
- HMIC considered a number of options for reform including increased collaboration between police forces, lead forces for each region, and the creation of strategic forces through mergers. It concluded that "the strategic forces offers the best business solution".
- HMIC are clear that mergers on their own will not be sufficient. New forces will need to reconfigure the way protective services are provided in future in order to comply with minimum national standards.
- The protective services reviewed were: counter terrorism and extremism; serious organised and cross border crime; civil contingencies and emergency planning; critical incident management; major crime (homicide); public order; and strategic roads policing.

### How?

- The Home Secretary stated that he has no blueprint for strategic forces. He has put the onus on forces and police authorities locally, in consultation with their officers and staff, other CJS and local government agencies, to discuss and come forward with their own firm proposals for options for change.
- Restructuring is not a cost saving exercise but is driven by the need to improve protective services. We anticipate that greater efficiency provided through economies of scale might free up resources to better strengthen the fight against organised and serious crime.

## When?

- By the end of the year: Forces have been asked to evaluate options for restructuring and to submit their final report to the Home Office by 23 December

## Impact

- **Improvement:** Proposals to restructure police forces will have to meet strict criteria for ensuring that they meet the need to improve protective services whilst maintaining the quality of service provided to individual neighbourhoods and address the particular problems that they face.
- **Minimal Disruption:** HMIC believes that any disruption to BCUs can be effectively minimised, while protective services are reshaped. This is because BCUs primarily deliver the vast bulk of everyday policing services and most are now sufficiently large and have secured co-terminosity, so that they can be left largely intact during a move towards restructuring.
- **Local Delivery:** Policing will continue to be delivered locally, responding to local concerns about crime and anti-social behaviour. The roll out of neighbourhood policing by 2008 will ensure that local communities will be served by local police officers and community support officers (CSOs) dedicated to their own communities. Indeed, the creation of strategic forces with sufficient capacity and resilience to deal with major investigations or public order incidents will help safeguard local policing by reducing the need to abstract officers from neighbourhood policing teams.
- **Tackling Crime:** Restructuring will also help forces combat the threat posed by criminals in the 21st century. Crime that takes place on our streets, on our estates and in our communities is often linked to wider regional and national networks. Neighbourhood policing will be uniquely positioned to tackle this at a local level by providing a close, two way relationship with local people, whilst strategic forces will be better equipped to counter the threat higher up the chain. We see the two as mutually supportive.

For further information or copies of this briefing note, please contact  
[police.structureteam@homeoffice.gsi.gov.uk](mailto:police.structureteam@homeoffice.gsi.gov.uk)

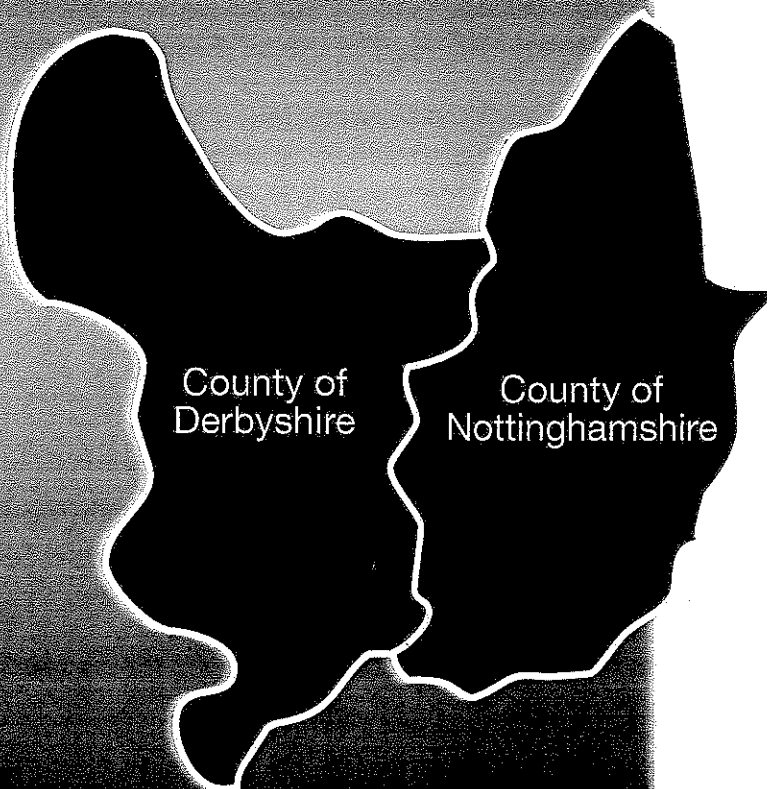
# Why Restructure?

- A report by Her Majesty's Inspectorate of Constabularies concluded that the structure of 43 individual forces in England and Wales is outdated and not fit for purpose for modern day policing.
- Forces with fewer than 4,000 police officers or 6,000 staff in total have been deemed by the HMIC as not being robust enough to deal with 21<sup>st</sup> century problems such as terrorism and serious and organised crime.
- The Home Secretary has asked all police forces and authorities to look at creating bigger forces through amalgamation based on existing regional Government boundaries, in our case the East Midlands.
- After talks and analysis of the available possibilities two options were decided upon for further consideration. These were the mergers of Derbyshire and Nottinghamshire into one force and the other three East Midlands forces merging into a second force; or the merging of all five forces into one.
- An initial report has been submitted to the Home Office highlighting the shortlisted options. A final report with the preferred option must be submitted by December 23<sup>rd</sup> 2005.
- The public can register their views about the proposed options at Have Your Say events or by visiting our website at the address opposite by November 23<sup>rd</sup> 2005.



# Police Service Restructuring

We want your views



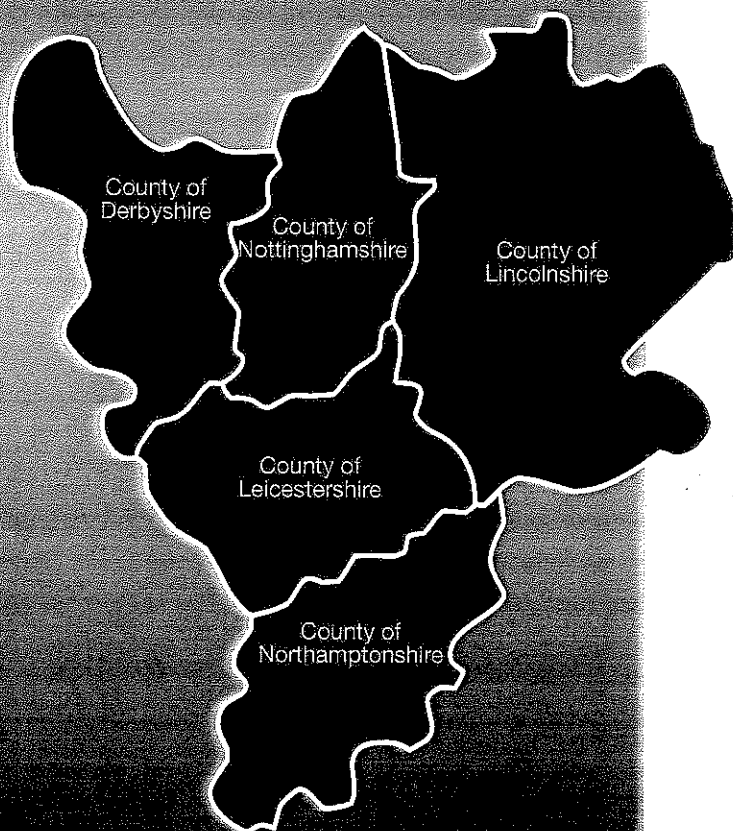
Derbyshire Constabulary  
and Nottinghamshire Police  
joining forces to form one  
**North Midlands Police Force**



- One of the options being put to the Home Office is to merge Derbyshire Constabulary and Nottinghamshire Police into one police force.
- Currently in Derbyshire there are 213 officers per 100,000 population whilst in Nottinghamshire there are 245 per 100,000 population. Amalgamating the forces would give a combined total of 228 per 100,000.
- In addition to this Derbyshire currently has a compliment of 43 Police Community Support Officers, with a plan to recruit more, and Nottinghamshire has 108.
- For every thousand people in Derbyshire there were 86 crimes recorded in 2004-05. In Nottinghamshire there were 138 crimes per 1,000 population.
- The Government has stated that a merging of forces will not affect local policing. Neighbourhood policing remains at the heart of the way in which Derbyshire is policed and responding to concerns of local communities and reacting to crime and disorder is and will remain an overriding priority.

# Police Service Restructuring

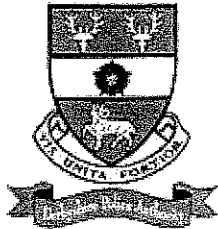
## We want your views



Derbyshire Constabulary,  
Nottinghamshire Police, Lincolnshire Police,  
Leicestershire Constabulary and  
Northamptonshire Police  
joining forces to form one  
**East Midlands Police Force**



- The other option that has been put forward to the Home Office is that Derbyshire, Leicestershire, Lincolnshire, Northamptonshire and Nottinghamshire are merged into an East Midlands force.
- Currently in Derbyshire there are 213 officers per 100,000 population. In Leicestershire there are 246, Lincolnshire 185, Northamptonshire 201 and Nottinghamshire 245. If the forces amalgamated it would give an average of 220 officers per 100,000 population.
- There are 43 PCSO's in Derbyshire alongside 103 in Leicestershire, 75 in Lincolnshire, 37 in Northamptonshire and 108 in Nottinghamshire.
- For every thousand people in Derbyshire there were 86 crimes recorded in 2004-05. In Leicestershire there were 102, Lincolnshire 86, Northamptonshire 114 and in Nottinghamshire there were 138 crimes per 1,000 population.
- The Government has stated that a merging of forces will not affect local policing. Neighbourhood policing remains at the heart of the way in which Derbyshire is policed and responding to concerns of local communities and reacting to crime and disorder is and will remain an overriding priority.



## Force Restructuring questionnaire – Key Stakeholders

### What are your views?

1. Do you have any strong views on **which Force or Forces** Derbyshire should merge with?

Yes                      No

Please outline your reasons below.

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2. Do you have **fears or concerns** about the proposal of merging Derbyshire with another Force / other Forces?

Yes                      No

Please outline your reasons below.

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3. Do you think there will be **benefits** in merging forces in England and Wales?

Yes                      No

What benefits would you like to see as a result of change?

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4. Specifically as a key stakeholder do you have any **concerns** in merging forces in England and Wales, either strategically or operationally?

Yes                      No

What concerns would you like to raise in respect of the proposed changes?

Guidelines have been issued by the Government outlining the factors that we should be looking at when considering options for potential mergers.

These include size, capability, geography, criminal markets, performance and costs.

5. Are there any other **key issues** that you feel should be taken into account?

Yes                      No

Please outline below.

We want to ensure that whatever changes occur, future policing meets your needs.

6. How important to you are the following areas in terms of your expectations of a restructured Force area?

	Very Important	Important	No opinion	Less Important	Not Important
Managing critical incidents e.g. floods					
Ensuring services are cost effective					
Improving service user satisfaction levels					
Increasing detection rates					
Improving response times					
Dealing with low level crime e.g. anti-social behaviour					
Crime prevention					
Dealing with and cross border crime i.e. travelling criminals moving between counties					
Dealing with serious organised crime e.g. drug trafficking					
Dealing with major crime e.g. murder					
Reducing volume crime e.g. burglary					
Reducing bureaucracy					
Maintaining / increasing resources					
Local policing through visible neighbourhood teams					
Reducing the fear of crime					

For monitoring purposes it would be most helpful if you could provide the following details.

**Name** \_\_\_\_\_

**Title** \_\_\_\_\_

**Organisation** \_\_\_\_\_

**Age** \_\_\_\_\_

**Ethnicity** \_\_\_\_\_

**Thank you for completing this questionnaire.**

Please now send to [pressoffice@derbyshire.pnn.police.uk](mailto:pressoffice@derbyshire.pnn.police.uk)