



**METROPOLITAN
POLICE**

TOTAL POLICING

Freedom of Information Request Reference No:

I note you seek access to the following information:

Please provide me with copies of every question, including anonymous postings, placed on the MPS's internal 'Rumour Mill' website within the past two years.

Clarified on 17/10/2014:

I am happy to proceed on the basis of the past three months' entries (11 August 2014 - 11 October 2014 inclusive).

DECISION

I have today decided to disclose the information that you have requested, subject to the deletion of some information pursuant to the provisions of section 40(2)(3)(a)(i) [Personal Information] and section 31(1)(a)(b) [Law Enforcement] of the Freedom of Information Act 2000 (the Act).

Please find attached a copy of the redacted information.

* When perusing the spreadsheet, you may find it useful to double click where you believe there are words missing.

Please note that the Rumour Mill was designed to answer Met Change related questions only. Anything unrelated to this was deleted.

Posted on the front page of the Rumour Mill was the following:

"Any posts which do not directly relate to the One Met Model or the Met Change programme may be deleted. This will allow the Met Change Team to provide a quicker response to Met Change questions. If your question is unrelated to the One Met Model or the Met Change programme there are several other forums available which may be more suitable for you to submit your question"

The Rumour Mill is managed by the Met Change Communications team and they decide what should be deleted.

The date of deletion is indicated in the last column.

REASONS FOR DECISION

The majority of the information that you have requested has been disclosed to you. However, some of the questions posed and the subsequent responses contain information that would either lead to the identification of the individual asking the question or one of their colleagues. This information has therefore been redacted by virtue of section 40(2) Personal Information of the Act.

In addition, some of the questions and their answers contain information about specific deployment levels and the number of officers involved in certain business areas, or in regard to future proposals about business units. This information could show the potential strength of officers to be deployed on certain operations or in certain geographical areas / teams. Having looked at the requested information I can confirm that the information that has been redacted would provide sufficient details of our deployment levels to allow an individual with ill intentions to possibly manipulate and therefore hinder our law enforcement capabilities. Therefore section 31(1)(a)(b) of the Act is engaged, as disclosure of the requested information in its entirety would be likely to prejudice the prevention or detection of crime or the apprehension or prosecution of offenders.

Met HQ - Portfolio & Planning

ID	Posted on	Segment	Strand	Assigned to	Date sent to responder	Question	Answer	Answered on
10548	11-Aug-14	Pan London Services	Criminal Justice	Redacted S40	11-Aug-14	It's 4am and I have been waiting for CPS to pick up the phone for TWO HOURS!!!!	<p>CPS Direct is a national 24/7 charging scheme used by all police forces in England and Wales.</p> <p>The service is currently experiencing intermittent delays connecting officers to the next available lawyer due to increased demand at peak times.</p> <p>We are working to solve this issue as soon as possible.</p> <p>In the meantime officers can still email bail cases to the CPSD where we have a turnaround of 7 days.</p> <p>Anyone experiencing these problems should email S40 with details of when this happened so they can be fed back to the CPSD Unit Heads.</p> <p>The London Criminal Justice Partnership</p>	14-Aug-14
10549	11-Aug-14	Control Infrastructure	MetCC	DCI Jon Hampshaw	14-Aug-14	Thank you for the reply re Bow. The actual main point has not been answered re officer safety and has the risk assessment been done due to only: Redacted S31	<p>The use of Airwave Max doesn't impact upon officer safety. If an emergency activation is made, the channel is monitored and an appropriate response will be forthcoming.</p> <p>All relevant MetCC risk assessments and related SOP's have been reviewed in relation to Airwave Max.</p> <p>Regards Control Infrastructure</p>	01-Sep-14
10550	11-Aug-14	Control Infrastructure	MetCC	DCI Jon Hampshaw	14-Aug-14	<p>Rumor: is this for real? not just a complete failure of the previous system? I appreciate that numerous high ranking people have been promoted on the back of C3i (now CCC). This project is looking more and familiar to the IT failure of LFB a few years ago.</p> <p>What about the countless millions spent on the last incarnation (CHS) with the dispatch system and time wasted training staff? CHS was sold to the front line as 'the future' - I should know, this is was we were told I was at IR/CCC. Not only has this been a huge waste of money, will anyone actually be held accountable, doubtful.</p> <p>More worrying is the fact that the MPS appears to be brushing this complete and utter failure under the carpet by rebranding it at 'progress'. Not to worry, cut back front line officers/civvies.</p> <p>I await the accounts committee looking into this; more egg on our face, although it is sadly deserved</p>	<p>We have purchased a new Command and Control Operating System called Command Point.</p> <p>Our previous system CAD is at the end of it's operational life having served us well.</p> <p>The Call Handling System (CHS) was never a replacement for CAD.</p> <p>Regards Control Infrastructure</p>	01-Sep-14

10551	11-Aug-14	Other	HR	Redacted S40	N/A	Can the below post re. DECLARABLE ASSOCIATIONS be answered please and not be deleted as I ALSO would like to know the answer to this question and it is a met change issue? Thank you	Deleted	N/A
10552	11-Aug-14	Other	HR	Redacted S40	12-Aug-14	Dear Sir or Madam, We have just had a meeting with our Band B regarding Met Intel Research and Anaylist jobs at Stratford Police Station. The news seems bleak for Researchers! Will the Met Intel Change meeting give the Researchers a DEFINATE ANSWER if their jobs will be axed or not?	Please see the interview with Deputy Commissioner Craig Mackey around the future of Met staff. Regards Internal Communications Team	01-Oct-14
10553	11-Aug-14	MPS	Commissioner's Forum	Commissioner's Private Office	11-Aug-14	This is being reported on the BBC - is this true? I understood that the Commissioner did not hold the office of Constable and therefore was unable to do such a thing? Or is this media hype?	Under the Police Reform and Social Responsibility Act 2011 Section 42 (2), the Commissioner does hold the office of constable and therefore he does have the power to arrest. Commissioner's Private Office	11-Aug-14
10554	11-Aug-14	MPS	other	Redacted S40	N/A	Sir/Madam, With regards to the earlier enquiry. I am attached to a team who work in an Office on the Ground Floor facing into a Courtyard. The Office does not have air-conditioning. It cannot be installed because the building is listed. During the hot weather, staff have two options. They can either swelter in a very hot Office. Or, they can open the Office windows and breathe in carbon monoxide fumes! Would it be possible for an instruction to be issued requiring vehicles to be parked with their exhausts facing away from buildings and Offices? Submitted	This issue would need to be brought to the attention of your local SLT. Please contact your local health and safety rep and building and resources team.	11-Aug-14
10555	11-Aug-14	MPS	Commissioner's Forum	Commissioner's Private Office	11-Aug-14	Although The Commissioner of the Metropolis doesn't *have* to hold the Office of Constable, but this one (and indeed most of the postwar Commissioners) does. Sir B. H-H has been a police officer all of his career. I also do weddings, funerals and pub quizzes.	Under the Police Reform and Social Responsibility Act 2011 Section 42 (2), the Commissioner does hold the office of constable and therefore he does have the power to arrest. Commissioner's Private Office	11-Aug-14
10556	11-Aug-14	MPS	Commissioner's Forum	Commissioner's Private Office	11-Aug-14	The Commissioner is appointed under Section 9B Police Act 1996 by a warrant from Her Majesty The Queen. The duration of their appointment is at Her Majesty's pleasure. The person holding the office of Commissioner does not hold the Office of Constable and they have no powers under legislation says "Any Constable may..." This also applies to Deputy Commissioner and Assistant Commissioners. DAC's are appointed by the Police Authority and Commanders to Constable by the Commissioner. Only DAC to Constable are "Constables" for the purpose of legislation. He was proably relying on Section3 Criminal Law Act 1967 - citizen's arrest.	Under the Police Reform and Social Responsibility Act 2011 Section 42 (2), the Commissioner does hold the office of constable and therefore he does have the power to arrest. Commissioner's Private Office	11-Aug-14

10557	11-Aug-14	Shared Support Services	Training	Met Change Team	12-Aug-14	Is the Met going to introduce an alternative to the bleep test for officers who are older , capable and experienced and have low sickness levels (ie all round good officers who every line manager needs) but just cant accelerate like these young 20 year olds ??? , I undersatnd the federation is concerned that the test is discrimitary against older officers ???	Thank you for your enquiry. The bleep test requirement is the same regardless of age or gender and officers will be required to reach level 5.4 on the bleep test. For further information about the fitness tests please visit the people pages: Redacted S31 Regards Met Change Team	12-Aug-14
10558	11-Aug-14	Other	HR	Redacted S40	11-Aug-14	In 2015 will early retirement be offerred to officers under 50 years old with more than 25 years service ???	No	21-Aug-14
10559	11-Aug-14	Other	HR	Redacted S40	N/A	That option is there already .	deleted	12-Aug-14
10560	11-Aug-14	Other	HR	Redacted S40	N/A	The option is ONLY there to officers with over 25 years & OVER 50	deleted	12-Aug-14
10561	12-Aug-14	Other	Commissioner's Forum	Redacted S40	N/A	Funny how questions about the Commisioners arrest can be answered on this forum. What have they got to do with Met change? Sorry it's obviously a positive spin story. I forgot!	deleted	12-Aug-14
10562	12-Aug-14	Other	Commissioner's Forum	Redacted S40	N/A	More concerned with the rumour that Redacted S31 arrested the other suspect. Why does a POLICE OFFICER Redacted Section 31 I thought this was the land of single patrols	deleted	12-Aug-14
10563	12-Aug-14	Other	Met Change	Redacted S40	N/A	*Every role that doesn't involve contact with a victim of crime or suspect to be evaluated and assessed as to whether being absolutely necessary in times of austerity..... REDACTED S31	deleted	12-Aug-14
10564	12-Aug-14	Other	Commissioner's Forum	Redacted S40	N/A	If you can't work out why the Redacted S31 then you need to wake up.	deleted	12-Aug-14
10565	12-Aug-14	Other	Commissioner's Forum	Redacted S40	N/A	I heard a rumour that the Commissioner did not get sent "off-borough" with his prisoner nor was he made to spend 2 hours in the cage while waiting to book him in. Maybe there is light at the end of that particular tunnel.	deleted	12-Aug-14
10566	12-Aug-14	Other	Commissioner's Forum	Commissioner's Private Office	12-Aug-14	I'd like to know how long it took him to find cell space, how far he had to travel to get to that cell and how long it took him before his prisoner was put before a custody sergeant ? I can only assume he was dealt with a "little" differently and therefore once again did not get to experience what its really like. He visited a colleagues office a little while ago and everybody spent a mad couple of hours hiding files, equipment and everything else that wasn't bolted down. He didn't get to see people in cramped conditions, sharing computers, climbing over kit bags and sitting on broken chairs. The rooms and cupboards with things hidden in looked like something out of a Tom and Jerry cartoon.....doors and drawers straining under the pressure. I don't care how much spin is put on his gallant effort yesterday, he still doesn't know how bad things are. You've only to look at notices each week and the numbers leaving, that's a bigger story.	Deleted. Not asked professionally.	N/A
10567	12-Aug-14	Other	N/A	Redacted S40	N/A	From the blog - "Monday morning it was off to Tottenham - more of that later." I'm waiting with baited breath for today's edition!	deleted	12-Aug-14

10568	12/08/20114	Other	N/A	Redacted S40	N/A	<p>I do so enjoy Sir Bernard's tales of Redacted S40 / S31 His amusing stories about rabbits, foxes and misbehaving terriers makes my day.</p> <p>It's a real inspiration for those of us seeking promotion to know that a life of Redacted S40 / S31 chauffeurs and Redacted Section 31 is something we can all achieve.</p> <p>At times when people are losing their jobs, promotion is a complete mess, there are no computers and the whole workforce seems ready to quit; its nice to know that there is light at the end of the tunnel. Well, at least for some...</p>	deleted	12-Aug-14
10569	12-Aug-14	Other	HR	Redacted S40	N/A	<p>After seeing the answer (or half the answer) to the questions asked about restricted duties officers, I find it disgraceful, yet expected that the federation rolled over once again and agreed to the terms set. As has been mentioned before, we all know of the lazy few who are hiding in cupboards and offices around the Met whilst they hang onto a pretend injury and due to poor management they aren't found out. But how can it be fair for the genuine cases. Take an officer who suffers a disability 10 or 12 years into their service (as an example lets say they get cancer or epilepsy) and now find themselves threatened with a pay cut because they are on restricted duties. How will this help them or their family? It's bad enough they have had their life changed in ways only few can imagine, and now they find that the job is being as supportive as ever. It's not going to be helpful to delete this or just give a 'cut and paste' answer. This is going to change the Met in a huge way so some thought needs to be given. And the question will keep getting asked until it's answered properly. Reme</p>	deleted	12-Aug-14
10570	12-Aug-14	other	N/A	Redacted S40	N/A	<p>I hope the new £100K p/a 'Chief of Staff' tells The Boss that his blog winds people up. His Redacted S31 parties and drinks with VIPs brings to mind Nero fiddling while Rome burns.</p> <p>His life sounds like 'Heartbeat' meets 'Downton Manor.' He prides himself on being blunt-speaking, so I'm sure he'll take this advice in the spirit in which it's intended.</p> <p>Next blog, Sir, should be about what you are doing to sort out the crisis in this organisation.</p>	deleted	12-Aug-14
10571	12-Aug-14	other	N/A	Redacted S40	N/A	<p>My God the cuts are that deep that now the Commisioner is having to arrest people himself!</p>	deleted	12-Aug-14
10572	12-Aug-14	other		Redacted S40	N/A	<p>I do hope rumours placed on this site get back to our Commissioner, they make far more interesting reading than the embarrassment of a blog he keeps churning out. The spin on his "brave" actions yesterday really is something else, his officers are in hysterics and now it makes the front page of the intranet. Save it for the tabloids, we're not interested in his "arrest", lawnmower or his dog and the rabbit.</p>	deleted	12-Aug-14
10573	12-Aug-14	other	N/A	Redacted S40	N/A	<p>Damned if he does, damned if he doesn't. The boss can't win can he??</p>	deleted	12-Aug-14
10574	12-Aug-14	other	N/A	Redacted S40	N/A	<p>It has been rumoured that the Commissioner is an utter and complete Glory Hound...</p> <p>....well, I see the rumour is well deserved</p>	deleted	12-Aug-14

10575	12-Aug-14	Control Infrastructure	Resources	Redacted S40	14-Aug-14	<p>Just a quick enquiry. Why is it so difficult for duties to get their heads around warning people for aid. Why are people getting their duties changed the day before or on the day to cover an aid commitment when the law states "organisers of public processions have to notify the police, of their intention to march 6 DAYS prior to the event, as stated by section 11 of the Public Order Act 1986. An extingency of duty is just an excused used by duties to get people to work without notice. Ever since everyone took their phone numbers off the systems to prevent being warned for aid because our home lives were being affected. The Met shot itself in the foot when they turned around and said that if we provide our phone numbers to them that was implied consent to search them for other means.</p> <p>We are now in a tit for tat battle over aid warnings, duties using next of kin details to try and get round the no phone number issue, so that everybody removes all but their home address of the systems. With increased aid warnings at short notice and the loss of our weekends off with our families, i can see officers refusing to</p> <p>The good will has gone.</p>	<p>The area hubs have been working for seven months and the process for warning officers for aid is under constant review to ensure we get the messages out as quickly and efficiently as possible. Unfortunately the amount of time the area resource hubs have to do so is not always under their control. The short-notice notification of the recent demonstrations linked to events in the Middle East, response to changes to security threat levels and the support ongoing critical incidents has resulted in the issue raised by the writer.</p> <p>Event organisers are required to adhere to legislation when notifying police of their intent. As the writer highlights, the timescales in which they have to operate often leave a very short period for the policing operation to be planned and resourced. This impacts on the amount of time in which officers can be identified and warned of a change to their duties. This is what creates exigency (i.e. the urgent need) to change duties to meet the demand. Whilst it is possible to plan in advance for certain events, it is not possible to do so for all and so the need for short-n</p> <p>It is accepted that officers may wish to withhold their personal num</p> <p>Regards Control Infrastructure Team</p>	16-Sep-14
10576	12-Aug-14	other	N/A	Redacted S40	N/A	<p>I am most impressed with the increased efficiency of the staff working on the Rumour Mill. Today you took less than 2 hours to remove my post. I really must wait till Friday afternoon in future</p>	deleted	12-Aug-14

10577	12-Aug-14	Shared Support Services	other	DoR Mailbox - Resources Programme Office	12-Aug-14	<p>Surely there is a cheaper and more efficient way to use telephone interpreting than going via the USA? Sometimes I feel that I need an interpreter just to translate English to American English! Also the phone lines are always useless and the other person can barely hear us. It's an embarrassment and hardly presents a professional image.</p>	<p>Thank you for your comments. I am sorry that you are disappointed in the service provided by the telephone interpreting service. Language and Cultural Services (LCS) part of Front Line Services (FLS) are responsible for the provision of linguistic support for the MPS. London has a vibrant and diverse population and during 2013/2014 LCS were responsible for managing 77,870 language requests on behalf of the MPS supporting victims, witnesses and detainees. Telephone Interpreting accounted for 44,400 of the MPS language requests during 2013/14 and supported 74 different languages. Telephone Interpreting is just one aspect of providing interpreting services used to ensure the MPS complies with its legal obligations under ECHR, PACE 1984 (Code C- Codes of practice for the detention treatment and questioning of persons by Police) and the Equality Act 2010. The current contract for providing telephone Interpreting for the MPS is with Language Line Solutions (LLS) who are now part of the largest global company providing interpreting service's with over 200 languages provided. The MPS contract with LLS means we pa</p> <p>LLS provide the interpreting telephones used for interpreting in the</p>	18-Aug-14
10578	12-Aug-14	other	HR	Redacted S40	12-Aug-14	<p>So far you have managed to answer if the Commissioner holds the 'Office of Constable' question three times. Despite this being absolutely nothing to do with MetChange! Well done. But you deleted a very important question directly relating to Met Change (which this Rumour Mill is supposed to about?)....so here it is again. "After seeing the answer (or half the answer) to the questions asked about restricted duties officers, I find it disgraceful, yet expected that the federation rolled over once again and agreed to the terms set. As has been mentioned before, we all know of the lazy few who are hiding in cupboards and offices around the Met whilst they hang onto a pretend injury and due to poor management they aren't found out. But how can it be fair for the genuine cases. Take an officer who suffers a disability 10 or 12 years into their service (as an example lets say they get cancer or epilepsy) and now find themselves threatened with a pay cut because they are on restricted duties. How will this help them or their family? It's bad enough they have had their life changed in ways only few can imagine, and now they find that the</p>	<p>Please refer to People Pages - Hot Topics - Restricted Duties.</p> <p>Regards Met Change Team</p>	12-Aug-14

10579	12-Aug-14	Other	N/A	Redacted S40	N/A	Whats the actual question?	deleted	12-Aug-14
10580	12-Aug-14	Neighbourhood Policing	LPM	TP Mailbox - LPM Grip Centre	12-Aug-14	<p>Is there any truth in the rumour that the LPT rota is being changed to mirror that of the Response Teams?</p> <p>This would be most welcome but i'm not sure the 4 day break could be sustained by an already understaffed pool of Officers.</p> <p>Your comments would be very welcome.</p>	Thank you for your question. Please may I refer you to the Intranet article on 25/07/14, Neighbourhood Policing: under review. This will give you a more comprehensive view of the review which is currently underway.	13-Aug-14
10581	12-Aug-14	Other	HR	Redacted S40	12-Aug-14	<p>Instead of the Met paying an absolute fortune to outside agencies to carry out surveys perhaps they should just run a survey asking all police officers how many would take voluntary redundancy if offered.</p> <p>Perhaps then management would see exactly how bad the morale currently is in this organisation and possibly work out an exit plan for those wishing to go, potentially saving the job thousands of pounds!!!</p>	deleted	12-Aug-14
10582	12-Aug-14	Other	N/A	Redacted S40	13-Aug-14	<p>Another long wait outside a custody suite.</p> <p>and we were one of the lucky ones as we were at the front of the queue</p> <p>Redacted Section 31</p> <p>The system is creaking</p>	deleted	13-Aug-14
10583	12-Aug-14	Shared Support Services	Training	Redacted S40	13-Aug-14	<p>2nd time of asking</p> <p>A rumour started by the Federation this week is that the Commissioner is considering raising the bleep test to 6.4 so that all officers are in line with Taser trained one's. Is this being considered?</p>	<p>Thank you for your enquiry.</p> <p>For information about the fitness tests please visit the people pages: http://intranet.aware.mps/HR/PeoplePages/02_Safety_Health_and_Wellbeing/04_Medical_and_Fitness_Tests/index_j_Annual_Fitness_Test.htm#</p> <p>Regards Met Change Team</p>	13-Aug-14

10584	12-Aug-14	Shared Support Services	Training	Redacted S40	13-Aug-14	This is a national set test ,set by the College of Policing , so No the Met cannot decide to change it	deleted	13-Aug-14
10585	12-Aug-14	Neighbourhood Policing	LPM	TP Mailbox - LPM Grip Centre	15-Aug-14	<p>Please can this not be continually ignored as it took FOUR MONTHS for the original question to be answered. That doesn't instill confidence that the LPM is working!</p> <p>When asked which borough was deemed to be a success on SNT under the LPM they have provided the answer of Havering.</p> <p>What criteria was used to decide that havering was a success? Using that criteria what other boroughs have been deemed a success and who are failing?</p>	<p>The LPM change process was led through TP Chief officer group, developed in consultation with boroughs, staff, and stakeholders such as PSD and HR. The co-ordination of this transition was delivered through MetChange. Havering was given as an example of a borough that had successfully implemented the LPM, having worked through a readiness assessment, and achieved what was required to initiate and then deliver the model. Prior to going live, boroughs completed this readiness assessment, identifying where they were in relation to a number of criteria. This included examples such as staffing levels, Grip and Pace processes and fleet profiles. Then 3 - 6 months following implementation, borough commanders attended a bespoke LPM review panel with the Assistant Commissioner, DAC and respective Area Commander. This was to review progress and act as a sign off panel for LPM implementation. All boroughs have now been signed off as being effectively implemented.</p> <p>Wider success in terms of the LPM can be measured in many ways: performance, how boroughs operate with flex, visibility and a</p> <p>Ben Bennett Superintendent DCP Met Change</p>	18-Aug-14
10586	12-Aug-14	Commissioners Forum	LPM	Redacted S40	13-Aug-14	<p>On the commissioners forum it was stated (i assume as an attempted excuse) that the LPM has only been live for a "few months".</p> <p>Please , when did tranche 1 and tranche 2 go live?</p> <p>I suspect it wasn't a "few months" ago.</p>	<p>Thank you for your enquiry.</p> <p>Tranche 1 went live in June 2013 and tranche 2 went live in September 2013.</p> <p>Regards Met Change Communications Team</p>	13-Aug-14
10587	13-Aug-14	Neighbourhood Policing	LPM	Redacted S40	13-Aug-14	About JUNE 2013....	deleted	13-Aug-14

10588	13-Aug-14	Shared Support Services	other	Redacted S40	13-Aug-14	<p>When is Shared Support Services due to go live?</p> <p>Which sections will be included?</p> <p>When will staff be told if they have a job or not?</p>	REDACTED S31	13-Aug-14
10589	13-Aug-14	Other	HR	Redacted S40	13-Aug-14	<p>You have just perfectly illustrated the posting officers point, by referring to the default setting of "please refer to hot topics"</p> <p>Hot Topics tells us nothing and doesnt actually answer any of the concerns raised.</p> <p>There is information out there that isnt on the HR pages, that should be circulated and isnt. Stop taking the easy option every time please.</p> <p>Im sure the posting officer already has, but look at the SIG for Restricted Officers. there is a lot of useful stuff on there, and people who will give you answers.</p>	deleted	13-Aug-14
10590	13-Aug-14	Other	N/A	Redacted S40	13-Aug-14	<p>I just thought I would tell you all that I managed to have a few days holiday recently, had a great time!</p>	deleted	13-Aug-14

10591	13-Aug-14	Neighbourhood Policing	LPM	TP Mailbox - LPM Grip Centre	15-Aug-14	<p>Asked on July 16th and I am sure you are still working on the answer. In case you have forgotten here is the original question relating to LPM.....</p> <p>Redacted S40</p>	<p>The LPM change process was led through TP Chief officer group, developed in consultation with boroughs, staff, and stakeholders such as PSD and HR. The co-ordination of this transition was delivered through MetChange. Havering was given as an example of a borough that had successfully implemented the LPM, having worked through a readiness assessment, and achieved what was required to initiate and then deliver the model. Prior to going live, boroughs completed this readiness assessment, identifying where they were in relation to a number of criteria. This included examples such as staffing levels, Grip and Pace processes and fleet profiles. Then 3 - 6 months following implementation, borough commanders attended a bespoke LPM review panel with the Assistant Commissioner, DAC and respective Area Commander. This was to review progress and act as a sign off panel for LPM implementation.</p> <p>All boroughs have now been signed off as being effectively implemented. Wider success in terms of the LPM can be measured in many ways: performance, how boroughs operate with flex, visibility and accessibility are examples. Many of these are</p> <p>Ben Bennett Superintendent DCP Met Change</p>	18-Aug-14
10592	13-Aug-14	Other	HR	Robin Wilkinson	13-Aug-14	<p>Please stop telling people to refer to Hot Topics when questions about restricted duties comes up. It hasn't been updated in months . All that is required is an update as to what is being done to resolve the issues around a £3000 pay cut. This is supposed to happen in September this year , next month ! Surely someone in the MPS knows what is being discussed , by whom and when ? This is a serious issue , life changing in some cases. Please can someone make an effort to put some meaningful news out.</p>	<p>This is all the information we currently have. We are still pending guidance from the Home Office on how this national scheme is intended to work. Once we have this information we will be able to share that with you.</p> <p>Regards, Robin Wilkinson Director of HR</p>	14-Aug-14
10593	13-Aug-14	other	HR	Redacted S40	13-Aug-14	<p>Seeing as you delete my other questions (which is rude) or just cut and pasted the same uninformative answer again to the question about restricted duties, I'll ask it again as 'Hot Topics' has details from February of this year!!, which is clearly out of date by now and needs to be updated and not swept under the carpet. I won't even bother to write the full question again as you clearly aren't reading it. So I will simply ask, what is happening about the Job taking money off officers with disabilities or injuries which place them on restricted duties. This is looking more and more like discrimination. And the failure to answer the question is making a lot of people suspicious as to the reasons why no answers are coming.</p>	<p>This is all the information we currently have. We are still pending guidance from the Home Office on how this national scheme is intended to work. Once we have this information we will be able to share that with you.</p> <p>Regards, Robin Wilkinson Director of HR</p>	14-Aug-14

10594	13-Aug-14	Other	HR	Redacted S40	13-Aug-14	<p>This topic has not been updated for 6 months. This really is an appalling state of affairs when there are so many people likely to be put into a bad place financially because of this.</p> <p>I know of a husband and wife who are both restricted - genuinely restricted, but both working hard in meaningful roles. I also know that a £6000 hit will cripple them...</p>	<p>Please refer to HR Hot Topics for all the information we currently have. We are still pending guidance from the Home Office on how this national scheme is intended to work. Once we have this information we will be able to share that with you.</p> <p>Regards, Robin Wilkinson Director of HR</p>	14-Aug-14
10595	13-Aug-14	Other	DPS	Alaric Bothron	13-Aug-14	<p>Is it true that both police and police staff are being asked to sign confidentiality agreements to stop "whistle blowing". I thought the confidential integrity hotline to DPS was to encourage "whistle blowing"?</p>	<p>The issue of confidentiality agreements relates to certain defined posts whereby confidentiality is vital due to the nature of the role of the officer and information they may be exposed to. It relates to publication of books and on-line blogs and was agreed by Management Board.</p> <p>There is no intention to have everyone sign a confidentiality agreement or for those who do to use this to stop whistle blowing, the 'rightline' and rightline online' are for exactly that purpose.</p> <p>The Home Office is currently undertaking a review of whistleblowing in the police force and may issues new guidance to all forces next year.</p> <p>Regards Detective Chief Superintendent Alaric Bonthron - Directorate of Professional Standards</p>	10-Oct-14
10596	13-Aug-14	Shared Support Services	other	Redacted S40	N/A	<p>Its obvious from that answer that no one in Customer Contact Services knows what year it is. I wonder if they know what day of the week this is. No wonder there is a lack of confidence in any of the answers on this site.</p>	deleted	13-Aug-14
10597	13-Aug-14	other	HR	Redacted S40	13-Aug-14	<p>Sooner or later you're going to have to give a proper answer to why a group of officers are about to be discriminated against because they are restricted due to disability, illness or injury. The threat of losing £3000 per year is causing a great deal of stress (enough to almost rival the LPM mess up!). But in addition to being genuinely restricted, officers will now lose money but be expected to do the same job. Why is this threat of discrimination allowed to go unanswered?</p>	<p>Please refer to HR Hot Topics for all the information we currently have. We are still pending guidance from the Home Office on how this national scheme is intended to work. Once we have this information we will be able to share that with you.</p> <p>Regards, Robin Wilkinson Director of HR</p>	14-Aug-14

10598	13-Aug-14	other	HR	Redacted S40	N/A	<p>So, questions get asked about Restricted Duties and what will be impact etc, and all you can do it cut & paste (We are currently waiting for a response from HR Regards Met Change Communications Team)</p> <p>I've got news for you, the HR Team don't know anymore than anyone else as they haven't been told anything!!</p>	deleted	13-Aug-14
10599	13-Aug-14	other	HR	Redacted S40	N/A	<p>Any update as to when the question I asked on the 27th July will be answered?</p>	Deleted	N/A
10600	13-Aug-14	Other	HR	Redacted S40	13-Aug-14	<p>Is it true that we are to cut police OFFICERS from 31,500 to 24,000 over the next two years?!</p> <p>There is no way to do this by natural wastage so what's your plan?!</p>	<p>The Mayor has set a target for police officer numbers at just under 32,000. As the Deputy Commissioner mentioned in his recent article on the intranet, we simply don't think it's helpful this far out to speculate on what the next spending review might mean. Of course we're looking at scenarios. But a public debate based purely on guess work just isn't helpful to anyone. No-one can ever give complete guarantees around job security, but the future for police officers in this regard continues to look bright in my view. And I can certainly confirm that there is absolutely no planning taking place on the need for exiting police officers</p> <p>Regards Robin Wilkinson - Director of Human Resources</p>	01-Oct-14
10601	13-Aug-14	Other	HR	Redacted S40	N/A	<p>This is the 2nd Time this has been posted because it still has not been answered..... Please could this be answered..</p> <p>On People Pages the 'away from home allowance' in the FAQ's you will find the following question:</p> <p>8. I'm on a course outside the Metropolitan Police district. Can I claim the allowance? Eligibility criteria in respect of training courses, is subject to continuing and high priority negotiations. Further clarity on this issue will be notified in due course.</p> <p>This has not changed in a long time, a year at least I believe, is there any update, what is the state of the 'high priority negotiations'? or a time frame for when a decision will be made? Because unless it has been decided we won't get this, then we are still entitled to it and applications should be processed without prejudice.</p>	<p>Please contact the HR Advisory Centre on Redacted S31 to discuss your query.</p> <p>Regards, Met Change Communications Team</p>	14-Aug-14

10602	13-Aug-14	Other	HR	Redacted S40	13-Aug-14	<p>I think you're being a little naive if you expect a straightforward answer on this site.</p> <p>You will no doubt be referred to the next HR Forum in September....as the slashing of numbers will obviously not be Met Change related.</p> <p>The alleged "hypothetical scenarios" that Mr Wilkinson mentioned, are believed to be looking at Police Officer numbers of 23-25,000 and 3-5,000 police staff....I doubt this will be confirmed in any way. Why would our Management be transparent when they can fudge the answers or claim ignorance or state "at this time there are no plans to....." Fill in your own words, depending on which rumour is close to your heart.</p> <p>Wouldn't it be wonderful to have some actual straightforward answers for a change. Why we are rushing to get Police Officer numbers up to 31,957 is, I would suggest, more to do with the Mayors political ambitions than anything else. He will be able to leave office claiming he met his commitments and the slashing of numbers came afterwards. I don't actually think it's in the next 2 years, probably more likely between 2016-2020, which is the next election. The estate has been savaged to save money now, but pay through the next 2 years. All I would like is somebody to just be upfront, open and transparent.</p>	<p>We understand that police officers and police staff would like to know all the answers as soon as possible. But it would be wrong to speculate at this stage as there are still a number of outstanding and complex issues that need to be addressed. These are mentioned in a recent interview with Deputy Commissioner Craig Mackay.</p> <p>Once they have been resolved, we will be in better position to provide you with an update.</p> <p>Regards Internal Communications Team - DMC</p>	25-Sep-14
10603	14-Aug-14	Other	HR	Redacted S40		<p>Good Morning,</p> <p>Can I please ask when I will be getting paid less than the officer sitting next to me who does exactly the same job only they do it less well?</p> <p>Redacted S40</p> <p>The rumour part of this is that the supposed date for my illegal pay cut is September yet I've not been told anything whatsoever so, if the MPS has a modicum of decency or integrity it would sort this out and tell us human beings what is going on.</p> <p>Incidentally I've copied this so I can simply paste back in when you delete it.</p> <p>Thank you very much for your support.</p>	<p>I think this is a question about the changes to restricted duties following the Winsor review.</p> <p>As we've said in response to many similar questions on rumour mill - and as per the information on HR Hot Topics on People Pages - these changes are being driven nationally through the Home Office and Police Advisory Board. We need guidance from them - and to know how Police Regulations are going to be changed - before we can work out how the changes will affect the Met and Met officers. As soon as we know more, we will communicate it. We do update HR Hot Topics on this issue, so please do keep a watch on that. It will give the latest position - and will be updated as soon as we know more.</p> <p>Sorry we can't be any more specific in the absence of this guidance.</p> <p>Regards Robin Wilkinson - Director of HR</p>	26-Sep-14

10604	14-Aug-14	N/A	N/A	Redacted S40	N/A	<p>Is it true that Sir Bernard is looking to introduce a number of different portraits of himself to reflect the mood of the MPS on a given day?</p> <p>We have seen the enigmatic smile portrait for blogs. Then there is the steely 'Chairman Mao' portrait with the long stare used for serious articles. Perhaps a slightly cheeky expression for fun stories about his lawn-mower; or an agast expression for shocking stories in the media?</p> <p>Parhaps we could make it a competition to choose the best one?</p>	Deleted	N/A
10605	14-Aug-14	N/A	N/A	Redacted S40	N/A	<p>Is it true that one of the pictures will be posted on one side of the revolving cheese outside NSY? Perhaps changing to reflect the current state of the MPS....</p>	Deleted	N/A
10606	14-Aug-14	Shared Support Services	Outsourcing	Redacted S40	14-Aug-14	Redacted S31	Redacted Section 40 / 31	14-Aug-14
10607	14-Aug-14	Shared Support Services	PSD	Redacted S40	04-Sep-14	<p>Not a rumour, but a question for you that is very much Met Change related.</p> <p>NSY is closing in September 2015 in current plans, meaning the hundreds if not thousands of staff and officers based there must be decanted to other locations. Some of these staff, the lucky ones, will find a home in a central London location, and will be only slightly affected. The less lucky ones, the vast majority, will have to be located further away from Central London, wherever the Met still has accomodation. Given that for many this will mean a huge cut in salary, added to a large increase in both travelling time and costs, mnanaging this needs to be a priority. Can you please give us a straight answer as to a deadline by when we will be told where were will be based, and also explain wht process you intend to put into place for those staff who cannot travel to the new location in a reasonable time or at an affordable cost? Hundreds of staff need as much notice as possible for such a</p>	Deleted - too long to respond	N/A
10608	14-Aug-14	N/A	N/A	Redacted S40	N/A	<p>the revolving cheese representing the current state of the MET ... well it wont be revolving then !</p>	Deleted	N/A

10609	14-Aug-14	Other	HR	Redacted S40	14-Aug-14	<p>I asked this question on 18/07 - is there any chance of an answer soon - thank you Recently the question was asked about Police staff rejoining as agency staff and an answer as follows was given "We have recently extended our policy so that those leaving under VE can not apply to rejoin under any capacity for a period of two years.Following the issues raised on the Commissioner's Intranet Forum on 3rd June, HR immediately reviewed it's policy position regarding police staff colleagues who have left under early departure schemes returning to work with the MPS. As a result, we have increased the period where individuals are not eligible to return to employment with the Met from 12 months up to 24 months. This new position was implemented with immediate effect. All agency staff in the MPS have been reviewed and any individuals who fall outside of the new policy have been given notice to leave MPS employment. The Recruitment Team have also been instructed not to process any applications from ex MPS police staff who have left under an early departure scheme within the last 24 months." My questions are why is this necessary in the</p>	<p>Using agency staff provides the Met some flexibility whilst we go through this transitional period.</p> <p>Regards, Robin Wilkinson Director of HR</p>	21-Aug-14
10610	14-Aug-14	Other	HR	Redacted S40	14-Aug-14	<p>have emailed Mr Robin WILKINSON directly. He was unaware that the last update on Hot Topics was really not that 'hot' (February 2014). Mr Wilkinson has stated that the delay in updating officers with regard to restricted duties- is that they are still not sure on what is happening. The Home Office will have to decide the National Policy- and this meeting has not taken place yet. Mr Wilkinson has promised that an update will be placed on Hot Topics within the next week...</p>	<p>Thanks for sharing.</p>	14-Aug-14
10611	14-Aug-14	N/A	N/A	Redacted S40	N/A	<p>Thank you for answering a question that lot's of us have been asking for ages!! It's a shame rumour mill couldn't have done this, especially as it is such an important issue! Can I suggest you start up your own rumour mill as you manage to get important answers!</p>	<p>Deleted</p>	N/A

10612	14-Aug-14	N/A	N/A	Redacted S40	N/A	<p>Headline: 'Officer injured whilst on duty assisting MOP. Awarded with a £3000 pay cut, stress and anxiety for the remainder of their career to go with their long term ill health'. Anyone wishing to apply for a role as a Constable please click the link (Only, if you live in London). I have noted the issue raised regarding reduced income for those on restricted duties. It appears that a delaying tactic is being deployed 'We are currently waiting for a response from HR'. I am shocked to hear of such a rumour and assumed the response would be 'There is no truth to such a deplorable policy and the MPS will not discriminate against any person. This policy would clearly do so. Rest assured we will offer support to our colleagues if on restricted duties and if there are any further concerns please contact us'. If this policy is implemented then it will be a new low. Officers risk their health each day and the least to be expected is to be treated fairly. No one asks for preferential treatment but simply not to be discriminated due to an illness or injury. Has anyone sought legal/federation advice on the matter? P</p>	Deleted	N/A
10613	14-Aug-14	N/A	N/A	Redacted S40	N/A	<p>I have emailed Mr Robin WILKINSON directly. He was unaware that the last update on Hot Topics was really not that 'hot' (February 2014). Mr Wilkinson has stated that the delay in updating officers with regard to restricted duties- is that they are still not sure on what is happening. The Home Office will have to decide the National Policy- and this meeting has not taken place yet.</p> <p>Mr Wilkinson has promised that an update will be placed on Hot Topics within the next week...</p>	Deleted	N/A
10614	14-Aug-14	Other	HR	Redacted S40	N/A	<p>I have emailed Mr Robin WILKINSON directly. He was unaware that the last update on Hot Topics was really not that 'hot' (February 2014). Mr Wilkinson has stated that the delay in updating officers with regard to restricted duties- is that they are still not sure on what is happening. The Home Office will have to decide the National Policy- and this meeting has not taken place yet.</p> <p>Mr Wilkinson has promised that an update will be placed on Hot Topics within the next week...</p>	<p>Yes, this is accurate. Thanks for posting.</p> <p>Regards,</p> <p>Met Change Communications Team</p>	14-Aug-14

10615	14-Aug-14	N/A	N/A	Redacted S40	N/A	From the home office today: "We plan to have completed draft regulations and guidance by September but are still working through the detail at the moment with HR professionals and equalities advisors. Although the guidance is not ready to go out yet, I hope I can provide some assurance in the meantime by telling you that there is no intention to remove pay on an immediate basis since it is a new process and we expect officers to have undergone a full year's assessment after being placed on the new category of 'adjusted duty' before that decision is made (so there would be no pay consequences until Sept 2015 at the earliest). In addition, the decision to reduce pay will not be automatic. There will be a right of appeal, and chief constables will have discretion over whether to apply a reduction in pay in every case - neither will the decision be permanent, being subject to regular management reviews. I'm sorry that we haven't been able to communicate much more about the changes yet but hopefully we can circulate at least the skeleton elements of the process soon. Do feel free to pass on this email to anyone else who may be	Thank you for sharing. Regards, Met Change Communications Team	14-Aug-14
10616	14-Aug-14	N/A	N/A	Redacted S40	N/A	To rephrase a previous question, are their plans to replace as many police staff as possible with police officers?	This has already been answered. Regards, Met Change Communications Team	14-Aug-14
10617	14-Aug-14	Shared Support Services	N/A	Redacted S40	14-Aug-14	Shared Support Services goes live in October 2014. So far the staff affected have not been told what jobs they will be doing or where they will be working. Is this really fair?	Shared Services has been live since November 2013 with over 2,500 people currently working in Shared Support Services. To help us answer your question could you be more specific around the service that you believe will be moving to Shared Services. Regards, Paul Chinn Interim Director - Shared Support Services	14-Aug-14
10618	14-Aug-14	Shared Support Services	Fleet	Redacted S40	04-Sep-14	Dear RM .. you mention no Bentleys on the Operational Fleet, please answer taking in to account 'at all & on ANY Fleet'.	No, there are no Bentleys in the Met fleet. Regards, Terry Hunt Service Delivery Director - Frontline Services	N/A
10619	14-Aug-14	N/A	N/A	Redacted S40	N/A	Redacted S40 / S31	Deleted	N/A

10620	14-Aug-14	Other	Target Operating Model	Redacted S40	14-Aug-14	<p>The ridiculous cuts were confirmed again today in another borough meeting with our Chief Superintendent.</p> <p>31,500 down to 24,000.</p> <p>EXPLAIN.</p>	<p>The Mayor has set a target for police officer numbers at just under 32,000. As the Deputy Commissioner mentioned in his recent article on the intranet, we simply don't think it's helpful this far out to speculate on what the next spending review might mean. Of course we're looking at scenarios. But a public debate based purely on guess work just isn't helpful to anyone. No-one can ever give complete guarantees around job security, but the future for police officers in this regard continues to look bright in my view. And I can certainly confirm that there is absolutely no planning taking place on the need for exiting police officers</p>	01-Oct-14
10621	14-Aug-14	Control Infrastructure		Redacted S40		<p>Despite the supposed recent recruitment process, Redacted Section 40 / S31 (to what is realistic in the current climate). It seems Intel is the least of the Met's priorities.</p>		01-Sep-14
10622	14-Aug-14	Other	HR	Redacted S40	15-Aug-14	<p>Yesterday I posted this question for the 2nd time: On People Pages the 'away from home allowance' in the FAQ's you will find the following question:</p> <p>8. I'm on a course outside the Metropolitan Police district. Can I claim the allowance?</p> <p>Eligibility criteria in respect of training courses, is subject to continuing and high priority negotiations. Further clarity on this issue will be notified in due course.</p> <p>This has not changed in a long time, a year at least I believe, is there any update, what is the state of the 'high priority negotiations'? or a time frame for when a decision will be made? Because unless it has been decided we won't get this, then we are still entitled to it and applications should be processed without prejudice.</p> <p>I GOT THIS RESPONSE</p> <p>Please contact the HR Advisory Centre Redacted S31</p> <p>Regards,</p> <p>Could the question please be answered on this forum... this is a forum for posting questions to get the correct responses so we are all aware of the changes / decision</p> <p>Many thanks</p>	Regards	15-Aug-14

10623	15-Aug-14	Other	Policy	Redacted S40	16-Sep-14	<p>Sirs,</p> <p>This is a genuine and sensible question so not sure why it has disappeared.</p> <p>WHY WHY WHY in the Met do we not have a set of SOPs across the board for the bog standard day to day stuff we deal with. (please do not fob me off with, "nothing is standard we evolve and adapt blah, treat each job as an individual". 99% of the work I do is standard.)</p> <p>For example seizing cars, a matter that causes huge upset to hundreds of motorists weekly but there is no SOP for how, when and what. How difficult can it be to task some operational officers to put together a slide show, have it field tested, then signed by SLT?</p> <p>It would cut complaints and therefore costs substantially!</p>	<p>Not every procedure requires written instruction; some are simple straightforward procedures that come with the job and that if we get wrong, we can rectify without consequence or impact on others. However, those procedures where, if we do get them wrong result in a negative impact/experience on the public or on our colleagues, should be subject to clear corporate direction. This direction (or policy instruction) can be found on POLICYPages.</p> <p>As you may know, the Met is moving away from lengthy SOPs and instead towards simpler, more easy-to-follow policy toolkits; in the form of checklists, flowcharts and Q&As. The aim is to have a set of policy toolkits that cover all key procedures, providing firm corporate direction and helping to deliver our corporate strategies. Furthermore, the Commissioner has given a commitment that all Neighbourhood Policing SOPs will be converted into policy toolkits by end of year 2014/15.</p> <p>We have begun the process of converting old style SOPs into Toolkits, but this is made complex due to the need to take account of change brought about by MetChange. And as you rightly point out</p> <p>We work in a number of ways to identify where we have gaps. We</p>	07-Oct-14
10624	15-Aug-14	N/A	N/A	Redacted S40	N/A	Google image search may answer the question.	Deleted	N/A
10625	15-Aug-14	Shared Support Services	Fleet	Redacted S40	15-Aug-14	<p>I work on a CAIT unit. What is the job's view of how we should have our vehicles cleaned? Redacted Section 40 / Section 31 It's embarrassing when we have to take witnesses anywhere. What would be the jobs suggestion on resolving this please?</p>	<p>We currently offer no car cleaning services to the CAIT unit and historically they have cleaned their vehicles themselves. However, once we re-organise Shared Support Services, we hope to deliver a service geographically based where someone from the logistics team will clean cars.</p> <p>The new geographical model of Locally Delivered Shared Support Service will be in place by January 2015.</p> <p>Please let us know where your vehicle is based and we will be in contact in due course to inform you which team will be looking after your vehicles.</p> <p>Regards Jason Lee Area Service Delivery Manager - TP North & Westminster</p>	18-Aug-14
10626	15-Aug-14	Control Infrastructure				<p>Is it true LIT teams are going to be phased out and all Intel officers working together at hubs?</p>	<p>Redacted S31</p> <p>Regards Control Infrastructure</p>	01-Sep-14

10627	15-Aug-14	Shared Support Services	iBuy	Redacted S40	15-Aug-14	<p>Dear bosses, I would like to congratulate you on the introduction of the new iBuy uniform ordering software.</p> <p>We have been trying to get our heads around it for about an hour now (in our own time). We still cannot work out how to order uniform, but it has provided much entertainment and hilarity. Who on earth designed this software? When I heard about it, I imagined an easy browsing system, such as Amazon. But no, true to Met form, we have the most complicated and outdated ordering system on the planet.</p> <p>Imagine ordering a set of handcuffs. You might think to type 'handcuffs' in the search field. You will be extremely disappointed if you do! They are listed under wrist restraints!!! Who has ever called them that?!?</p> <p>When you manage to fill up your shopping cart, you get to the end only to be told you're in display mode, with no obvious way to toggle to edit mode.</p> <p>Honestly, I know times are hard, but if you don't want people to order any uniform, just tell us. Creating an ordering system that is too complicated for anyone to use is a bit much!</p> <p>Frustrated of Croydon.</p>	<p>Thank you for your comments. iBuy is a new way of buying. The concept encompasses improved processes, is more customer focused, uses up to date technology and supports the Metchange ethos of saving money to support front line policing. Essentially, the process removes unnecessary manual processing and has cut the end to end process from in excess of 5 days (often longer) to, depending on approval, same day PO creation. People have seen uniforms ordered on a Monday and delivered that Thursday.</p> <p>We use the comparison to Amazon with caution, we are not a distribution company and, with the level of controls and reporting requirements needed for an organisation of this size, any system needs to meet these requirements; balancing the cost of systems investment with savings that need to be made. We take on board your comments around searching, and have some improvements imminent, which we will share with all our users as soon as possible. Notwithstanding these comments, the process is more efficient than the current 9002 forms. So far, iBuy has been implemented in over 20 (B)OCUs and accounts for 40% of purchases.</p> <p>If you are still having issues navigating the system or would like to</p> <p>Regards,</p> <p>Victoria Morgan Procurement Operations Services</p>	15-Aug-14
10628	15-Aug-14	Shared Support Services	iBuy	Redacted S40	15-Aug-14	<p>I have just tried to purchase an item of uniform using Ibuy and find it impossible. The only way to make it more complicate would be to turn the monitor off and wear boxing gloves whilst typing.</p> <p>Who authorised this system? It is clearly unfit for purpose. How much did it cost?</p>	<p>Thank you for your comments. iBuy is a new way of buying. The concept encompasses improved processes, is more customer focused, uses up to date technology and supports the Metchange ethos of saving money to support front line policing. Essentially, the process removes unnecessary manual processing and has cut the end to end process from in excess of 5 days (often longer) to, depending on approval, same day PO creation. People have seen uniforms ordered on a Monday and delivered that Thursday.</p> <p>We use the comparison to Amazon with caution, we are not a distribution company and, with the level of controls and reporting requirements needed for an organisation of this size, any system needs to meet these requirements; balancing the cost of systems investment with savings that need to be made. We take on board your comments around searching, and have some improvements imminent, which we will share with all our users as soon as possible. Notwithstanding these comments, the process is more efficient than the current 9002 forms. So far, iBuy has been implemented in over 20 (B)OCUs and accounts for 40% of purchases.</p> <p>If you are still having issues navigating the system or would like to</p> <p>Regards,</p> <p>Redacted S40 Procurement Operations Services</p>	15-Aug-14

10629	15-Aug-14	Shared Support Services	iBuy	Redacted S40	15-Aug-14	<p>Surely two key assets of any online system or website are that it is simple to use and works properly?</p> <p>I am experienced IT user and rarely encounter problems using computer systems or websites. Yet, i've just spent over an hour trying to order some new uniform. First there is an ineffective search engine, making it difficult to find the right products, eg. a high vis patrol jacket is listed as "Overcoat H/V", so any searches for 'high visibility', 'high-vis' or hi vis' do not find the correct item.</p> <p>Once i'd found the correct products, I got through to a shopping cart/checkout screen and was told i was in display mode (rather than edit mode) so couldn't complete my order. There was no obvious way to alter this. Then the system crashed and i had to start again, re-finding the items and adding them to my cart. Then i figured out (by chance) that you have to individually click on items within the cart to add your name and warrant number.</p> <p>Finally, i got to the checkout screen and to find I was again in 'display mode'. I had to call the support number, only to be given a fairly convoluted way of getting around this error.</p> <p>We are in the 21st century, and most online retailers have achieved</p>	<p>Thank you for your comments. iBuy is a new way of buying. The concept encompasses improved processes, is more customer focused, uses up to date technology and supports the Metchange ethos of saving money to support front line policing. Essentially, the process removes unnecessary manual processing and has cut the end to end process from in excess of 5 days (often longer) to, depending on approval, same day PO creation. People have seen uniforms ordered on a Monday and delivered that Thursday. We use the comparison to Amazon with caution, we are not a distribution company and, with the level of controls and reporting requirements needed for an organisation of this size, any system needs to meet these requirements; balancing the cost of systems investment with savings that need to be made. We take on board your comments around searching, and have some improvements imminent, which we will share with all our users as soon as possible.</p> <p>Notwithstanding these comments, the process is more efficient than the current 9002 forms. So far, iBuy has been implemented in over 20 (B)OCUs and accounts for 40% of purchases.</p> <p>If you are still having issues navigating the system or would like to</p> <p>Regards, Redacted S40 Procurement Operations Services</p>	15-Aug-14
10630	15-Aug-14	N/A	N/A	Redacted S40	N/A	Section 31	Deleted	N/A
10631	15-Aug-14	N/A	N/A	Redacted S40	N/A	<p>To rephrase a previous question, are there plans to replace as many police staff as possible with police officers? This has already been answered. Regards, Met Change Communications Team</p> <p>With all due respect this question has not been answered before. The previous question wished to know whether ALL police staff were to be replaced to which the answer was "no". This question is more specific asking if there is a desire/plan etc. to replace a large proportion of civilian staff with police officers but not all of them.</p>	Deleted	N/A

10632	15-Aug-14	Other	HR	Redacted S40	15-Aug-14	<p>At the moment Police Staff face a very uncertain future. Every Department is facing restructuring. This involves staff facing major upheaval with regards to their working life. It also involves staff being made redundant who might otherwise wish to remain in the Service. How can the Service justify getting rid of existing staff and replacing them with new in the same Grades? Should those facing the axe not be given first opportunity of vacancies within their Grade?</p>	<p>The Met always seeks to support displaced staff in the first instance to fill any vacancies at their Grade via the Police Staff Posting List (PSPL). To assist with this the Career Transition Service (CTS) has been set up to provide a range of information, advice and tailored support to staff that become displaced. The CTS consults with unit Heads to identify additional opportunities that are available internally. These may be permanent or temporary roles in the new model. There are unfortunately a few occasions when staff do not have the appropriate skills or experience for some roles within the organisation. Only after all internal options have been explored will authority be given to look externally to fill a vacancy.</p> <p>Regards Redacted S40</p>	21-Aug-14
10633	15-Aug-14	Shared Support Services	iBuy	Redacted S40	15-Aug-14	<p>I've just read some of the comments about iBuy (Frustrated of Croydon et al) and I have to say that the answer given doesn't address one of the basic problems with the system. The search facility on iBuy and the previous system - EBP is truly dreadful. I have been a regular user of the system for some time and it seems to me that no thought was given to how people would search for items when the catalogue was loaded. The use of the term "wrist restraint" to describe handcuffs is one of many infuriating examples. Are Procurement Services planning to do anything to improve this?</p>	<p>Thanks for your additional comments. If you make contact with the helpdesk, they are there to help you navigate the system. We absolutely gave significant thought to usability before we rolled this out and have made some improvements to the functionality whilst the early sites have tested the system. Can I suggest that you make contact with Redacted S40 who will be able to talk you through the imminent changes to searching and advise when they are going live. I know he would also like to hear feedback if you have made contact with the helpdesk and whether they were able to solve your queries</p>	15-Aug-14
10634	15-Aug-14	Shared Support Services	iBuy	Redacted S40	15-Aug-14	<p>How can iBuy state that goods are delivered in three days. I ordered five different pieces of uniform on 29th July. Today 15th August I received two and one of them was a totally different size from what I ordered, progress?</p>	<p>We state that orders, approved can be delivered that quickly. If you are encountering delays, it is important to check whether your order has been approved. If the order has been fulfilled incorrectly, you need to make contact with the supplier. In this case, uniform services. This would be the course of action whether you are on iBuy or not</p>	15-Aug-14

10635	15-Aug-14	Shared Support Services	Training	Redacted S40	04-Sep-14	<p>I can see from the recent previous posts about getting paid the overnight allowance for training. Can someone please clarify if we are "On Call" when attending training, particularly level 2 training. There seems to be some disagreement in this. If we are "on Call" then as per regulations we should be paid the £50 allowance and £30 hardship allowance as we have to share rooms. The £30 should be claimable anyway.</p> <p>If we are not deemed to be "On Call" then I guess we are entitled to leave the training centre at the end of the first days training, as our working day is complete. If we leave the training centre, travel back to our stations and book off, we are then entitled to 11 hours between shifts. Training finishes around 10pm, with two hours travelling back to our home stations and then 11 hours off, with another 2 hours travelling back, we would start the second day of training at 1pm. Wouldn't it be wiser to pay us the on call allowance instead of doing this and claiming for the overtime for travelling and working beyond the 9 hour day?</p>	<p>To discuss pay allowances and working hour regulations, please contact the Shared Support Services HR NR</p> <p>Regards, Met Change Communications Team</p>	15-Sep-14
10636	15-Aug-14	Control Infrastructure	N/A	Redacted S40	N/A	<p>I applied for the analyst role and got my result today and was told I was unsuccessful in this process. Why oh why was my result e-mailed to myself and a list of other people in the same e-mail. Not everyone wants the whole world to know that they have applied for a job in the first place and then their results aired out to other people. I've asked for feedback and am hoping that my feedback will not be e-mailed to everyone that was in the original list. Does anyone need help finding the BCC tab??</p>	Deleted	N/A
10637	15-Aug-14	Neighbourhood Policing	LPM	TP Mailbox - LPM Grip Centre	18-Aug-14	<p>There is a rumour that CMU'S are going to be centralised having been through the process of being moved once already and a reduction in pay not to mention additional travelling costs and time it would be nice to have some clarification on this.</p>	<p>Redacted S40 Regards Internal Communications Team, DMC</p>	06-Oct-14
10638	15-Aug-14	Control Infrastructure				<p>Redacted Section 31</p>	<p>All TP BOCUs are being briefed regarding Airwave Max and the changes to the way in which the support channels will operate.</p> <p>Regards Control Infrastructure</p>	01-Sep-14

10639	15-Aug-14	N/A	N/A	Redacted S40	N/A	I heard a rumour that the despatch side of the John Stevens building is being renamed the Marie Celeste	Deleted	N/A
10640	15-Aug-14	N/A	N/A	Redacted S40	N/A	The person who posted below! Count yourself lucky, You actually recieved your items?? I ordered mine on the 01/07/2014 and am still waiting!	Deleted	N/A
10641	15-Aug-14	Control Infrastructure				Hello, I wish to ask the following, Reading information from the PCS "Wave 3 & Job cuts update. It states the MPS will possibly have to remove 700 Police Staff Posts on a notional Band D members of staff. Also including in the the PCS & Fed consultation meeting of METCC, in those minutes it states METCC that there may be (which is most probably) 30%-50% reduction in budget to be made, Also when Command point comes in that they do not require so many controllers (1 Controller covering 3 Boroughs) : Although not actually said what Departments in the MPS where they are going to make the 700 Band D on VR/VE, we are asking this time will METCC be included, there is a lot of interest in this. I am quite sure there will be many Band D asking for VR/VE or will METCC be blocked once again.	There are no current plans to offer VR or VE for Police staff within MetCC. It is not possible to say whether such exit schemes will be offered in the future. Regards Control Infrastructure	01-Sep-14
10642	15-Aug-14	Neighbourhood Policing	LPM	Redacted S40	18-Aug-14	Redacted Section 31 / S40	Redacted S40 / S31 Regards, Richard Smith Wandsworth Borough Commander	15-Aug-14

10643	16-Aug-14	Control Infrastructure				<p>Not so much of a rumour, as a request for some sensibility. We get regularly bullied now on a daily basis now by a faceless compliance unit about the importance of booking on and off duty, when I personally saw 232s working perfectly for years. We invest vast amounts of money in such seemingly irrelevant technology, when as officers we are burdened by an archaic property system which requires painstaking handwritten replication of long numbers in 105s, 66s, and 3022s to mention but a few - we are not even talking about double keying here, the 1950s style forms and ledgers used are all longhand. I get the system works, and on a local scale it is effective. However, as a DC covering 7 boroughs in a central unit that ahs no facility to store our own property, it becomes icreasingly difficult to manage with items spread about all over London. I am aware that other forces use centralised simpler sytems that do not require the duplication of data, and you can access the system to manage the monitoring, movement and restoration or lab submission for example remotely.</p> <p>If an private modern organisation used such an outdated complex</p>	<p>The writer highlights the difficulties experienced in the need to manually record details whilst also criticising an automated system of accounting for their hours. Maintaining an accurate record of hours worked ensures people are paid correctly, but as importantly allows the organisation to have a clear picture of how resources are deployed across each OCU. How this information is used depends on each unit, but failure to book on or off as expected undermines what needs to be achieved.</p> <p>We are unable to comment on the issues raised regarding the handling of property - these should be directed to Shared Support Services, who undertake the management of property handling for the MPS. The writer should speak to their line manager if they consider they are being bullied or unfairly treated at work. Further information is available on People Pages.</p> <p>Regards Control Infrastructure</p>	01-Sep-14
10644	16-Aug-14	N/A	N/A	Redacted S40	N/A	<p>You only have to look on here to see the terrible low morale amongst staff. Pay, conditions and pensions play a large part in this, but that's not the whole story. Looking at the results of the last 2 or 3 staff surveys, things are bad and getting worse. Many people I speak to now hate coming to work and are seeking a way out.</p> <p>What are our senior leaders doing to tackle the crisis in morale?</p>	Deleted	N/A
10645	17-Aug-14	N/A	N/A	Redacted S40	N/A	<p>This week 11 officers, 13 members of staff and 14 specials resigned. The flood gates have opened.</p>	Deleted	N/A
10646	17-Aug-14	Neighbourhood Policing	LPM	TP Mailbox - LPM Grip Centre	18-Aug-14	<p>Is anyone able to advise whether Aid warnings still exist specifically for PCSO's, I've been advised that we no longer receive an e-mail with the aid warning but should now be checking cars on a daily basis to see if anything has been added.</p>	Deleted	N/A
10647	17-Aug-14	N/A	N/A	Redacted S40	N/A	<p>Not really a rumour but. Wouldnt it be a good idea to have a like button attached to items on rumour mill, it may then become evident and highlight the amount of people agreeing with a certain post. im sure the results would speak for themselves highlighting how disheartened we are all becoming.</p>	Deleted	N/A

10648	17-Aug-14	N/A	N/A	Redacted S40	N/A	Further to the post below about resignations, I don't think the Commissioner cares, mate	Deleted	N/A
10649	17-Aug-14	N/A	N/A	Redacted S40	N/A	Why can the SLT of the MPs not see what everyone else can? The organisation is crumbling from it's foundations. Morale is hitting rock bottom and I have never spoken to so many people seeking alternative employment. There are so many short sighted changes being implemented with litte thought of their long term impact. MetCC is a prime example. We are now operating on a skeleton crew and being told to effectively 'watch this space' as it is going to get much worse. Nice morale boosting words from some of our leaders. But it would be nice to know how? What is happening that will be worse than the plans already in place? I have still not seen a proper study of what work we carry out now so it would seem negligent to embark on a period of further great change before knowing this?	Deleted	N/A
10650	17-Aug-14	N/A	N/A	Redacted S40	N/A	These comments should be directed at the commissioner. Why aren't they?	Deleted	N/A
10651	17-Aug-14	N/A	N/A	Redacted S40	N/A	When I taxed my car last month I heard a rumour (actually I got a leaflet) that the way car tax is administered is completely changing as of September 2014. Redacted S31 Please tell me we are going to get this right?	Deleted	N/A
10652	17-Aug-14	N/A	N/A	Redacted S40	N/A	Please can the management board members who post their blogs on the intranet pleae be asked to refrain from talking about how much they enjoyed their lovely expensive holidays? Because with all the change, cuts, increases in pension contributions, LPM and badly thought out shift patterns, some people aren't actually able to afford a holiday. When morale is already at an all time low, please stop rubbing our faces in it. Thank you.	Deleted	N/A

10653	18-Aug-14	Shared Support Services	iBuy	Redacted S40	18-Aug-14	display mode on I buy!! why are so many of us having issues with it when the I buy functionality was checked before roll out?! I can only assume it wasn't checked properly because if it was then the whole system would of been re vamped as its by no means simple to use, or effective but then thats probably why the Met use it like the rest of our systems!	Please contact the Help Desk Redacted S31 assistance. Regards, Met Change Communications Team	18-Aug-14
10654	18-Aug-14	Shared Support Services	iBuy	Redacted S40	18-Aug-14	How do you get out of Edit Mode :-)	Please contact the Help Desk Redacted S31 assistance. Regards, Met Change Communications Team	18-Aug-14
10655	18-Aug-14	N/A	N/A	Redacted S40	N/A	To whoever found the answer from the Home Office on Restricted Duties, thanks very much as it goes a long way to helping answer a lot of sheilded and unanswered qurestions which have been put on the Rumour Mill lately. I don't know why I am surprised that all this site has done is pass the buck to another office (HR) and let them deal with it!	Deleted	N/A
10656	18-Aug-14	N/A	N/A	Redacted S40	N/A	Jolly good of those cinema chaps to spruce up Hendon Heights after them. Interesting use of 'absailors' although I don't see why it needed muscular persons of a nautical persuasion to complete a rudimentary cleaning operation?!	Deleted	N/A
10657	18-Aug-14	N/A	N/A	Redacted S40	N/A	The MPS is Londons largest employer and has developed the future of policing. Through vigorous brainstorming, testing and review we have developed 'the podium'. Some may ridicule this idea, but it is worth noting that this isn't an ordinary 'box' - this is a 12 inch Podum with MPS motif and NCALT training package. It has been suggested that officers (male or female) who pass a further rigorous selection process who work within the Westminster impact zone will be issued with '12 inch' high heels. I'm told that this will not only provide a better visual presence to the public, gives them a better view of the crowd and a modern approachable appearance. Q: What about the officers that still aren't tall enough, can we have stilts, or is this just a ploy to roll out redundancies for anyone below 7 feet tall? On a serious note; perhaps we could just have an NCALT package 'how to appear taller'. Maybe we could have a similar package for morale? I think it may work	Deleted	N/A

10658	18-Aug-14	Shared Support Services	Shared Support Services	Redacted S40	18-Aug-14	<p>Hello,</p> <p>I understand that the shared support services has already going live, could you please explain when the transition times will occur?, Redacted Section 40 / Section 31</p>	<p>Shared Services has been live since November 2013 with over 2,500 people currently working in Shared Support Services. To help us answer your question could you please be more specific around which area it is you work in and what service you perform. You can post your question on the new Rumour Mill as this version is now read only.</p>	18-Aug-14
10659	18-Aug-14	Neighbourhood Policing	Duties	TP Mailbox - LPM Grip Centre	18-Aug-14	<p>Hello, I asked this question on the 1st but it appears to have disappeared. It is Metchange related as relates to the DutiesHubs</p> <p>Redacted Section 31 / Section 40</p>	<p>Redacted S31 / S40</p>	19-Aug-14
10660	18-Aug-14	Neighbourhood Policing	LPM	Redacted S40	02.09.14	<p>Could you confirm the rumour that Borough CMU's are now being looked into yet again. This time to centralise the remaining functions which were left behind after the formation of TP CRIB some 2 years ago.</p> <p>Thankyou</p>	<p>Thank you for your question.</p> <p>Redacted S40 / Redacted S31 - Met Change</p>	16-Sep-14
10661	18-Aug-14	Other	Digital Policing	Redacted S40	18-Aug-14	<p>Is it true that DOI are devising a system that incorporates Cris/Criminit</p> <p>so for example if you have a named suspect you can create a cris, link their nominal page to the crime and see all the intel on that person and any vehicles they drive etc, including all the crimes they've ever been suspected of or charged with in the one system</p>	<p>We sent your question to Digital Policing for an appropriate answer. However we did not receive a response.</p> <p>We suggest that you contact them directly via the intranet.</p> <p>Regards Internal Communications Team - DMC</p>	10-Oct-14

ID	Posted on	Theme	Subject	Question	Answer	Question status	Answered on
1	18 August 2014	Other	Anonymity	<p>The rumour Mill was a breath of fresh air. It allowed officers to raise concerns without fear of reprisals. That anonymity has now been removed which will cause the more circumspect to keep matters to themselves. Is that what you really wanted to achieve?</p>	<p>We've published an intranet story explaining the changes we've made and reasons behind them. It includes the following:</p> <p>"Up until now Rumour Mill has been anonymous...While this is great in some respects, it does mean you can write something which you perhaps wouldn't say in the same way face-to-face, and people may not always appreciate the impact of what they write has on others.</p> <p>"And, when people do post offensive or inappropriate comments, we waste time removing them that could be better spent on getting and answering genuine questions."</p> <p>You can read the full story here.</p> <p>Internal Communications Team, DMC</p>	Answered	19 September 2014
2	18 August 2014	Control Infrastructure	MET CC	<p>I have heard a rumour that Met CC will subject to some big budget cuts. Considering in a couple of weeks were going down to almost single despatching. How do you see yourselves saving more money when were all stretched as it is.</p> <p>Many Thanks</p>	<p>There are no plans in Met CC to move to single despatching. Rollout of the Airwave Max pilot that has been running for several months on KF, MD and CW will enable the support functions to be centralised at each centre whilst providing an improved service to BOCUs.</p> <p>Regards, Chief Superintendent Pippa Mills OCU Commander Met CC</p>	Answered	22 August 2014
3	18 August 2014	Other	Sergeants Salary	<p>Is it true that the Government is looking at Salarying Sergeants in the near future?</p>	<p>No proposals emerged from the Winsor Review and there are no current proposals under consideration. Any changes to the national pay arrangements will be a matter for the new Police Remuneration Review Body (PRRB).</p> <p>Regards Kevin Courtney - Strategic Reward.</p>	Answered	26 August 2014
4	18 August 2014	Neighbourhood Policing	LPT	<p>I heard that the shift pattern review of LPT was now being done away with, and that it has been decided there will now be a review of the entire LPT model.</p> <p>This would suggest that the much anticipated change of shift pattern will now be set back beyond October 2014.</p>	<p>Thank you for your question. Lucy D'Orsi, Area Commander for the west area, is looking at the neighbourhood policing part of the Local Policing Model - not the entire model; this uses work done in a previous review of Neighbourhood Policing Team shift patterns. The review is in two parts with the first part reporting findings in early September and the final part reporting in October. Find out more about the review in a recent feature article with ACTP Helen King; there will be further announcements as decisions are made.</p> <p>Redacted Section 31</p> <p>Regards Internal Communications Team, DMC</p>	Answered	19 September 2014

5	19 August 2014	Control Infrastructure	MetCC	To follow on from a question already asked. SLT at MetCC have begun hinting at 'big changes' to come over the next two years but not really indicated what these changes might be. Can we be enlightened please?	Redacted Section 31 Regards, Chief Superintendent Pippa Mills OCU Commander Met CC	Answered	22 August 2014
6	19 August 2014	Control Infrastructure	New command & Control system	Can the MPS confirm which company is actually providing the new C&C system please? Redacted Section 31 Please put our mind at ease by saying we wont get our fingers burnt again by goig for the cheapest option	Redacted Section 31 Each contract was selected through an open competition based on capability and price. I can confirm that the vendors selected were identified as having the best technical solutions as well as providing the best value for money. Regards Nigel Lee HQ Digital Policing	Answered	19 August 2014
7	19 August 2014	Other	Anonymous Responses	As the *new* Rumour Mill will no longer be anonymous and will identify the names of those people posting questions, will the same be true for responses? For example, will there now be a named person answering ALL responses, rather than a catch-all type response by the Met Change Comms Team etc?	Thank you for your question. As with the previous version of the Rumour Mill, answers are attributed to individuals who are the lead for that area of work. This happens when the Met Change Communications Team is unable to answer the question from existing information that has been published and we have to consult with the lead for a response. And so it would only be attributed to us if we already had the answer. This makes the process for responding quicker and gives a consistent message. It would not be accurate to attribute responses about specific areas of business to an individual in the comms team who is acting as an administrator as they are not the expert in that area. Redacted Section 40 Met Change Communications Team, DMC	Answered	19 August 2014
8	19 August 2014	Other	Police OfficerRedundancies	I heard that the MPS may offer POlice Officers Redundancies in 2015? Is this happening and if we take it, wha sort of pacakges can we expect?	The Home Office announced in early 2013 that police forces could use a new Voluntary Exit Scheme to reduce officer numbers where there is a strong business case to do so. However, we have no current plans to use this in the Met. Regards Redacted Section 40 Robin Wilkinson Director of HR	Answered	26 August 2014
9	19 August 2014	Other	Employement	I am hearing whispers that PCSO will be dispaned around five years time	Thank you for your question. The current position on PCSOs was announced in an intranet article published on the 13 June 2014 as follows: Redacted Section 31 Regards Internal Communications Team, DMC	Answered	19 September 2014
10	19 August 2014	Other	PCSO plans	What does the met plan to do with PCSOs, will PCSOs exist in the met in 5 years time and are there any plans to recruit new PCSOs ??	Thank you for your question. The current position on PCSOs was announced in an intranet article published on the 13 June 2014 as follows: Redacted Section 31 Internal Communications Team, DMC	Answered	19 September 2014

11	19 August 2014	Other	Chief Inspector process	<p>I've heard a rumour that the planned CI process for later this year has been cancelled.</p> <p>Can you please confirm if this is the case and how the eJob will fill the 70 vacancies left by the recent Supt process ?</p> <p>Thank you .</p> <p>PS the next HR forum is in September so would appreciate an answer now.</p>	<p>There is due to be a further Chief Inspector Posting Process in the autumn of 2014.</p> <p>The Strategic Workforce Planning Team are currently reviewing our future requirements at this rank and it is anticipated that Hot Topics will be updated during September clarifying the position around any future promotion processes.</p> <p>Regards Redacted Section 40 Robin Wilkinson Director of HR</p>	Answered	26 August 2014
12	19 August 2014	Pan London Services	Centralising CSUS	<p>I am a member of Police staff employed within a CSU, and believe that this role has not been sanctioned on every borough . I recently heard a rumour that CSUs are to amalgamate resulting in the loss of any current Band E Police staff.</p> <p>I have tried to get clarification on this concern without success.</p> <p>Is anybody in a position to provide me a clear and informative response as to whether this restructuring is being considered? If so, is it possible to state when any such changes are likely to be implemented?</p>	<p>Redacted Section 31</p> <p>Redacted Section 40</p>	Answered	26 August 2014
13	19 August 2014	Other	Resignations.	<p>Are the reasons for the high levels of resignations (compared to not that many years ago) being investigated?</p>	<p>An exit survey is sent to all individuals who choose to leave the organisation prematurely. The information recorded is retained anonymously and analysed. Learning from the Survey is fed back into the Met via Management Boards which will include Change Board etc;</p> <p>The level of voluntary resignations since 1 April 2014 is comparable for the same period last year.</p> <p>Regards Redacted S40 Robin Wilkinson Director of HR</p>	Answered	26 August 2014

14	19 August 2014	Shared Support Services	Uniform	<p>What are the plans for future patrol uniform? The new shirts are not too bad however the trousers are awful. Ive been through four pairs in the last year. They tear easily, the stitching falls apart and every pair seems to fade to a light shade of red after several months. Are there plans for the Met to move towards the national uniform? If so, when will this happen?</p> <p>Kind regards.</p>	<p>The MPS is currently in the contract process to seek a company to provide a National Uniform Managed Service (NUMS), initially for the MPS. Other forces have the option but do not have to use it, and as such there are no current plans for a national uniform. Part of this new contract requirement is innovation and to investigate alternative uniform solutions, however to manage your expectations, the new contract wont go live until 2015 and any significant changes to current uniform may not occur until 2016.</p> <p>As for quality issues with the current patrol trousers, Uniform Services quality assurance team have only been made aware of a very small number of quality issues. If you still have the trousers in question, could I ask you to contact Redacted S40 and provide her with the trousers and she can take this up with the manufacturer as both fading and poor stitching are unacceptable and we need to escalate such problems.</p> <p>Regards,</p> <p>Liz Church Service Delivery Director - Customer Contact Services</p>	Answered	17 September 2014
15	20 August 2014	Other	2 For 1	<p>Im not interested, but a friend of mine wants me to ask as they are! It seems that the winsor report (although just one persons findings and opinion) has been implemented nearly in full. However what seems not to have been implemented is the voluntary redundancy bit, which seems to be a win win for all (as two new fresh fit recruits could be employed for one older officer) but this part of the report seems to have been ignored. Any thoughts or news please?</p>	<p>Please see here for a response to your question.</p> <p>Regards Redacted S40 Internal Communications Team, DMC</p>	Answered	19 September 2014

16	20 August 2014	One Met Model / Met Change Programme	Met Change Proposals	<p>more of an idea rather than a question</p> <p>It seems most of the rumors on this site stem from whispers about proposals being or not being made by Met Change to the SLT.</p> <p>I am aware that once a month the Met Change team put together different proposals on ways the met can save money and submit these to the SLT and the SLT then decide if the proposal is not suitable or it is suitable and more work is done around the proposal if deemed suitable to progress.</p> <p>As these proposals are prepared on a monthly basis and are in an electronic format would it be an idea to have an intranet page where each month a link can be posted so everyone can read these proposals and when the SLT have made a decision an update posted as rejected or accepted.</p> <p>I and the majority of people understand that these are just proposals and in no way set in stone but it would give us an idea of what direction we as an organisation are heading toward albeit we might not know the actual figures.</p> <p>This would be a very easy idea to</p>	<p>Many thanks for the suggestion that you posted on the rumour mill.</p> <p>You will be aware that Met Change Team has been responsible for the delivery of the Change Program and the One Met Model. Many areas of the change program have now been fully implemented with work ongoing to finalise design for some areas of Pan London services and some remaining challenging areas of the One Met Model that remain.</p> <p>Management Board provides oversight of the delivery of the One Met Model via Management Board Change Portfolio which is a monthly meeting chaired by the Deputy Commissioner with representatives across all the One Met Model segments. Whilst Management Board Change Portfolio do not consider a monthly submission of ideas for cost reductions and efficiencies as you describe in your question, the Board is responsible for managing the portfolio of work across the MPS to meet the organisation's strategic objectives. This includes oversight of Met Change implementation and ensuring that any proposed investment is aligned to enable delivery of the Met Plan and the One Met Model.</p> <p>Management Board – Investment (chaired by the Commissioner)</p> <p>Decisions made by the Board in relation to Met Change are put</p> <p>If you wish to obtain further information please contact Redacted</p> <p>Regards Redacted S40 Portfolio & Planning, Met HQ</p>	Answered	17 September 2014
17	20 August 2014	Other	Police Staff job/position cuts	<p>Is there any truth to the rumoured cost-saving target that by 2020 the Met want to squeeze Police Staff numbers down to 7000 staff? Either way, how many Police Staff employees are there currently? And is there there a specific number that the Met want to get that number down to?</p>	<p>Please see today's interview with Deputy Commissioner Craig Mackey about the future changes in the Met and how these may affect police staff.</p>	Answered	18 September 2014
18	20 August 2014	Other	Reduction of 700 Police Staff	<p>Please could you clarify which Bands will be affected as a previous question posted implied all 700 would be Band Ds. (There wasn't an answer posted) we believed it to be Band Cs and downwards.</p>	<p>Please see today's interview with Deputy Commissioner Craig Mackey about the future changes in the Met and how these may affect police staff.</p>	Answered	18 September 2014

19	20 August 2014	Other	'NEW IMPROVED' RUMOUR MILL	<p>I am not normally a contributor to Rumour Mill but clicked on it today as a result of it being the headline on the intranet. It is described as 'improved' and from the administrators and operators of the Rumour Mill that maybe correct. However for some officers and staff the changes have removed a feature that was important to them. For some they would only make an entry because it was anonymous and they feared the consequences of highlighting certain issues. If that made it difficult for the running of the site that that may be a legitimate reason for changing Rumour Mill to ensure its focus is on Met Change. However, other than a phone to Right Line for issues of wrongdoing where can staff and officers air and communicate their concerns without giving their name. I would not want the Met to prevent staff from having some method of doing so. From the perspective of those officers and staff they would probably not agree that the Rumour Mill has been improved.</p> <p>What plans are there to fill the communication gap left by the changes to Rumour Mill</p>	<p>There are still ways that officers and police staff can voice their concerns confidentially. As you've mentioned, we have Right Line where unethical or fraudulent behaviour can be reported.</p> <p>Then there is the Build a better Met survey, which provides the opportunity to express personal views on what is working well in the Met and what isn't.</p> <p>You can also speak to a staff or support association representative, who can discuss your concerns in the appropriate forum without revealing your identity.</p> <p>Redacted Section 40 Met Change Communications Team Directorate of Media and Communication</p>	Answered	22 August 2014
20	20 August 2014	Other	When will officers be reviewed for role and skill based pay	<p>At the risk of asking this question in the wrong place I will continue anyway.</p> <p>Windsor has made many recommendations which now appear in government guidance to Chief Officers. Many of these recommendations have now been implemented or are in the process of being implemented. Sadly most, but not all are detrimental to our terms and conditions of service and therefore our general quality of life. However one recommendation which may have benefitted an awful lot of officers was the "Role and Skill based pay" which recommended that a £600 allowance was to be made to officers involved in Neighbourhood Policing, Public Order, Investigation and Firearms. He also recommended a "Expertise and professional Accreditation allowance."</p> <p>So far we have heard nothing about these recommendations being implemented. What plans does the Met have for doing so and when will they be implemented ?</p>	<p>Windsor's recommendation was as follows:</p> <p>Recommendation 94 – An interim Expertise and Professional Accreditation Allowance (EPAA) should be introduced from April 2013. It should reward qualifying officers for the skills they use in the four stated priority functions: neighbourhood policing; public order; investigation; and firearms. The EPAA should be £600 per annum, and should be paid monthly. It should be removed when an officer leaves the qualifying role. The EPAA should be abolished when the Specialist Skills Threshold is introduced.</p> <p>This recommendation was discussed in the Police Negotiating Board, but, in agreement by both the Staff Side and the Official Side, it was decided not to take the recommendation forward at the time.</p> <p>The decision was notified, along with other outcomes, on the Met intranet on 6 December 2012.</p> <p>Regards Kevin Courtney Head of Rewards</p>	Answered	30 September 2014

21	20 August 2014	Other	PCSO Number	<p>Two of my colleagues asked the question regarding PCSO numbers in 5 years, they were both referred to the intranet notice. With respect that notice does not answer the question. It gives the current position. The rumour that is going around is regarding a long term strategy.</p> <p>The met had on the agenda removal of all posts. It then states we are playing an important role. it also says we cant rule out future cuts to the post. We have already had 66% cuts in SNT 3 down to one any further cuts would result in removal of the role. PCSOs need to know what the long term strategy of LPM is in regard to their role. Is there a place for us in that strategy or not? So the last intranet statement does not answer the question and is why I am asking it again. So that we commit to our roles and future. Or work on our CVs.</p>	<p>We understand your concerns around the future of your role, however the Met is going through a significant change and reviews of roles in the future can not be ruled out.</p> <p>We are aware that yesterday's response won't answer all your questions and concerns; however it does outline the Met's current position on PCSOs and the role that they will play in the LPM. As with all changes they will be made in consultation with the PCS union and will be communicated to staff at the earliest opportunity.</p> <p>Regards Internal Communications Team, DMC</p>	Answered	19 September 2014
22	20 August 2014	Other	London Weighting	<p>There is a vicious rumour circulating that London Weighting may be changed to only being paid to those who actually live in London? Is this true? Obviously this would be of great concern to those who have sought a better quality of life and work/life balance by buying properties for themselves and their families outside of London due to property prices and mortgage allowances.</p>	<p>Hello</p> <p>Please see the answer provided here</p> <p>Redacted Section 31</p> <p>Regards Internal Communications Team, DMC</p>	Answered	19 September 2014
23	20 August 2014	Neighbourhood Policing	Crime Investigation Booklet	<p>The East area Crime fighters commissioned a met wide crime investigation book, which was approved across the area. However these little beauties never surfaced on Borough. I know JC have their own version but are they ever coming?</p>	<p>The Crime Investigation Booklet was initiated at Waltham Forest (JC) and was being considered for roll-out to the East Area and potentially the MPS.</p> <p>Whilst exploring funding for the initial roll-out, use of the booklet at JC highlighted the need for some minor changes. In addition, a potential overlap and conflict with the Victim Care Cards was identified.</p> <p>These issues along with the funding are still being explored, however we hope to have a new proof version very shortly, after which this matter will continue to be progressed.</p> <p>Regards Commander Stephen Watson - Criminal Justice, Crime Management and Roads and Traffic Policing Command</p>	Answered	04 November 2014

24	20 August 2014	Pan London Services	Privatisation of Met Prosecutions	<p>In January Met Prosecutions team based at Redacted S40 - Location were told that the department would be going out to tender & we would be given an update in July, we are still waiting to hear! Please could Sara Lewis let us know what is happening.</p>	<p>An intranet story was published on the 24 July about the first phase for market testing -click here. Met Prosecutions is not one of the areas currently being looked at but it is important to note the last line of the article: "Only once we're further ahead with this, will we start to look at other areas that might be in scope for future phases."</p> <p>Right now, our focus is on developing our technology to improve how we provide Criminal Justice services and how they can be accessed.</p> <p>Redacted Section 40 Head of Met Prosecutions</p>	Answered	16 September 2014
25	20 August 2014	Other	Staff Leave	<p>Peoples pages states that leave when booked should not include our unpaid meal break. Since joining we have always been stopped the complete shift, does this mean we are owed hours, and is this the reason our holiday hours are not now shown on Carms</p>	<p>Full time members of Police Staff are contracted to work 36 (net conditioned) or 41 (gross) hours per week. In the interests of consistency, it is recommended that annual leave calculations for shift workers are made on the basis of a 36 hour week, which does not account for meal breaks. This method results in calculations using as their basis, a 7.2 hour day. Alternatively however, annual leave calculations can be made using a 41 hour week as their starting point. This way of working includes meal breaks and uses an 8.2 hour day.</p> <p>Police Staff are entitled to 28 days annual leave on appointment and 33 after five years' service. Initially therefore, the annual leave allowance for full-time shift workers is:</p> <p>28 x 7.2 = 201.6 hours (net hours)</p> <p>OR</p> <p>28 x 8.2 = 229.6 hours (gross hours)</p> <p>I would suggest, given that you have been advised to deduct the gross amount of hours (including meal breaks) from your annual leave card each time you take annual leave, that your entitlement was originally calculated on the basis of a 41 hour week. I hope this is of some assistance.</p> <p>Regards</p>	Answered	26 August 2014

26	20 August 2014	Other	Police Staff VE & VR	<p>In July, HR Live stated that the "Change Board (chaired by the Deputy Commissioner) will be reviewing the police staff numbers position in more detail in August so we will be in a position to provide more detail of any anticipated early departure activity after that. Any early departure activity will be undertaken in full consultation with Trade Union colleagues."</p> <p>Would you be able to clarify when in August this meeting will take place and then how long before this information will be passed onto staff.</p> <p>Also, are you able to clarify what will be happening to the shadow grades created following the Hay review? It appears that VE or VR will be offered to Band D's & above but what of those grades that are not a band E either?</p>	<p>Please see today's interview with Deputy Commissioner Craig Mackey about the future changes in the Met and how these may affect police staff.</p>	Answered	18 September 2014
27	20 August 2014	Pan London Services	CJ-OMS Shift Allowance	<p>Redacted Section 40</p> <p>Is it true that the 3 monthly review of the shift pattern for the newly formed WOU at ESB will potentially be held with serious consideration being given to removing the shift pay? Today heard that should it be decided that there is not enough work "out of office hours" then the newly created shift pattern would be rescinded, with staff being put on a 7-3 12-7 pattern. NOT paying shift allowance at all. If this is the case then it is distinctly possible that staff will not be prepared to engage in the process. The new post is due to commence on Sept 1st which leaves no time for decision unless staff find out the answer to this question very soon.</p> <p>Regards</p> <p>Matt</p>	<p>The shift pattern along with other systems and processes will be reviewed in a few months time as is the case with all new operating models set up as a result of Met Change projects. This is to ensure that efficiencies and effectiveness are achieved operationally and due consideration is given to the staff working the shifts. Currently there are no plans to remove the shift pattern but a review of the pattern will take place and this has been encouraged by the PCS representative on the project board.</p> <p>Regards, Redacted Section 40 - Project Manager CJOMS</p>	Answered	01 September 2014
28	20 August 2014	Other	PCSO Redundancies	<p>Will PCSO's be given the opportunity to take Voluntary Redundancy in the next round of cuts?</p>	<p>There are no plans to do so.</p> <p>Regards Redacted S40 HR People Services</p>	Answered	08 September 2014
29	20 August 2014	Other	NEW IMPROVED' RUNOUR MILL - Redacted S40 post	<p>John</p> <p>I agree with you</p> <p>DJ</p>	<p>Thanks for your comments Dave. This post has been removed as it isn't a question.</p> <p>Regards, Met Change Communications Team</p>	Removed	

30	21 August 2014	Other	Reduction of 700 Band "D" staff in the near future	<p>Hello, I wish to ask the following, Reading information from the PCS "Wave 3 & Job cuts update. It states the MPS will possibly have to remove 700 Police Staff Posts on a notional Band D members of staff. Also including in the the PCS & Fed consultation meeting of METCC, in those minutes it states METCC that there may be (which is most probably) 30%-50% reduction in budget to be made, Also when Command point comes in that they do not require so many controllers (1 Controller covering 3 Boroughs) : Although not actually said what Departments in the MPS where they are going to make the 700 Band D on VE, we are asking this time will METCC be included, there is a lot of interest in this. I am quite sure there will be many Band D asking for VE or will METCC be blocked once again</p>	Please see today's interview with Deputy Commissioner Craig Mackey about the future changes in the Met and how these may affect police staff.	Answered	18 September 2014
31	21 August 2014	Other	Police Officer and Police Staff planned reductions	<p>I'm hearing the current management plan is to reduce MPS Police Officer numbers to 24,000, and Police Staff total numbers to 5000 within the next 2-3 years. If this is the case - Why are the MPS still aggressively recruiting ? Other than to replace experienced officers with cheaper new ones ? Please tell me I've heard incorrectly. Will there be a stage when someone from Management Board will stand up and tell the government that the MPS cannot provide a sufficiently safe and effective Policing service on the outrageous and dangerously reduced budget and planned staffing levels ?</p>	<p>A similar question was asked on the old rumour mill. The answer Robin Wilkinson, the Director of Human Resources provided was:</p> <p>"The Mayor has set a target for police officer numbers at just under 32,000. As the Deputy Commissioner mentioned in his recent article on the intranet, we simply don't think it's helpful this far out to speculate on what the next spending review might mean.</p> <p>"Of course we're looking at scenarios. But a public debate based purely on guess work just isn't helpful to anyone. No-one can ever give complete guarantees around job security, but the future for police officers in this regard continues to look bright in my view. And I can certainly confirm that there is absolutely no planning taking place on the need for exiting police officers."</p> <p>Regards</p> <p>Internal Communications Team Directorate of Media and Communications.</p>	Answered	04 November 2014

32	21 August 2014	Other	Resignations	<p>Although I am not at this time considering handing in my resignation an increasing number of colleagues are taking that step. In my experience it is because they are fed up of the way they are being treated at work and the way the job is going. In two cases I know Officers have had leaving interviews with senior officers days before handing in their warrant cards. Would it not perhaps make more sense to have an interview as soon as possible after the notice of resignation has been handed in and see if the Met can do anything to retain those Officers who are skilled up and have cost the Met substantial amounts of money to train? If the current trend continues there will be a lot of good Officers earning money in the private sector having obtained skills through the job and a smaller pool of talent to pick from for jobs internally.</p>		Assigned	
33	21 August 2014	Other	anonymity	<p>The removal of anonymity allows those with power to divide and conquer. It prevents the proletariat from voicing opinions and views that challenge authority. The following are extracts from a Home Office HR circular. " A Voice is the foundation of sustainable business success. It increases employee engagement, enables effective decision-making and drives innovation. A lot of the old management paradigms of command and hierarchy are not fit for purpose and the voice is one of the things we need to really think about to change that old paradigm - Authenticity and trust are essential and employees will only speak up when they feel safe and when they know their opinions are both valued and will be acted on ". I would hope that the decision to remove anonymity was made with the best intentions however this is respectfully submitted in the hope that the anonymity issue is reconsidered.</p>	<p>The decision to remove anonymity from Rumour Mill was not taken lightly and we were very conscious of the impact it would have.</p> <p>On the same day the new version was launched, a related story was published on the intranet -click here - explaining the rationale behind the changes made. The following is an excerpt from the story, relating to anonymity:</p> <p>"While this is great in some respects, it does mean you can write something which you perhaps wouldn't say in the same way face-to-face, and people may not always appreciate the impact of what they write has on others. And, when people do post offensive or inappropriate comments, we waste time removing them that could be better spent on getting and answering genuine questions."</p> <p>In the old version, approximately 50% of posts were being removed on a daily basis because they weren't related to Met Change with a further 25% removed for being offensive or inappropriate. So, on average, three quarters of posts were being removed every day. Every post that is removed has to be accounted for and audited, which is a very time-consuming process.</p> <p>In the past, we had many requests to answer questions that we</p>	Answered	16 September 2014
34	21 August 2014	Other	Lifting Anonymity	<p>The rumour for lifting the anonymity from the rumour mill is for the local management to identify and persecute individuals for asking any difficult or controversial questions.</p> <p>Is this true?</p>	<p>No, this isn't true. A recently published intranet article explains why anonymity was removed.</p> <p>Regards, Internal Communications Team, DMC</p>	Answered	19 September 2014

35	21 August 2014	Other	smoking	<p>What is the mets line on smoking so called e-cigarettes in MPS buildings? I see with increasing frequency members of staff now walking around smoking these and find it disturbing that after all the years it took us in this country to stop people polluting others air we are now faced with another pollutant inside our buildings. Could we please have a ruling on this so all staff can be clear!</p>	<p>Please see the below response that was given to a similar question:</p> <p>Thank you for your enquiry. The MPS have a policy - please see Smoking Special Notice 03/07 published on this issue which includes the use of E-cigarettes and other electronic nicotine delivery systems which can be found on the intranet page.</p> <p>The same restrictions apply to e cigarettes as to cigarettes and neither can be smoked in wholly or substantially enclosed MPS workplaces.</p> <p>Regards</p> <p>Property Services Health & Safety Unit</p>	Answered	24 November 2014
36	21 August 2014	Other	CKP re-payment	<p>I had heard that those PCSO's and Police Staff who had to pay almost £1,000 in order to gain the CKP would be able to claim the money back? I was also made aware that MSC who had already paid would definitely be able to claim it back as there was no longer a need for it. Is there any truth to this? It would appear that as a tool the CKP is terrible, Redacted S40, this says to me that the problem is with the CKP itself, as there were around 4 or 5 different places that students had gained this certificate from. I am aware that the job has accepted there are knowledge gaps in the CKP, and that MSC no longer require it, this is little help to those of us who had to pay in the first place and gained nothing from it, however MSC officers have been told they can claim the money back, will this be passed on to ex PCSOs and Police Staff who are now PCs?</p>		Assigned	
37	21 August 2014	Other	New Police Pension	<p>Could somebody tell me if any study/questionnaire has been carried out to see how many officers will be entering into the New Police Pension Scheme? The general feeling from officers I have spoken too is that once the 1987 pension finishes, they will be opting out because a) they believe their money will be better invested in other schemes outside of the job & b) they don't trust the government not to change the conditions again in a few years time. Also, is there a limit to how many officers have to pay into the new scheme in order to safe guard it for the future?</p>	<p>The objective of the new pension arrangements is to provide a sustainable pension arrangement going forward, which takes account of longer working lives and provides protection for those identified in the Hutton report as close to pension age.</p> <p>Those within 10 years of pension age or access to an unreduced pension will see no change in their pension arrangement, benefits or when they can be accessed.</p> <p>Younger officers will transfer to the new scheme which is a defined benefit, career average scheme with a pension age of 60. Officers remaining in the scheme will continue to benefit from significant employer contributions towards their pensions on top of their own contribution and receive death in service benefits and an index-linked pension benefit for the rest of their life. In addition, as 'early leavers' from the 1987 scheme, they will be unable to access their benefits until age 60 (until state pensions age in the 2015 scheme). The scheme valuation was undertaken without assuming additional opt-outs from the 2015 scheme i.e. assuming current opt-out rates.</p>	Answered	02 October 2014

38	22 August 2014	Other	Long Service Medal	Is it true that the long service medal is to be scapped, and if so, when?		Assigned	
39	22 August 2014	Other	Annual Leave	Everyones leave year starts on the 1st April the begining of the financial year. It would probably take time to adjust things, but if our leave year started the day we joined, wouldn't this negate the rush for everyone to try to have their leave used by April the following year? It worked in the Armed forces.		Assigned	
40	22 August 2014	Other	Airspace	Redact Section 31	Redacted Section 31 Redacted Section 40	Answered	16 September 2014
41	22 August 2014	Control Infrastructure	CCC single despatching	"There are no plans in Met CC to move to single despatching. Rollout of the Airwave Max pilot that has been running for several months on KF, MD and CW will enable the support functions to be centralised at each centre whilst providing an improved service to BOCUs. Regards, Chief Superintendent Pippa Mills " Ma'am, Redacted Section 31 Law Enforcement	Redacted Section 31	Answered	16 October 2014
42	22 August 2014	Other	HR Services under the One Met Model	Do you no think the title 'Hire to Retire' a little ironic and insensitive bearing in mind the number loyal police staff being made to leave before retirement age.	Thank you for your question. The term Hire to Retire is new to the MPS. Employers use the term to describe the whole range of HR activity that supports staff during employment - from the earliest days of their recruitment, their training and development through to the support we can give when leaving. The term does not refer to an individual's career but is a summary description of all the processes our HR teams may undertake on behalf of colleagues. I hope this explanation assists with the thought process behind the new term. Regards, Redacted S40 H2R Subject Matter Expert Lead	Answered	03 September 2014
43	22 August 2014	Other	The SDS	Redacted Section 31	Your post has been removed on the advice of Acting Inspector Redacted S40 as it compromises an operational security matter. Regards Met Change Communications Team	Removed	

44	22 August 2014	Other	PCSO to PC recruitment.	When will the Met open up PCSO to PC recruitment again? I find it very frustrating that the general public are given precedence over us. Also, given that the Met appear to be desperate for new PCs, as those who failed day one since November 2013 have now been given start dates, why was my PC application terminated for having an "associate," with whom I have had no contact for 4 and a half years, who was arrested after having been the victim of a malicious allegation, and subsequently NFA'd. I can't help but take that a little personally, especially after having paid £900 to do a course to allow me to apply, Redacted Section 40		Assigned	
45	22 August 2014	Other	Promotion opportunities	<p>The accelerated three-year promotion and development programme advertised by the College of Policing has a stated aim to give "the most talented graduates the skills, knowledge and experience to advance to the rank of inspector within three years". It includes an entry criteria to the scheme including a 2:1 degree from a recognised university and affords successful candidates access to mentors, tailored personal development plans, immersive learning simulating real-life police operations and 'on the job' learning with supportive supervision.</p> <p>If the MPS wishes to 'provide talented individuals with the opportunity and the means to advance quickly to senior ranks' as recommended by the Windsor Review would it not be a good idea to include some consideration of formal educational achievement and policing experience in internal promotion processes? I'm sure there are a significant number of internal candidates who have good degrees from top (as opposed to 'recognised') universities, as well as considerable policing experience, who don't</p>	<p>This isn't really a rumour, more a clarification of our policy.</p> <p>You are correct that there is a requirement for external entrants (graduates) onto the national PC-Inspector Fast Track Programme to hold a degree. But this is not true of the Fast Track scheme for serving police constables, where we have the scope to draw on more information (workplace performance, line management assessments of potential and motivation) to help us get the right people into the process.</p> <p>Similarly with promotion processes, we focus on performance in role and ability to step up to the next rank. Although a degree can provide an indication of a candidate's abilities, to impose a requirement for a degree as a pre-requisite would debar a number of strong candidates from competing for promotion. For people, who have proven themselves in the workplace, this can't be right.</p>	Answered	01 September 2014
46	22 August 2014	Other	Inspector - Chief Inspector Promotion Process?	Rumour has it.....that the next Insp to Chief Insp process will be run later this year? and Rumour also has it that the CI rank will be phased out in the medium term?	<p>Please see here for a response to your question.</p> <p>Regards</p> <p>Met Change Communications Team</p>	Answered	27 August 2014

47	22 August 2014	Other	800 DC's v 800 front line officers the impact	Redacted Section 31	<p>Whilst 800 may look like a large number, this relates to the two year period from April 2014 to March 2016. During this time we will aim to select 100 new temporary detective constables (T/DCs) per quarter. We have just completed the second of these new T/DC processes so we have already selected 200.</p> <p>The organisation requires these new T/DCs in order to maintain the appropriate level of detectives across the whole Met.</p> <p>Trainee detective constables who will be mainly working in busy investigative environments are front line. But the impact on visible uniform policing has been taken into account. There will continue to be new intakes of PCs joining the Met as we increase our numbers from about 31,000 to 31,957 during this timescale. This will compensate for the new and valuable T/DCs that the Met needs.</p>	Answered	02 September 2014
48	24 August 2014	Neighbourhood Policing	LOST PROPERTY	<p>It was not long ago that the MET were looking at a central computer for lost/found property. It now appears that we are introducing a fundamentally flawed idea as per the linked. Cannot see how we are serving the people of London with this idea....But then again we are apparently going to save 1 million a year.. Redacted Section 31</p>	<p>Thank you for the question Redacted S40 and taking time to review the policy.</p> <p>Firstly it is important to recognise that the police service has NO responsibility to deal with lost & found property, with the exception of cab property.</p> <p>Our current approach, which has simply evolved from decades of custom and practice, is far from effective and puts considerable drain on our front counters and property stores. We estimate 15% of all front counter transactions relate to lost & found property at a cost of £1m in staff time each year. This surely takes us away from serving the people of London in terms of policing?</p> <p>We remain committed to supporting customers who have lost or found items, but in today's modern world, feel this needs to be proportionate and can be achieved through provision of advice, third party reporting sites and signposting to other organisations better placed to assist. Involving the police in many cases actually adds little value, creates false expectations, delays and could actually hinder recovery of items lost. By taking loss reports as we currently do, we are also</p> <p>By streamlining our approach and saving significant staff time, you</p> <p>You raise a good point about a possible database. We have already</p> <p>Regards</p> <p>Chief Inspector Sean McDermid, SLT Policy Lead</p>	Answered	05 September 2014

49	24 August 2014	Neighbourhood Policing	Increase in the overtime rule	<p>Has the overtime increased from 30 minutes to 35 minutes? This is the overtime in relation to police officers giving 30 minutes free at the end of every shift? I have spoken to colleagues and this has affected a few of us, but at the same time other colleagues have not been affected.</p> <p>Does the CARM system differentiate between experienced and new officers? Or is this a technical hitch that has led to officers giving away extra time for free for no reason?</p>	<p>There has been no change, either to Police Regulations or to CARM whatsoever in this area.</p> <p>If officers work overtime that is casual, and it is not the fifth time in a week, then the first 30 minutes will not be paid.</p> <p>When overtime is payable, it is calculated only in 15 minute segments. So, for an officer to incur paid overtime when it is casual, they have to work 45 minutes, which would give them the 'first 30 mins ignored' and then 15 minutes at time and a third. Hence if officers book a 35 minutes extra duty that is casual, it will not be paid as that have not worked a 15 minute segment.</p> <p>This has been the case since CARM was introduced.</p> <p>Regards, Redacted Section 40</p>	Answered	10 September 2014
50	26 August 2014	Other	Redacted Section 31	Redacted Section 31	Redacted Section 31	Answered	04 September 2014
51	26 August 2014	Neighbourhood Policing	Main set in vehicles	Redacted Section 31	Redacted Section 31	Answered	22 September 2014
52	26 August 2014	Other	Publicising the next phase of the Constable to Sergeants process	<p>Good morning,</p> <p>I understand from the MPS Promotions Manager, Redacted Section 40 that the window for the second phase of the Constable to Sergeant's promotion process is due to open on 22/09/2014.</p> <p>So that qualifying officers have sufficient warning to plan the submission of their application forms (i.e that they don't take leave, that their form is suitably prepared and supervisors are primed / available to provide comments) may I suggest that an article is published on Aware 'News' to advertise this fact as soon as possible?</p> <p>Also, TVP have two promotion processes each year for Sergeants and one for Inspectors. They are held at fixed points (March / April and September) and numbers are adjusted to suit organisational needs. This greatly assists officers with career planning and their managers / HR to provide timely support. For more information please contact:</p> <p>Redacted S40</p> <p>May I suggest that the MPS adopt a similar approach?</p>	<p>Your post has been removed as we are unable to action this through this forum.</p> <p>We have forwarded this post onto the HR Promotions Team for them to look into. If you have any further questions around the promotions process please contact them directly at HR Mailbox - Police Promotions</p> <p>Regards</p> <p>Internal Communications Team Directorate of Media and Communications</p>	Removed	

53	26 August 2014	Other	Decisions from PSD/CRE on NSY Staff	<p>A question for you that is very much Met Change related.</p> <p>This question was originally asked on the old rumour mill on 14/08, but I note that no answers have been given on that version since 19/08, a week ago. I also note that even on this version no answers have been given since 18/08.</p> <p>On to my question -</p> <p>NSY is closing in September 2015 in current plans, meaning that hundreds if not thousands of staff and officers based there must be decanted to other locations.</p> <p>Some of these staff, the lucky ones, will find a home in a central London location, and will be only slightly affected.</p> <p>The less lucky ones, the vast majority, will have to be located further away from Central London, wherever the Met still has accommodation. Given that for many this will mean a huge cut in salary (as a consequence of dropping into the outer London zone for London Allowance), added to a large increase in both travelling time and costs, managing this needs to be a priority.</p>	Assigned	
54	26 August 2014	Other	Fitness test	<p>As the fitness tests are upon us, what provisions have been put into place for the older members of officers that are 50 or above? Or is this an easy way of getting rid of older officers before they reach pension age?</p>	Assigned	
55	26 August 2014	Other	Life As a Detective	<p>Why were no Borough Detectives asked to comment on Life As a Detective as per front page of the Intranet. Is this because its recognised that Borough Detectives a have impossible work loads. Rediculous shift patterns and stress levels going through the roof. Increasing demands from management with ever decreasing numbers etc etc etc. Not a good advert for new detectives ????</p>	Removed	

56	26 August 2014	Other	Charging of personal mobile phones	<p>I have heard some rumours recently that if personal mobile phones are charged on police premises, we can be disciplined or 'stuck on'. This is of great concern, as the majority of detectives on our borough use their personal mobiles to send information to colleagues, to capture evidence when it is not practicable to do so by other means, and to call colleagues, CPS or external agencies when out of the office on enquiries. Often at their own expense. Unfortunately, the Met does not provide job mobiles to individual officers, and many Smartphones batteries do not last the full 8 hour shift and in nearly all cases, the overtime. It is therefore occasionally necessary to charge personal mobile phones at work. Can the Met's position on this be clarified?</p> <p>Thanks</p>		Assigned	
57	26 August 2014	Neighbourhood Policing	LPM Shift Pattern	<p>Good afternoon,</p> <p>A year on after the implementation of the LPM, people are still extremely unhappy with the shift pattern. The impact to people's quality of life on the NPT's is immense, since all we ever seem to work is late turns. This results in us having little or no life with our friends and family. To add to this, the public now say they see less of us out patrolling our ward than ever before, which is obviously down to the fact that we are mainly working late turns and most of our residents are tucked up indoors by 7.30 PM resulting in our team going unseen.</p> <p>It's been rumored that a 2-2-2 pattern like the ERT's is being considered. Is there any truth to this?</p> <p>If not can we have an update on shift pattern that is being discussed please?</p> <p>Many Thanks</p>	<p>A review of the current Neighbourhood shift pattern was carried out in May and June this year, with key recommendations being put forward to TP Chief officer group.</p> <p>This included a proposal for change, with a range of options having been looked at. However, with the Neighbourhood policing review commissioned by Assistant Commissioner Helen King commencing in July, it was decided that any decisions on shift patterns should not be taken in isolation, but be considered as part of this wider review.</p> <p>The first phase and recommendations of this review is due to be considered in early October.</p> <p>Regards Sergeant Redacted Section 40 - LPM - Implementation Team</p>	Answered	12 September 2014
58	26 August 2014	Neighbourhood Policing	PAO's	<p>I have heard a Rumour that PAO staff are going to be gone by the end of 2015, being one myself i wondered if this is true ?</p>	<p>Thank for your question Redacted Section 40. This rumour is incorrect. At present, there are no plans to change the number of front counters nor the number of Public Access Officers by close of 2015.</p> <p>This position, as you can appreciate, will however have to be kept under review.</p> <p>Regards, Redacted Section 40 Met Change, Neighbourhoods</p>	Answered	02 September 2014

59	26 August 2014	Neighbourhood Policing	Level 2 Public Order Training	Redacted Section 31	<p>Please see the below response from Commander Newcomb to a similar question asked on the previous rumour mill.</p> <p>A number of proposals about the future of level 2 public order training are being considered by Management Board in consultation with the Police Federation and following completion of an Equality Impact Assessment. No decisions have been made therefore I am unable to provide the detail to answer your question. I can say that any changes will be fully supported with additional training.</p> <p>Regards, Commander Alison Newcomb</p>	Answered	27 August 2014
60	27 August 2014	Other	Police officer redundancies	<p>The following question was asked: "I heard that the MPS may offer Police Officers Redundancies in 2015? Is this happening and if we take it, what sort of packages can we expect" the answer given was one relating to resignation rates of officers and exit surveys. Could this question be answered please.</p>	<p>Please see here for a response.</p> <p>Regards Internal Communications Team, DMC</p>	Answered	19 September 2014
61	27 August 2014	Other	INCREASE IN FARES FOR COMPULSORILY TRANSFERRED PERSONNEL	<p>I am one of many staff who has been compulsorily transferred to inner London. The difference in my fares has been paid for one year until 24 February 2015. Can I now claim for the increase in my train fare which is expected in January 2015</p>	<p>No. The agreement reached with the trade unions was that excess fares would be paid on the basis of the annual difference between the public transport fare from home to work before transfer and the cost of public transport to the new location, paid as an up-front sum.</p> <p>The assumption was that those affected would purchase a new annual ticket at the time of the transfer and would therefore be unaffected by any fare increase during the year.</p> <p>Regards Redacted Section 40 - Strategic Human Resources</p>	Answered	02 October 2014
62	27 August 2014	Pan London Services	Police Conference Liaison officers - CAIT Teams	Redacted - Section 31	Redacted - Section 31	Answered	02 September 2014

63	27 August 2014	Other	Anonymous Rumour Mill	<p>I do not think think that the impact of naming contributors has been fully recognised. I have read the responses provided to date. Rumour mill is one communication avenue that enables all staff of all ranks to contribute to the policing agenda without fear of identification this could be for any number of reasons. A healthy service is one where staff can contribute without fear or favour. Questions which are inappropriate/offensive of course should be removed the resourcing that is required to undertake that should be factored into the process. That said every officer/staff has an important role in expressing concerns or discussing hearsay through an open and transparent process. Please do revisit the decision to name contributors and empower staff to contribute in a professional and open manner. Thank you.</p>	<p>Hello</p> <p>Please click here to see our response to a similar question about why we removed anonymity from Rumour Mill.</p> <p>Redacted Section 40 Internal Communications Directorate of Media and Communication</p>	Answered	16 September 2014
64	27 August 2014	Neighbourhood Policing	CID Shift Pattern	Redacted Section 31	<p>The decision to remove your post has been made as we are unable to identify a question in order to get a response.</p> <p>If you would like to discuss this further please email DCP Mailbox - Met Change Have Your Say</p>	Removed	

65	28 August 2014	Other	Notting Hill	<p>In the age of austerity has any thought been given to the future of policing the Carnival? My concerns are twofold - firstly, the number of officers needed and cost required to police the annual Public order event, 1 day of which is obviously a Bank Holiday. Boroughs are left with bare minimum of staff after this AID requirement is filled, with minimal time left between shifts hardly conducive to Health and safety legislation.</p> <p>Secondly the number of arrests that occur - 261 this year, 279 in 2013, 299 in 2012, 245 in 2011, 230 in 2010, 193 in 2009, 330 in 2008, 206 in 2007 and 214 in 2006. Plus officers injured and hospitalised, numerous people stabbed, and shootings and attempted murders within the narrow Carnival confines. With any other event it would be viewed as 'organisational learning' needing to take place.</p> <p>I appreciate the history, background and cultural implications behind it, but I respectfully suggest that at the very least this event needs to be seriously revisited both with location and whether it can indeed be sus</p>	<p>I appreciate your concerns. Our job is to ensure, as far as possible, that those we serve can attend events such as the Carnival without being the victim of crime and disorder. Over the years the command teams have adapted their tactics to reduce the opportunities for crime and improve safety. Unfortunately, there will always be those who do not behave and that is when we are called upon to assist. Carnival is subject to much less serious crime and indeed disorder than it was many years ago. However, the Commissioner has voiced his concern at the level of knife crime which occurred at the event this year. The officers over the weekend displayed true courage when upholding the values of the MPS. Notting Hill Carnival is an essential part of the culturally rich and diverse city we have the privilege of policing. It is the second largest carnival of its type in the world and brings enjoyment to hundreds of thousands of people who attend. We will continually look for ways to improve safety and balance this against the resources we commit to it with a view to reducing costs. The OCU Commander of SCO22 will review the resourci</p> <p>Regards Assistant Commissioner Cressida Dick</p>	Answered	08 September 2014
66	28 August 2014	Other	Answers	<p>I am sure that the Director of HR is a busy person, but if you look at all the other replies to questions put on this Forum, they have been answered by whom I percieve the right person. I have no axe to grind and I am sure she does a wonderful job but would it not be nice, nay respectful that if a question is placed here with regards to HR it is answered by the Director and not his Staff Officer.</p>	<p>Some of the questions that relate to HR can be answered using People Pages. When this is the case the HR director's staff officer will use the relevant information from the intranet as the answer. Those that can't be answered using People Pages, or need more specifid information are passed through to the relevant HR representative.</p> <p>Regards Internal Communications Team, DMC</p>	Answered	19 September 2014

67	28 August 2014	Pan London Services	One set of SOPs across the Met.	<p>Sirs,</p> <p>I thank the Chief Inspector for his answer, however I feel he has been asked to answer a very small part of the question; one of the examples I give. So I ask again.</p> <p>Why in the Met, for the standard matters we deal with, do we not have a set of SOPs? For example seizing cars. An occurrence that happens hundreds of times weekly across the Met but there is no SOP. This leads to various different opinions and rulings being implemented depending on where the occurrence takes place.</p> <p>What is needed is a person or team of people being tasked to come up with the SOP for each topic. This can be field tested and feedback given before it is published as a powerpoint. With a contact point in the powerpoint for any required changes. This sounds complicated but I believe would in fact be very simple.</p> <p>(This would prevent masses of lost time and poor results from work being done incorrectly or officers having to try and track down specialists to ask how a matter should be dealt with. Basic examples include seizing cars, seizing</p>	<p>Not every procedure requires written instruction; some are simple straightforward procedures that come with the job and that if we get wrong, we can rectify without consequence or impact on others. However, those procedures where, if we do get them wrong result in a negative impact/experience on the public or on our colleagues, should be subject to clear corporate direction. This direction (or policy instruction) can be found on POLICY Pages. As you may know, the Met is moving away from lengthy SOPs and instead towards simpler, more easy-to-follow policy toolkits; in the form of checklists, flowcharts and Q&As. The aim is to have a set of policy toolkits that cover all key procedures, providing firm corporate direction and helping to deliver our corporate strategies. Furthermore, the Commissioner has given a commitment that all Neighbourhood Policing SOPs will be converted into policy toolkits by end of year 2014/15. We have begun the process of converting old style SOPs into Toolkits, but this is made complex due to the need to take account of change brought about by MetChange. And as you rightly point out, any Toolkit</p> <p>Regards Policy and Strategy Commissioning - HQ Portfolio and Planning</p>	Answered	07 October 2014
68	28 August 2014	Other	Clothing	<p>Having read the Commissioners Blog and noted he was wet along with the fact Officers on the ground were drenched Would it not now be the time to provide Waterproof clothing for our colleagues on the Front Line. As stated they were drenched so the clothing provided now is NOT good enough</p>	<p>Thank you very much for your question/comment. The current anorak has been used by the Met for four years now and if any officer believes their waterproof clothing (or any other item) to be faulty, the technical staff in Uniform Services are very keen to make contact so the problem with the garment can be evaluated. Please contact Redacted S40 Quality Manager, Uniform Services, who will arrange for the item to be returned/tested/assessed. Within the General Requirements of the Waterproof Clothing Specification, we stipulate the following criteria:</p> <p>The jacket is a high performance garment which is durably waterproof, breathable with an insulating mid layer i.e. fleece. This will be worn over standard issue police issue uniform and equipment. It will be worn in adverse weather conditions and up to 12 hours on shift. The detachable fleece liner that can be worn as a stand-alone garment. The anorak performs to the following British Standard: BS EN 343: 2003 + A1: 2007 Protective Clothing against rain:- Class 3 Water Vapour Resistance Class 3 Water Proof Performance Generally this should protect personnel but in extreme conditions</p> <p>Regards Uniform Services</p>	Answered	02 September 2014

69	28 August 2014	Met HQ	Misconduct Boards for Staff using Rumour Mill	I was told yesterday that two staff in the past have found themselves on Gross Misconduct Boards for posts that they have put on the Rumour Mill. I would like to know if this is true.	This is not true. There were no officers or staff subject to Gross Misconduct proceedings as a result of Rumour Mill. Regards Redacted Section 40 Assistant Commissioner Martin Hewitt Directorate of Professionalism	Answered	17 November 2014
70	28 August 2014	Other	800 new Detectives	Is it true that the MPS is considering, or at the very least looking into; the feasibility of using Restrict Officers to fill some of these roles?	Whilst 800 may look like a large number, this relates to the 2 year period from April 2014 to March 2016. During this time we will aim to select 100 new T/DCs per quarter. We have just complete dthe 2nd of these new T/DC processes so we have already selected 200. The organisation requires these new T/DCs in order to maintain the appropriate level of detectives across the whole Met. Trainee detective constables who will be mainly working in busy investigative enironments are front line. But the impact on visible uniform policing has been taken into account. There will continue to be new intakes of PCs joining the Met as we increase our numbers from about 31,000 to 31,957 during this timescale. This will compensate for the new and valuable T/DCs that the Met needs. Regards Strategic Workforce Planning	Answered	02 October 2014
71	28 August 2014	Other	Police Officer Redundancy	The following is a quote from Rebecca Lawrence - Staff Officer to Robin Wilkinson Director of HR in response to a question about police officer redundancy; "The Home Office announced in early 2013 that police forces could use a new Voluntary Exit Scheme to reduce officer numbers where there is a strong business case to do so. However, we have no current plans to use this in the Met". This appears to contradict Mr Wilkinson who in an earlier rumour post stated the following; "There is likely to be another government Spending Review after the next General Election. If that results in the police grant being reduced, then it is possible that officer and staff posts may also have to reduce. Whilst it is true that hypothetical scenarios are being developed to look at the potential impact of budget cuts, these are no more than scenarios". Given that further budget cuts are inevitable can Mr Wilkinson please expand on what hypothetical scenarios are being considered for police officers?		Assigned	

72	28 August 2014	Other	Answers	Hello. Can you please tell me how I can view the answers to all these questions? Thank you.	Answers can be found by going to the front page of Rumour Mill and following the link named 'latest answers'. Regards Internal Communications Team, DMC	Answered	19 September 2014
73	28 August 2014	Other	Met fitness tests	My question is this ..If 97% of those taking fitness test are passing it , was there really any necessity to bring it in in the first place ..Rumour has it that they will be stopped as a money saver in the future		Assigned	
74	28 August 2014	Other	Viewing Answers	Redacted Section 40 .the large button marked "Latest Answers" on the first page of the rumour mill will open the answers page.		Removed	
75	28 August 2014	Other	Smoking E cigarettes	With the recent interest in to the harmful effects of E cigarettes in the news I looked up the Met policy on them and was surprised to find that the same restriction apply to them as real cigarettes. Every office I go in to at Croydon seems to habe a member of staff smoking one. Can an instruction be put out regarding the smoking of these E cigarettes?	Thank you for your enquiry. The MPS have a policy - please see Smoking Special Notice 03/07 published on this issue which includes the use of E-cigarettes and other electronic nicotine delivery systems which can be found on the intranet Redacted Section 31 The same restrictions apply to e cigarettes as to cigarettes and neither can be smoked in wholly or substantially enclosed MPS workplaces. The Borough Commander in Croydon has been advised of your question and the MPS position Regards Property Services Health & Safety Unit	Answered	08 September 2014
76	28 August 2014	Other	Met Pension Forecast	When will staff receive their Met Pension Forecast; it seems to be very late this year? I know officer's have received there's some weeks ago. I suppose I'm on wrong forum for this question but just thought I'd try for a sneaky answer.		Assigned	

77	28 August 2014	Other	Police Officers Annual Leave	<p>Having read the response to the question on police staff annual leave, it got me thinking, as a 24 years service PC, and thus being entitled to 30 days annual leave, can I ask if the same policy should apply to us, at present those 30 days are converted into 240 hours (30x8 hours) but as the shift pattern on NPT has various shifts of 8/9/10 hour shifts, we are deducted accordingly, but seeing as the work roster is still based on a 40 hour week, shouldn't we still get the appropriate number of days and not lose days by being deducted the number of hours for that working day. In essence should each day be a day and not whatever number of hours that day is rostered as. I am sure regulations state that annual leave entitlements are for days and there is no mention of hours, if I were to book all my annual leave all on 10 hours days then I would only get 24 days, if it were 8 hour days then it would be the 30 as per regs.</p>		Assigned	
78	29 August 2014	Other	Re:Police Officers' Annual Leave	<p>Redacted Section 40- While your point about having a reduced amount of actual 'days' as annual leave is correct, by working 9 or 10 hour days you are working fewer days in the 12-month period anyway. Whether you had this additional time off as normal rest days or annual leave days would not seem to make a difference.</p> <p>While I haven't actually counted them over a 365-day period, I would wager that however many hours per day you work, when you combine your rest days with your annual leave days you are better off (day not at work wise) than if you worked 8-hour days and took all your annual leave in 8-hour chunks.</p>		Removed	
79	29 August 2014	Other	Restricted Duties - "Alternative Fitness Test" ??	<p>WHEN will we find out about this 'alternative' test? I understand that those who do not do OST are required to do it. How is it booked? And does Occupational Health referral have to be done, before officers do it? Please advise, as there seems to be little/no information on this subject.</p>		Assigned	

80	29 August 2014	Other	Police officer annual leave	<p>Redacted S40 - Below is the regs regarding a/l and variable shift patterns</p> <p>33.7.1 – Conversion of leave to hours for those working variable rosters The above annual leave entitlements will be converted to hours for those working variable rosters and part time and will be taken as a proportion of hours (full or half day) in accordance with the meaningful tour of duty at the place of duty. This will ensure equal remuneration with those working 8-hour rosters.</p>		Removed	
81	29 August 2014	Other	Occupational Health	<p>Is it true that Occupational Health are rebranding themselves to something along the lines of Attendance Management?</p> <p>Is this because they are now going to focus on getting rid of officers rather than helping them get back to work?</p>	No, that's not the case. Like all departments in the Met, OH is having a look for ways of reducing costs and making savings, and this may result in some changes to the range and style of services provided, but there are no plans for a rebranding along the lines you are suggesting.	Answered	01 September 2014
82	29 August 2014	Other	Appeals process for promotion.	<p>Can you confirm the rumour that not one appeal was successful in the recent constable to sergeant promotion paper sift process? Could you please tell us the number of appeals and the success rate? Could this also be done for the sergeant to inspector process that has completed its appeal process for the recent paper sift? I think that if the MPS wishes to be open about its promotion process then this is an excellent way to show it.</p>	<p>The PC to Sgt process, at the papersift there were 145 challenges of which 8 were upheld and proceeded to interview.</p> <p>The Sgt to Inspector process, at the papersift there were 108 challenges of which 10 were upheld and will proceed to interview.</p>	Answered	01 September 2014
83	29 August 2014	Other	Cobalt Square	<p>Redacted Section 31</p> <p>What, if any, consideration has been given to the use of Redacted Section 31 in estate planning, particularly given the loss of NSY and then ESB will mean a large amount of staff will be without office space in central London since the former TPHQ is a significantly smaller premises.</p> <p>What plans have been considered regarding Redacted Section 31 existing inhabitants?</p>	<p>The CRE Programme Board have oversight of all accommodation proposals in regard to the major buildings estate, including Redacted Section 31 No decisions have been taken to alter the current occupational arrangements for Redacted Section 31.</p> <p>Decisions as to who will occupy Curtis Green - our future Headquarters building, Redacted Section 31 and any other elements of the major buildings estate will be taken in the Autumn and signed off by Management Board prior to publication.</p> <p>Regards, Jane Bond Director of Property Services</p>	Answered	08 September 2014
84	29 August 2014	Other	Re - Notting Hill	<p>To put the arrest figures in perspective, we were told that attendance figures were 60-70% down on 2013 on the Monday</p>	Your post has been removed as we are unable to identify a question.	Removed	

85	29 August 2014	Other	CI process	<p>Please can we have a yes or no answer to the following (not a link to another similar topic with no clarity offered):</p> <p>- Is there going to be a Chief Inspector (temporary or permanent) promotion process in 2014 / early 2015 ?</p> <p>We do not need to know about CI 6 month moves etc just whether a corporate process is happening.</p> <p>Thank you.</p>	<p>There will not be a promotions process to Chief Inspector in 2014. Please keep an eye on Hot Topics for further updates.</p> <p>Regards, Redacted Section 40 - Strategic Human Resources</p>	Answered	11 September 2014
86	29 August 2014	Neighbourhood Policing	Lost Property	<p>I read with interest the fact that we no longer deal with lost property. I did note that there seemed to be a couple of issues not considered.</p> <p>1 How is that message going to get the members of the public who have had a service expectation for years. There was no mention of a press campaign.</p> <p>2. what strategies are in place to deal with the inevitable increase in theft person reports that will come in for insurance purposes.</p>	<p>I thank you for the question Roger. These issues have been considered but we wait to see how the policy pans out.</p> <p>1) Regarding press; as this is only a policy change and does not impact on core policing, we decided to use a soft launch at this time. As such, the new approach has been advertised on the MPS internet site with a dedicated lost & found property page. The policy change has also been tweeted via MPS and BOCU twitter accounts; 101 call takers are aware, and a stakeholder briefing pack has been circulated for use of all TP boroughs. We acknowledge that the new policy will take time to embed and become known before we see real benefits. If further momentum is however required, then we will consider a proactive press campaign, hopefully supported by some early positive results in terms of improved front counter performance. 2) Regarding the risk of increased theft reports; this was considered in conjunction with TP CRIB and Op Ringtone during policy development. The fact we have a clear strategy to encourage use of immobilise.com for serial numbered items (e.g. mobile phones) should negate a rise in d</p> <p>As the policy is now live and no longer a rumour, please can I a</p> <p>Regards, Redacted S40 (SLT Policy Lead)</p>	Answered	02 September 2014
87	29 August 2014	One Met Model / Met Change Programme	Police Staff redundancys	<p>I heard there Are going to be further PCSO/POLICE STAFF redundancys in 2015? Is this true?</p>	<p>Please see today's interview with Deputy Commissioner Craig Mackey about the future changes in the Met and how these may affect police staff.</p> <p>Regards Internal Communications Team, DMC</p>	Answered	19 September 2014

88	30 August 2014	Neighbourhood Policing	Inputting of skeleton cris to comply with NCRS	<p>Not so much a question or a rumour but a suggestion!</p> <p>Borough officers are being asked more and more routinely to put on skeleton cris's in order to comply with NCRS when an allegation of crime has been made on CAD but for whatever reason we have not been able to contact.</p> <p>Instead of asking borough's to put these cris reports on (effectively taking officers off the street to do so), is this not something that the CRIB at ESB could do? In the majority of cases, the only information we have at the time is what has been written on the initial CAD.</p> <p>This just seems to me to be a lot more efficient use of resources and the thoughts of whoever has the power to implement a change like this would be appreciated.</p>	<p>Your post has been passed onto the relevant leads in the Crime Recording review.</p> <p>Regards</p> <p>Internal Communications Team Directorate of Media and Communications</p>	Removed	
89	31 August 2014	Other	MET Forum	<p>The majority of posts are not rumors, so why don't we have a forum to answer any non rumor related stuff/emoans/vents of anger.</p> <p>Or do we have one already that I am not aware of?</p>	<p>Rumour Mill isn't like Facebook, Twitter or YouTube - it's not social media. It has been designed so you can ask questions about changes in the Met. These questions need to be asked in a constructive and professional manner.</p> <p>There isn't a forum for moans or vents of anger. It would be an inappropriate use of resources and taxpayers' money to create such a forum on the Met intranet.</p> <p>Redacted Section 40 Internal Communications Directorate of Media and Communication</p>	Answered	16 September 2014
90	#####	Other	No answers to questions	since 27/8/14 ..Has rumour mill been privatised?		Removed	
91	#####	Other	posting panel results report	<p>3 months ago people pages opened a new report showing who had been requested on the latest posting panel -- a brilliant idea it told us that we had been requested, how many times you had been requested and if successful when you would be going - all excellent stuff --- so why oh why have you changed it it no longer gives you the information about how many previous requests have been made for you -- which if like myself you have been waiting nearly a year to move is extremely vital information and very difficult to obtain through any other routes-- please can we have the information back</p>		Assigned	

92	#####	One Met Model / Met Change Programme	SCO35 DSU's	Can you tell whether SCO35 DSU's are undergoing a MetChange review and if so what are the options or decisions already ?		Assigned	
93	#####	Neighbourhood Policing	Rosters	<p>not so much of a rumour but an observation re the failing of roster units.</p> <p>This will be my third roster change this year on the 8th i start another shift pattern. The went through the SMT two months ago and it is still not on carm so my current roster is out of date. When i asked when it would be done i was told there are 400+ emails on the mailbox that have not been rewad yet.</p> <p>Thier solution was to change my duties myself each day. (i hasten to add this was from the hub not the roster unit who have not answered the phoen all day)</p> <p>I am due yet another change of shift on the 28th sept and am anticipating the same problem.</p> <p>It seems that the regulation of having 12 months worthof roster published does not apply any more.</p> <p>The centalisation of units was supposed to be more effcient so we were told. But it seems that having not learnt from the failure of CCC we are now going down the same route with duties and the intel function.</p> <p>When if ever is the service going to</p>	<p>The officer emailed the roster team his query on 1/9/14 at 1327hrs and received his response at 1438hrs on the same day so is disingenuous in the suggestion that he has been unable to gain a response or make contact with the unit, nor does his query sit amongst 400 unread emails.</p> <p>The roster unit is not designed to take individual telephone requests from officers to have their rosters changed and all roster changes should come via the SPOC each BOCU has appointed. The roster unit does not control movement of staff within BOCUs but clearly if his BOCU changes his posting several times in one year it will require his roster to be changed. BOCUs should inform the roster unit each month of the officers who are moving and changing teams and a minimum of 28 days notice is required. This allow time for the officer's 52 week roster to be built and re-balanced on CARM. The roster unit cannot do this unless the BOCU provides the team with the information within the appropriate timescales - in this particular case there appears to be no detail of this move on the previous two Resource planning returns submitted by the</p> <p>The shift change referred to on 28th September is a new roster</p> <p>These facts are not indicative of a failing unit and hopefully the Redacted Section 40 SCO22 Public Order & Resources Roste</p>	Answered	08 September 2014

94	#####	Control Infrastructure	Certain questions answered only	<p>Upon reading the rumour mill page, my attention was bought to the fact that it appears as though the more difficult questions have not yet being answered. I did notice that the easier questions are normally answered quite quickly.</p> <p>For example: on 21/08/14 an officer posted a with regards to a rumour concerning a planned police staff and police officer reduction. It has still not been answered.</p> <p>On 29/08/2014 (over a week later), another officer asked about the rebranding of occupational health (an easy question in my mind), and it has since been answered.</p> <p>The unanswered page is full of questions, many of us on the ground are asking ourselves.</p> <p>I am sure there is an innocent reason for this, but it would be nice to have some of the more difficult questions answered.</p>	<p>Your post has been removed because we have been unable to identify a question.</p> <p>All questions on Rumour Mill have been allocated for a response and answers will be provided once available.</p>	Removed	
95	#####	Other	Future of Band D's in the Met	<p>Last week the Met Change managers were delivered a presentation that showed the new model and Band Ds did not feature in this model at all. When asked about this they had no answers. Could you please provide a full and frank answer that shows the future of Band D's within the Met?</p>	<p>Please see today's interview with Deputy Commissioner Craig Mackey about the future changes in the Met and how these may affect police staff.</p> <p>Regards Internal Communications Team, DMC</p>	Answered	19 September 2014
96	#####	Other	New Met HQ	<p>Hello, Why was the news story about the 'Planned application approved for the new Met HQ' removed from the Intranet soon after it was posted on the homepage? I found the article interesting and although Staff reductions are inevitable, I was interested in seeing what the future Met has to offer.</p>	<p>Thank you for your question and we are pleased to hear you found the article interesting. The article was initially published on the homepage on Monday, 1 September ahead of today's announcement (Tuesday, 2 September) that NSY is being put up for sale. The article was taken down after the Internal Communications Team was informed that some amendments were required. These amendments have been made today and the article will be published tomorrow (Wednesday, 3 September). The article will follow on from today's announcement about NSY and will provide staff and officers with information on the new Met HQ and ways of working.</p> <p>DMC Internal Communications Team</p>	Answered	02 September 2014

97	#####	Other	WHAT REAL AUSTERITY MEANS	<p>I understand about cut backs and austerity but what is happening at Redacted Section 31 is unreal. No working lift for 2 1/2 months. No air conditioning over the entire hot period of weather and it's still not working. The Met it giving out new contracts to cheaper contractor's who seem unable to keep up with the work demands. Long waits for parts seem to be an issue too and the actual work seems to take forever to be "authorised". Office rubbish has been trapped inside the lift for the whole time which will include waste food etc. This can't be seen as tolerable surely?</p>	<p>Thank you for your question. Please call Redacted Section 40 to report any faults.</p> <p>Many thanks</p>	Answered	03 September 2014
98	#####	Neighbourhood Policing	Follow up on property	<p>I read your reply to Redacted Section 40 question with interest. However, not everyone is on social media and substantial numbers of the elderly, disabled and disadvantaged in London are not on line at all. How are we making this large group of people aware we have changed our policies?</p>	<p>Please refer you question to the dedicated mailbox - TP Mailbox - Lost and Found</p>	Answered	03 September 2014
99	#####	Shared Support Services	New Scotland yard building	<p>I notice on front page of intranet it is well publised about selling the old NSY .. with a quote of "in a move that will save us over £6m a year in running costs - equivalent to 130 officers on the beat." are we to assume that the sale will ACTUALLY mean an extra 130 officers on the beat then?</p>		Assigned	
100	#####	Control Infrastructure	An answer on the old rumour mill about Officer Safety and CCC	<p>"MetCC provides deployment Intel for any call to which a unit is deployed. The information is obtained from IIP and the relevant CAD is updated. The same process applies to scheduled appointments. If responding units have no access to CAD then they would need to use the support channel to obtain the relevant information."</p> <p>Redacted Section 31 - Law Enforcement</p> <p>For example. If one is aware of a spillage then one should clear it up, or put signs up to prevent someone slipping on it and arrange for the spillage to be cleared up.</p> <p>Redacted Section 31 - Law Enforcement</p>	<p>Response provided by Met CC : The MPS obligations to it's staff in relation to Health & Safety legislation in such a case is detailed in the TP Patrol risk assessments. Officer training and the issue of PPE are also relevant in reducing risk to patrol officers.</p> <p>Redacted Section 31</p> <p>Redacted S40</p>	Answered	05 September 2014

101	#####	Control Infrastructure	Met Control?????	<p>Redacted S40 I remember well Reliefs on Divisions who paraded 35 officers, and even paraded officers at Sub-Divisional stations as well. Then came Sector Policing that destroyed the Relief system, Borough Policing where 2 or 3 Divisions became one Borough, with the associated reductions of those primarily employed in what is now called Response Policing. Redacted Section 31</p> <p>So, to my rumour. Does the introduction of the massive change in working practices that is coming our way (Met Control), for which there has been little in the way of any decent briefings, will this result in a North London Police and a South London Police? I get the impression Borough boundaries are on the way out and whoever is closest regardless of what is on their shoulder they will be despatched. I have no issues if it gives a better service to the public but I fear this is a way of reducing numbers still further on Response Teams. Redacted S31. I speak as a Response Team PS who tries to manage with the little I have. So, is this the plan?</p>	<p>At this time, we have no plans to reduce current numbers on borough based response teams.</p> <p>In light of anticipated financial challenges however, we have started to develop early proposals for a future Target Operating Model (TOM). The TOM will outline how the MPS will look, feel and operate by 2020. Neighbourhood policing, including Emergency Response, will remain the bedrock of this model as you would expect.</p> <p>Part of the ongoing TOM discussions will consider how TP is structured and will operate in the medium to longer-term. This will involve reviewing use of current boundaries, and determining what services may be best delivered at a borough level, otherwise shared, or alternatively function across a wider area.</p> <p>A number of senior leader workshops are currently being held to agree early TOM principles; from which work commencing in the next year, will generate more detailed proposals. At this point we will be in a better position to communicate and consult with staff.</p> <p>Regards Redacted S40- Grip Centre</p>	Answered	10 September 2014
102	#####	Other	Met change making the public aware	<p>I have read an earlier post where social media is used to get messages across to the public. Some weeks ago roads were closed off due to a major sporting event. The local council said the police had directed the closures and advertised this on Twitter???? Please can someone responsible for media interaction realise the vast majority of people do NOT use social media, especially to find out if there are road closures. I am all for using social media to interact with the public but this has gone too far! Would it be too difficult to ask the council to post something as important as this on their website which is the first place the public look??</p>	<p>All road closures are advertised on the TfL Traffic news website, and they have a Twitter feed to compliment this (52% of the UK population now actively use at least one channel of social media (Source: Socialbakers/Mashable July 2014)) as part of the various channels they use to inform the public about travel disruption.</p> <p>We will re-Tweet if relevant, but it's not part of our social media strategy to Tweet information about road closures, nor can we influence what information local councils decide to put on their website about events outside of our control.</p> <p>Regards, DMC Social Media Desk</p>	Answered	04 September 2014
103	#####	Other	Appeals process for promotion- No.2	<p>Having answered a question of the number of successful appeals for the paper sift portion of the recent PC-SGT promotion (29/08/14) can you let us now how many appeals were successful after the interview stage. Thanks</p>	<p>In the recent PC to Sergeant interview stage, there were 15 challenges of which 2 proceeded to full re-interview.</p> <p>Regards, Redacted Section 40 - DOR People Services</p>	Answered	11 September 2014

104	#####	Pan London Services	Privitisation of Met Prosecutions	<p>In January Met Prosecutions team based at Redacted S40 - Location station were told that the department would be going out to tender & we would be given an update in July, we are still waiting to hear! Please could Band A Redacted S40 let us know what is happening. This question was first asked 2 weeks ago & along with others from that date haven't been answered but questions asked after the 20/08/14 have been?!</p>	<p>Hello Redacted Section 40</p> <p>There has been a delay in publishing responses due to the problems with the intranet last week. This has now been resolved and your question has been answered.</p> <p>On the front page of Rumour Mill, you'll find My questions which is a log of all the questions you'll ever ask on here.</p> <p>For future reference, you can use this section to monitor the status of your question, so it does not need to be posted more than once.</p> <p>I hope this helps.</p> <p>Redacted Section 40 Internal Communications Directorate of Media and Communication</p>	Removed	
105	#####	Control Infrastructure	CI process	<p>hello, I appreciate you have had a couple of questions regarding whether there is likely to be a CI promotion process in 2014 or early 2015. Unfortunately the answer given only said that there would be a CI posting process in early autumn. Which is not answering the question. An indication would be good so that prospective applicants don't find themselves on leave when the process comes out. a yes or no would be very helpful</p> <p>thanks</p>	<p>Thank you for your question. We fully understand people's need to plan & prepare for a promotion process and it's our aim to give as much formal notice as possible.</p> <p>We are currently examining the timing for various upcoming Police Promotion processes with decisions made at People Board. Until decisions have been made it would be wrong to provide speculative dates on the rumour mill.</p> <p>However we intend to update the Hot Topics area on Pople Pages by the end of September with planned dates. This would include any Inspector - Chief Inspector promotion process. Having said all that we can confirm that there will not be a promotion process to Chief Inspectors in 2014.</p> <p>Regards, Redacted Section 40 - Strategic Human Resources</p>	Answered	11 September 2014
106	#####	Other	Anonymity	<p>I have noticed that all questions now have the officers / staff name next to it. I have also noted that the person supplying the answer can remain anonymous. Please can you ensure that the person who actually answers the question puts their name. It seems rather unfair that they can have anonymity but the person asking the question cannot. Is that fair?</p>	<p>Thank you for your question. As with the last version of the Rumour Mill, when the Met Change Communications Team can't answer the question from existing information that has been published, we ask the leads for that area of work for an answer. It wouldn't be accurate for the person in communications who's acting as the administrator to write a response themselves, as they're not an expert in that area. So we would only respond if we already have the answer. This makes the process for responding quicker and gives a consistent message.</p> <p>Regards, Internal Communications Team, DMC</p>	Answered	19 September 2014

107	#####	Other	Future of Band D's in the MPS	<p>In a follow on to a previous question asked...I have heard from a few different people of different rank/grade that the MPS is looking at phasing out the Band D roles in a number of areas. Is there any substance to these rumours? If this is being considered surely we have a right to know early on so that we can look for other sources of employment now rather than waiting until the last minute? Thank you.</p>	<p>Please see today's interview with Deputy Commissioner Craig Mackey about the future changes in the Met and how these may affect police staff.</p> <p>Regards Internal Communications Team, DMC</p>	Answered	19 September 2014
108	#####	Other	Met IT Systems	<p>There have been numerous problems with the current IT systems which does not appear to have evolved from the stone age. Take today; I have had to work from three different terminals to access cris, crimint, metbats and email. This is a ludicrous way to be working; yes there has been an update posted on the intranet which tell all and sundry that the problems are being addressed but how long can this situation be allowed to drag on? I'm sure I'm not the only person having a whinge but is it a case of trying to manage on a totally inept system whilst making further budget cuts?</p>	<p>Redacted Section 31 was recently rolled out as part of a pilot programme. However, we knew that some systems such as CRIS and Crimint would not be ready to work on the new system from the outset. To counter this, we purposely did not install this Redacted Section 31 for users that required the use of Crimint and CRIS. We have Redacted Section 31 so these users will be able to continue to access CRIS, Crimint, MetBats and email via the same terminal.</p> <p>If your PC has Redacted Section 31 please contact the service desk on 69555 to discuss how to do this.</p> <p>With regards to desktop work stations generally, we do have a business case in development for their replacement. Subject to approval we're aiming to begin a replacement programme in 2015.</p> <p>Digital Policing Communications Team</p>	Answered	26 November 2014
109	#####	Neighbourhood Policing	CMU's	<p>i have been reliably informed that there was a meeting at ESB which in essence said that borough CMU's would be centralised by March 2015 at ESB.</p> <p>The future of CMU's must be something that is known Communication is the key , after all it is good to talk.</p> <p>It's not unreasonable to be told of any plans afoot so people can effectively plan their careers.</p> <p>Thanks</p>	<p>At the beginning of September, a message was sent out to all borough commanders and relevant people within SC&O and SO about a new project looking at how savings can be made within crime management and how it can be made more efficient.</p> <p>A number of options are being considered including bringing together all relevant crime management units into one team, based at a single location.</p> <p>This project is still in its early stages and no decisions have been made nor have any deadlines been set.</p> <p>There is more information contained in the message sent out, which you should have received by now. If you haven't, I would suggest speaking to your line manager.</p> <p>Redacted Section 40 Internal Communications Directorate of Media and Communication</p>	Answered	16 September 2014

110	#####	Other	ESB	<p>Good morning. Please could you advise ? When will the Met be vacating ESB ? Are borough Cmu's relocating there in the short term ? Thnaks you.</p>	<p>The lease for Empress State Building runs to June 2019. No decisions have been taken to exit the property in advance of this date.</p> <p>It is important that we use the building effectively, and increase occupation levels where possible. TP are looking at the options they have to improve the use of the space they occupy. No decisions have been taken in regard to relocating CMUs at this time.</p> <p>Regards, Jane Bond Director of Property Services</p>	Answered	08 September 2014
111	#####	Other	This is a test question	Test	Answer	Removed	04 September 2014
112	#####	Shared Support Services	Level 2 Baseball Caps	<p>Who can i complain to about the level 2 baseball caps? We were made to wear these caps for 12 hours plus on Nottinghill Carnival, despite the pouring rain and the caps not being waterproof.</p> <p>Redacted Section 40</p> <p>Another example of cheap uniform being issued to officers, i can honestly say that i wont be wearing these caps again, ordered or not.</p> <p>These caps should be returned! who can i complain to?</p>	<p>Hello Redacted Section 40</p> <p>Your question has been removed as it doesn't meet the terms of reference you agreed to before posting; we won't answer questions about people's individual circumstances.</p> <p>However, Redacted S40, who is the Service Delivery Director for Customer Contact Services, has kindly provided the following response on this occasion:</p> <p>"Thank you for bringing this to our attention.</p> <p>Although you were directed to wear the cap in the pouring rain, it was not designed to be worn as a waterproof item.</p> <p>Please return your cap to Uniform Services for the attention of Redacted S40 (Technical and Quality Control Manager) who will liaise with the manufacturer for their analysis, and we will then ensure that we report back to you.</p> <p>Regards, Redacted Section 40 - Service Delivery Director - Customer Contact Services"</p>	Removed	
113	#####	Shared Support Services	TPAC	Redacted Section 31	Redacted S31 Redacted Section 40	Answered	17 September 2014
114	#####	Control Infrastructure	CCC no operators	Redacted Section 31	Redacted Section 31 Regards Redacted Section 40 - Met CC	Answered	08 September 2014

115	#####	Shared Support Services	Driving courses	<p>C1 and D1 categories were removed from licenses in 97 and the Met are now having to fund courses to add these to officers licenses before most driving courses can even be applied for, let alone completed.</p> <p>This is going to become an issue which grows with every passing year, already the majority of recruits wont have these categories.</p> <p>Are there any considerations to removing the need for these from driving courses which dont require use of vans or minibuses? This would save us from having to provide the courses to everyone (saving money!) and existing drivers can then upgrade to this skill when required by role.</p>	<p>licence before attending their first police driving course.</p> <p>The Met fleet is varied, some of the vehicles that require C1/D1 would not be immediately obvious and we don't want to be in a position where we have officers driving vehicles they aren't entitled to drive. We're finding that officers didn't want to drive the C1/D1 vehicles within the Met but were happy to only drive response vehicles and didn't make any effort to become C1/D1 trained. This in turn put operational pressures on B/OCU's. If an officer wants to be a police driver then they should be able to drive the majority of the fleet; not pick and choose which vehicles they want to drive over what is operationally required of them. There are many police driving duties that don't require exceptions to be used, many of those duties can be carried out with C1/D1 vehicles. An example being the Olympics where officers needed transporting in C1/D1 vehicles; another being transportation for aid using C1/D1 vehicles.</p> <p>The more driving experience an officer gets prior to attending a</p> <p>Regards, Redacted S40 Operational Lead Driving School, Officer Safety Training, Taser Met Training</p>	Answered	06 November 2014
116	#####	Met HQ	Met Change....	<p>Loosely connected with Met Change I know is there any liaison with local authorities and other governmental/non-governmental public bodies with regards to public expectation of police involvement in traditionally non-policing areas? For example(s) majority of local authorities are no longer providing reactive noise teams at night and are only open office hours. The default advice from their switchboards "Call the police" - Social Services clocking off on a Friday afternoon and passing on their 'concerns for safety" which they have known about all week but do not have the staff to deal with over the days off - RSPCA advising people to call us because they are not interested in dealing with an animal in distress - Hospitals calling us to "check on the welfare of a patient' who has wondered out of a mental health ward but they have nobody available to go and collect them? - Local authority dog wardens telling people to call the police to catch the animal first or take it to a police station. The list is endless. If we are to concentrate on core</p>		Assigned	

117	#####	Other	Not a rumour...just a 'run of the mill' moan...	<p>Redacted Section 31 It makes searching time consuming and unnecessary. Please advise?</p> <p>In addition, now that these Rumour Mill comments are 'identifiable' WHY is it taking even longer to get any sort of answer? With not many people bothering anymore- you should be getting quicker in replying, not slower...?</p>	<p>Redacted Section 31</p> <p>Closed custody suites can not be deleted as removing these suites would prevent historic custody records being available on the system. All custody suites are managed by the Met, but closed suites are clearly marked 'out of use on their whiteboards to guide you.</p> <p>If you require any additional support with Redacted Section 31 please contact the service desk in the first instance on ext: 69555, who will be able to assist you.</p> <p>Digital Policing Communications Team</p>	Answered	26 November 2014
118	#####	Neighbourhood Policing	cmu	<p>Is it true cmu boroughs will amalgamated and go to ESB in March 2015, if this is true, it must be known now. Please reply as this has been ingnored previously. Also where does SC@O16 CMU come into this?.</p>	<p>Thank you for your question.</p> <p>Information on the future of CMUs can be found on theintranet. This will include all units across the Met that carry out crime management functions including SC&Os.</p> <p>Kind regards Internal Communications Team, DMC</p>	Answered	19 September 2014
119	#####	Other	Reduction in Police Officer numbers	<p>Is it true that when Boris leaves his post as Mayor, the much lauded 31,000 Police Officers that we are trying to achieve, will then be cut to around 24,000?</p>	<p>The London Mayoral elections are due to take place in 2016. It would be wrong to guess what decisions will be made around police officer numbers by the next mayor.</p> <p>Regards Internal Communications Teams Directorate of Media and Communications</p>	Answered	04 November 2014

120	#####	Other	police officer redundancy	<p>This question was asked on 28/08/2014 and has to date yet to receive a reply can this be addressed please</p> <p>The following is a quote from Rebecca Lawrence - Staff Officer to Robin Wilkinson Director of HR in response to a question about police officer redundancy; "The Home Office announced in early 2013 that police forces could use a new Voluntary Exit Scheme to reduce officer numbers where there is a strong business case to do so. However, we have no current plans to use this in the Met".</p> <p>This appears to contradict Mr Wilkinson who in an earlier rumour post stated the following;</p> <p>"There is likely to be another government Spending Review after the next General Election. If that results in the police grant being reduced, then it is possible that officer and staff posts may also have to reduce. Whilst it is true that hypothetical scenarios are being developed to look at the potential impact of budget cuts, these are no more than scenarios". Given that further budget cuts are inevitable can Mr Wilkinson please expand on what hypothetical scenarios are being</p>	<p>Both are right: We have no plans to offer voluntary exit to Police Officers. All 32 Boroughs have moved to new Local Policing Model and we've been recruiting hard. We had 30,712 officers in March and expect to reach 32,000 by end of this year. So we are not contemplating reducing officer numbers now.</p> <p>Going forward, however, we expect further reduction in the grants we get so there will be less money coming in; the technology and estates programmes have not delivered the savings as quickly as we hoped and the rank mix is looking different from the original plan.</p> <p>So we are starting the work now to look at how we'll police in the longer term, and specifically what levels of service are sustainable with significantly lower budgets than we have today, and with how many officers and staff we'll need to deliver them.</p> <p>The rumours probably come from a high level planning discussion, where a few months ago the Board looked at a whole range of possible scenarios ten years out. This is just a technique to explore the impact of budget cuts and differing levels of public sector spending, not a projected position. It's pu</p> <p>Redacted S40 (on behalf of SME Redacted S40).</p>	Answered	22 September 2014
121	#####	Shared Support Services	TYPING REVIEW	<p>Is there any chance that the typists are going to hear any news re their fate in the not too distant future, surely decisions have been made by now?</p>	<p>A message was sent out this morning from Paul Chinn, the interim director of Shared Support Services, to all typists and relevant line managers.</p> <p>Please speak to your line manager, who will be able to provide more information.</p> <p>Redacted S40 Internal Communications Directorate of Media and Communication</p>	Answered	22 September 2014
122	#####	Shared Support Services	TYPIST REVIEW	<p>Even with Typist Board meetings now once a month there has been little or no updates for typists; just the same small details we already know rehashed. No decisions, nothing tangible. Can't some real decisions be made please? We must be the one section of the Met that has been on review for years and its very frustrating.</p>	<p>A message was sent out this morning from the interim director of Shared Support Services, to all typists and relevant line managers.</p> <p>Please speak to your line manager, who will be able to provide more information.</p> <p>Redacted S40 Internal Communications Directorate of Media and Communication</p>	Answered	22 September 2014

123	#####	Neighbourhood Policing	Centralisation of CMU's	<p>Rumour control has it that all CMU's will amalgamate & will be based @ ESB by 3/2015. Has a Decision been made, if not how far down the line are we? If the process is still ongoing will any consultation be made with the local CMU's?</p> <p>With ESB being vacated by 2019 has consideration been made into forming hubs rather than one office, thus not alienating experienced staff in SE & NE, it would seem on the face of it to be a waste of money & resources to force everyone to ESB only to move again within 3-4 yrs possibly less.</p> <p>When the CMU's went through a similar process of uncertainty 2 yrs ago it was suggested the New CAU should be in one place for continuity, these passed 2 yrs have shown this is complete folly.</p> <p>A Email has been circulating to CMU's requesting staff numbers, are we to assume there are to be Redundancies. As previously stated we all went through a similar process of uncertainty 2 yrs ago, so I think all CMU staff would appreciate full consultation throughout the process.</p>	<p>Thank you for your question.</p> <p>A team have just started to look at the options available and as such no decisions have been made.</p> <p>Visits to boroughs and other areas of business will commence soon to understand all activities completed by officers and staff involved in crime management which will provide the opportunity for staff to contribute their thoughts and ideas.</p> <p>Recent activity to ascertain actual staffing within CMUs has been undertaken and will require both police staff and officer numbers.</p> <p>An email has recently gone out to all borough commanders for staff within CMUs to be informed of the current activity by the team.</p> <p>Regards Redacted Section 40 - HQ Portfolio & Planning</p>	Answered	17 September 2014
124	#####	Shared Support Services	Shared Support Services - Working Hours	<p>I've just heard that Staff in Shared Support Services will be expected to cover the hours 7.00 am to 7.00 pm. Is this solely Monday to Friday? Or will we be expected to work weekends and Bank holidays as well? Further, where Staff are on Leave, will others have to work 12 hour days to cover?</p>	<p>We will introduce core hours as part of the Local Support Services we're implementing. There will be different core hours for each of the functions delivering local management and support of criminal exhibits, assets, fleet and administration. The design is currently being finalised and it is likely that some elements may be covered from 7am to 7pm, but this will not be the core hours for all and will be managed on a non-shift basis. There are no current plans for regular weekend or bank holiday working, although this may be required on an exceptional basis.</p> <p>As part of the new design includes the ability for a more flexible and resilient model, staff would not be expected to work extended hours to cover for absence as we will be able to reallocate our resources within the local area to provide sufficient cover.</p> <p>Regards, Redacted Section 40 Area Service Delivery Manager</p>	Answered	21 October 2014

125	#####	Shared Support Services	Launch of Fast Track PC-Insp Promotion Programme	<p>The College of Policing (CoP) have just announced the launch of a Fast Track Promotion Programme for serving Constables: http://www.college.police.uk/en/22059.htm</p> <p>The scheme is open to all Constables with OSPRE Part 1 exam pass. You don't need to have a degree to apply and can be a Temporary Sergeant (i.e have successfully passed the Sergeants process earlier this year). Successful applicants will begin a two year development programme in September 2015 and reach the rank of Inspector by 2017. "The programme will be extremely challenging and aims to attract the brightest and best from within the police service" The CoP application window will open on 20th October 2014. Local force processes will assess potential candidates, which in the case of the MPS is the Constable to Sergeants promotion process that according to Redacted S40 Manager of the Promotion Unit opens on 22nd September 2014.</p>	<p>Good afternoon,</p> <p>Rumour Mill is a forum for questions and answers regarding change in the Met.</p> <p>We can't identify a question in your post.</p> <p>Please can you resubmit this in the form of a question.</p> <p>Many Thanks</p>	Removed	
126	#####	Other	Edinburgh House housekeeping	<p>This morning (7.30 am approx) I witnessed plastic cups used for taking drinking water being removed from kitchens on the various floors of Edinburgh House. Shortly after, a colleague reported that we must now pay 40 p in order to purchase a plastic cup from the canteen so that we may get drinking water for visitors. It's very enterprising but also a little bit cheeky and morally dubious. Is this happening across the whole MPS estate?</p>	<p>Thank you for your question regarding the provision of cups at Edinburgh House. There was an issue outside of catering services concerning the provision of cups near water fountains which has now been resolved. However non-purchasing customers are able to buy cups at a cost of 20p.</p> <p>In future please speak to the catering manager in the first instance who would be more than happy to respond to any queries.</p> <p>For this or any other matters pertaining to catering please do not hesitate to e-mail Catering - Marketing Communications & Business Development</p> <p>Regards Catering Services</p>	Answered	07 October 2014
127	#####	Shared Support Services	Wave 3	<p>We are hearing a lot of rumours about there being no wave 3 process now but that we will still have to apply for our jobs - which surely means that there will be a wave 3 of sorts. We are also now hearing about our working hours changing. Will this mean you are changing our contracts. We seem to be getting very little information about the future of our jobs.</p>	<p>At the end of July an article was published on the intranet detailing current views on voluntary exits and voluntary redundancies.</p> <p>Please see the recent interview with Deputy Commissioner Craig Mackey where he discusses the future changes in the Met and how these may affect police staff.</p> <p>Regards Internal Communications Team, DMC</p>	Answered	19 September 2014

128	#####	Other	New Pension Scheme	<p>Hello, on the 21/8/14 I asked the following question and still await an answer.</p> <p>Could somebody tell me if any study/questionnaire has been carried out to see how many officers will be entering into the New Police Pension Scheme? The general feeling from officers I have spoken too is that once the 1987 pension finishes, they will be opting out because a) they believe their money will be better invested in other schemes outside of the job & b) they don't trust the government not to change the conditions again in a few years time. Also, is there a limit to how many officers have to pay into the new scheme in order to safe guard it for the future?</p> <p>I have since heard rumours that new recruits are not signing up to the new pension scheme. Can I again ask the question, is there a minimum amount of officers who have to sign up to the new pension scheme to safe guard it and make it viable for the future? Thanks!</p>	<p>Your original question awaits a response from HR. All questions will be answered but some may take longer than others.</p> <p>Kind regards</p> <p>DMC - Internal Communication</p>	Removed	
129	#####	Other	PC - part 2 September 2014	<p>Is it true the process has been totally rethought due to the flawed process earlier in the year? What form does it take?</p> <p>The previous process saw candidates failing the Values assessment being promoted after appeal and candidates passing teh assessment were not promoted.</p>	<p>We introduced a new assessment tool, the online values assessment, which created a great deal of feedback.</p> <p>As we want people to feel confident in our processes, we decided not to use the scores from the values assessment as part of the shortlisting for that process. But we will look again at the use of the online values assessment for future processes.</p> <p>The next PC-Sergeant process will open for applications on Monday, 22nd September. You will be able to see the details of the process then, but we have kept it close to the format of the January process as feedback tells us people want us to keep a consistent format to our promotion processes.</p> <p>Thanks Redacted Section 40 - HQ Strategic Human Resources</p>	Answered	24 September 2014
130	#####	Shared Support Services	TYPISTS	<p>Please can we be told what the situation is with the Typists? Are we still going to be moved into hubs? I received an email the other day saying that Band F workers were being 'displaced'?</p> <p>Redacted S40 It doesn't sound promising. Please put us out of our misery and at least give us some idea what the future holds.</p>	<p>A message was sent out this morning from Paul Chinn, the interim director of Shared Support Services, to all typists and relevant line managers.</p> <p>Please speak to your line manager, who will be able to provide more information.</p> <p>Redacted Section 40 Internal Communications Directorate of Media and Communication</p>	Answered	22 September 2014

131	#####	Other	Met Conversations - being the best we can	<p>We have started to deliver the latest round using the supplied video clip which only lasts about 1min, 30 seconds. The conversations site states it should be 3min 13 seconds? Which is right - we are dealing with primarily support staff with available clip being very cop specific. I seem to remember the video broadens out and covers other policing functions? No really a moan but just trying to get an answer/clarification. Thanks</p>	<p>Thanks for getting in touch. There are actually two versions of the video, a short and a longer one. The DVD that was given out to support the current round of Met Conversations has the short version on it, but if you want to use the longer version, please email DMC - internal communications and we'll pop a copy in the post to you.</p> <p>Redacted S40 Head of Internal Communications, DMC</p>	Answered	17 September 2014
132	#####	Neighbourhood Policing	LPM shift pattern	<p>Good afternoon, it was mentioned that 'the first phase and recommendations of this review is due to be considered in early October'</p> <p>how long would it take for the actual implementation of a new shift pattern. will it be this year, or in the first quarter of next year or longer?</p>	<p>In relation to a change in shift pattern; there are a number of factors that must be fulfilled before any change can take place. The first stage is consultation taking place over a 30 day period. However, under Winsor this is no longer mandatory. Staff must then be given 28 days notification of a change of roster and are entitled to see a copy of it. Following this 58 day period a shift change may take place. The reality of preparing and implementing a corporate shift pattern change is a huge undertaking for the Roster unit and one that would have to be appropriately planned. Consequently at this stage as no decisions have been made it is impossible to predict any timescales, but once a decision is made the above gives you a guide to possible timescales.</p> <p>Inspector Redacted Section 40 - Met Change LPM Implementation Team</p>	Answered	18 September 2014
133	#####	Neighbourhood Policing	Borough Beat Crimes Unit (It worked for the last 30 Years)	<p>Redacted Section 31</p> <p>Is there any flexibility in the LPM model to instigate a beat crimes unit an a borough by borough basis depending on its needs. I know from speaking to other officers that if each borough cluster was to create a small dedicated beat crimes unit to manage the bulk of investigations this could have a number of postive effects. This would provide a posting for LPM officers wishing to join/ Evidence the TDC Scheme. This would also give a key role to officers on Restricted duties.</p> <p>1 person from each NPT for a 5 week posting, This could be rotated so that each officer would get one or two stints a year.</p> <p>This would reduce the time NPT officers time spent inside, and enable them to police their local area. This would also ensure that there is fall back. If someone is on leave and or sick/injured there would be a fall back. You cannot be a patrolling detective, we are becoming "A jack of all trades but masters of none".</p>	<p>Thank you for the question.</p> <p>At this time there are no plans to create Beat Crimes Units.</p> <p>One of the guiding principles of Neighbourhood policing is to have local crime investigated by local officers with, ideally, one officer conducting an investigation from beginning to end. There are clear benefits to this for the victim, the investigating officer and the Met from this approach.</p> <p>Whilst Beat Crimes teams do hold some merit, and having been around them for the previous 30 years I feel confident to comment, the service provided was often impersonal and not wholly effective, resilience issues often to the fore.</p> <p>The Neighbourhood Review currently underway, lead by Commander Lucy D'Orsi, is looking at issues affecting delivery of neighbourhood services, crime investigation being one of these. Managing a portfolio of investigations is new for some of our officers and supervisors, and is not always a simple task; it takes time and effort to do this well, but it can be done.</p> <p>The Met's preferred position is not a return to Beat Crimes teams but, to examine opportunities which allow you more time</p> <p>Regards, Redacted S40- Investigation MetChange</p>	Answered	19 September 2014

134	#####	Pan London Services	Privatisation of Met Prosecutions	<p>In January Met Prosecutions team based at Holborn Police station were told that the department would be going out to tender & we would be given an update in July, we are still waiting to hear! Please could Redacted Section 40 let us know what is happening. This question was asked on the 20/08/14 why hasn't been answered along with all the others still not answered from August!</p>	<p>Hello Redacted Section 40</p> <p>There has been a delay in publishing responses due to the problems with the intranet last week. This has now been resolved and your question has been answered.</p> <p>On the front page of Rumour Mill, you'll find My questions which is a log of all the questions you'll ever ask on here.</p> <p>For future reference, you can use this section to monitor the status of your question, so it does not need to be posted more than once.</p> <p>I hope this helps.</p> <p>Redacted Section 40 Internal Communications Directorate of Media and Communication</p>	Removed	
135	#####	Shared Support Services	NATO	<p>I would like to know why it is taking so long for a decision to be made about being paid for shifts during NATO in Wales? There are set protocols in Police Officer's Pay, Expenses and Allowances as to what we are entitled to. It seems that this is either being delayed to delay payment to officers, which is a very serious thing or the Met has difficulty making very simple decisions. If it takes so long for this decision then what hope has the organisation in making more complex decisions?</p>	<p>Thank you for your question</p> <p>Please see the recent intranet update around NATO officer pay and compensation.</p> <p>Regards Internal Communications Team, DMC</p>	Answered	19 September 2014
136	#####	Other	The removal of Band D's from the MPS	<p>Please confirm clearly if the MPS has the intention to remove the role of Band D from Police Staff. Many Band D's have been told that this is the case. If it is the case will we be demoted, promoted or made redundant?</p>	<p>Please see today's interview with Deputy Commissioner Craig Mackey about the future changes in the Met and how these may affect police staff.</p> <p>Regards Internal Communications Team, DMC</p>	Answered	19 September 2014
137	#####	Other	Downsizing Workforce	<p>I have heard it mentioned on many occasions now that from 2016 the Met will stop recruiting constables in order that the workforce will begin to fall from the current 31,000+ police officers to 24,000 over a period of time through natural wastage.</p> <p>Our police staff colleagues are also to be reduced from the current 11,000+ to 6,000 leaving a total workforce of 30,000 employees. We are already downsizing our property portfolio which lends credence to this rumour of downsizing the workforce.</p> <p>I know this question was also asked twice on 09/09/2014 but neither have been responded to. Is there any truth to these rumours?</p>	<p>It would be wrong at this stage to speculate what decisions will be made around police officer numbers in two years from now.</p> <p>Next year there will be a general election followed by a London Mayoral election in 2016. Both of these will have a significant impact on how we will be policing in the future.</p> <p>Regards Internal Communications Teams Directorate of Media and Communications</p>	Answered	04 November 2014

138	#####	Other	Winsor's recommended allowances ?	<p>Sir/Madam</p> <p>I asked a question on 20th August on this forum regarding Winsor's recommendation to Chief Officers that their officers are paid a "Role and/or skill based allowance of £600 and also an Expertise and professional accreditation allowance". This recommendation was not supported by our federation but neither were many of the others already implemented. To date no answer or even an acknowledgement of the question has been given. Will I be offered an answer on this forum or shall I ask the question elsewhere ?</p>	<p>Your original question on this subject was sent to HR for a response on 27 August. We are still awaiting a reply.</p> <p>You can track the status on any question you ask by viewing the My question section on the Rumour Mill home page.</p> <p>Regards Internal Communications Team, DMC</p>	Answered	19 September 2014
139	#####	Shared Support Services	Cluster-something of resources.	<p>I understand that as of the beginning of October our excellent resources team will no longer be in charge of the stores office - e.g. the ordering and stocking of all the day to day sundries that are used. Instead it is going to be handled by a hot desking person or persons who pop into the several stations they are covering once a week or so and if you are lucky enough to need your required supplies on that day you can get them. If however you need anything in during the other 6 days of the week you are out of luck. Also how you tell these people you need to order in advance seems undecided or at the least, nobody has actually told anyone else how it will work.</p> <p>Now we at NI are blessed with an exceptionally good resources team who know what every department needs, and gets their supplies in place in advance so we are never in a position where we run out of things. They are also always on hand during core hours and willing to help. This was a massive change from the way things were when I first joined borough, where, if you had a form signed in blood by th</p>		Assigned	

140	#####	Other	Uniform	Having just seen the reply regarding uniform. I would just like to add that Uniform Services may have only been made aware of a couple of quality issues with the uniform because everyone else would think this is common knowledge. I have personally gone through 4 pairs of these trousers and the new ones I have ordered and had for a few months have faded and stitching gone in various places and this is extremely common. This is a very common problem and a result of cheap material and stitching on the garments, the reason people are not raising this is because those that use the uniform were aware of it from when it was issued and probably assume as I did that this is quite obvious.	Your post has been removed as we are unable to identify any questions. I have past your comments along to Redacted Section 40 who provided the answer that you are referring to and would urge that any issues with Met uniform should be raised with the relevant area/department. Regards Met Change Communications Team	Removed	
141	#####	Shared Support Services	Redacted S31	Redacted Section 31	Redacted Section 31 Redacted Section 40 SC&O lead for OST SC&O22 Public Order and Resources	Answered	11 November 2014
142	#####	Control Infrastructure	Duties/Hubs	Has there or will there be a review of the duties/hub systems? Why I ask, the system to my mind is chaotic, providing incorrect unreliable staffing numbers. It appears to me to be a false economy.	The structure of the public order & resources command is subject to regular review to ensure it meets the demands of the organisation and provides the services it is designed to deliver. In the case of the resources hubs it is undertaken at an area level, with each Inspector being in regular contact with the B/OCU commanders they work with. The writer does not provide clarity on which systems they believe to be in 'chaos'. The figures detailing the deployments & staffing provided by the area hubs and real time resources desk are taken from CARMS and their accuracy relies upon all CARM users following data entry standards. If there are concerns over this issue, they should be raised with the relevant area hub so together the cause can be identified and appropriate action taken. Inspector Redacted S40 - Met Resources	Answered	13 October 2014
143	#####	Other	Promotion - again	Redacted Section 40 , in many ways fair enough and I understand that slots are limited, but it doesn't help to see the MPS advertising for transferee Inspectors from other forces especially as we cannot go elsewhere looking for promotion because we are banned from taking part 2. Why is the MPS looking elsewhere for its Inspectors, there is precious little opportunities for response team skippers as it is.	Thank you for your question. As with all of our current promotion processes they remain some of the most competitive in the Mets history. We recognise that there is a large pool of talented applicants internally, and further building on this, in line with our People Strategy ambitions, seeking a small number of applications externally for levels transfers (not promotion) we believe is important to assist with diversifying the skills and experience within the Met. In addition to also enabling us to attract those with specialist skills from other Police Services. Thank You Redacted Section 40 (on behalf of Mairin Finn, Strategic HR)	Answered	03 October 2014
144	#####	Pan London Services	Witness Care	Redacted Section 40	Redacted Section 31 Redacted Section 40 - Criminal Justice	Answered	11 November 2014

145	#####	Control Infrastructure	The Future for Met Staff	... This headline on the intranet got me looking up the definition of 'oxymoron' on Wikipedia	Your post has been removed as it is not a question and therefore can not be processed. Regards Internal Communications Team, DMC	Removed	
146	#####	Other	Police Officer Redundancy	<p>On the front of today's intranet was a very informative piece by Deputy Commissioner Craig Mackey on the future of police staff roles. Although the content may not have been entirely welcoming, I am sure the police staff were grateful for the open and honest explanation of what may lie ahead.</p> <p>Can Mr. Mackey or Mr Wilkinson please produce a similar article for police officers?</p> <p>Future cuts to the police budget are inevitable, Mr Wilkinson has accepted this, and he has also acknowledged that "hypothetical scenarios" have been drawn up for such cuts. Why then are they not being published?</p> <p>If the future budget cut is expected to be in the region of another £500million (which is the rumour) what impact would that have on police officer numbers? If the cuts are half this amount what impact would that have on police officer numbers?</p> <p>I know Mr Wilkinson doesn't think it is helpful to speculate, however the fact that there are daily questions on the rumour mill about this subject is evidence that any information whether</p>	<p>Both are right: We have no plans to offer voluntary exit to police officers. All 32 boroughs have moved to new Local Policing Model and we've been recruiting hard. We had 30,712 officers in March and expect to reach almost 32,000 by end of this year. So we are not contemplating reducing officer numbers now.</p> <p>Going forward, however, we expect further reductions in the grants we get so there will be less money coming in; the technology and estates programmes have not delivered the savings as quickly as we hoped and the rank mix is looking different from the original plan.</p> <p>So we are starting the work now to look at how we'll police in the longer term, and specifically what levels of service are sustainable with significantly lower budgets than we have today, and with how many officers and staff we'll need to deliver them.</p> <p>The rumours probably come from a high level planning discussion, where, a few months ago, the Board looked at a whole range of possible scenarios ten years out. This is just a technique to explore the impact of budget cuts and differing levels of public sector spending, not a projected position. It's published Redacted S40 (on behalf of SME Redacted S40).</p>	Answered	22 September 2014
147	#####	Pan London Services	mopves	will PCSO be able to move to a alternative base if there are vacancies once the appeals are over with	<p>There will be opportunities for staff to move internally once vacancies are consolidated post Dec. No moves will take place before January 2015.</p> <p>Any PCSO's requesting a move to a vacant post should highlight their interest to through their line managers to their area CI's who will make a decision re WFP. Redacted S40 Pan London Met Change Roads and Transport Policing Segement</p>	Answered	11 November 2014
148	#####	Pan London Services	mopves	will PCSO be able to move to a alternative base if there are vacancies once the appeals are over with	Your question has been removed because it is a duplication on one you have already asked on the 19.09.14. Please check the My questions section to monitor the status of this question. We will respond to it as soon as possible.	Removed	

149	#####	Other	Mental health	<p>Redacted Sections 40 / 31</p>	<p>It is the responsibility of the manager, with the support of health and safety, OH and HR, to assess risks to the individual of any potential hazards arising out of their line of work. Following assessment of risk if these are found to be high then further assessment is required to address how these can be reduced as far as is reasonably practicable. Managers can access the in-house tailor made support services of health and safety, OH and HR who offer advice on how they can proactively help to prevent occurrences of work related health problems. The MPS also offers 24 hour on call access to a qualified Occupational Health Adviser and a counsellor, and is able to offer trauma support for all MPS staff who undergo traumatic incidents. Further information can be obtained via people pages:</p> <p>Redacted Section 31</p> <p>Further if a manager, following risk assessment, concludes that individuals are at particular risk of potential psychological issues due to their line of work they can seek advice from OH to help determine risk and what support mechanisms are required to ensure risk is at a minimum which can be specific to Kind regards,</p> <p>Redacted S40 Service Delivery Manager, Case Management &</p>	Answered	30 September 2014
150	#####	Control Infrastructure	Managing the publics Expectations (or not)	<p>Redacted S31</p> <p>I understand that when calling police and the call being graded as an 'S' Grade, the caller is told that police will be with them within an hour. Whilst the officers on the street do our very best to meet these charter times, there are occasions when due to the level and types of calls we are unable to meet the hour stated. Today was a day where I tried to manage these S calls. We had 17 outstanding S calls with very little prospect of these being answered any time soon and the majority of them already out of the hour charter time. When I consulted with the CCC Controller about these and asking that calls be made back to manage the callers, explain the delay and offer appointments or crime reports to be taken over the phone I was told that they no longer have any capacity to do this. He had asked for more staff to help but there weren't any.</p> <p>Instead it was left to me as a response team sergeant to make these calls to not only manage the OI but also to manage the expectations of the public. Whilst doing this, my capacity to supervise officers or</p>	<p>Redacted S31</p> <p>A call from the public is graded by the MetCC operator in accordance with the Nation Call Handling Standards (NCHS) Call handlers are careful to say 'we aim to be with you within 60 mins' or 'as soon as possible' depending upon the call grading. Once an incident is created the call is passed to the relevant BCU despatch pod covering the location. The call grading can be changed if the relevant criteria within the NCHS are met.</p> <p>The management of the Open Incident (OI) list for the relevant BCU is the responsibility of the Controller for that BCU pod. MetCC will endeavour to call back members of the public should it become apparent that the relevant response times are not going to be met, in addition MetCC will try to send a text message if it's appropriate. Redacted S31</p> <p>It is difficult to balance the unknown incidents being 'called in' against the incidents that we know about and sit on the OI list.</p> <p>It is at such times when BCU supervisors might be asked to assist in maintaining contact with the public and when we should work together to deliver the best service to the public we</p> <p>Redacted S40</p>	Answered	03 October 2014

151	#####	Specialist Operations Change	Financial Cuts, Staffing and Politics.	<p>In light of recent statement by Dep. Commissioner and difficult decisions to be made.</p> <p>Redacted S31</p> <p>As well as reducing 'Bad Press' friction between Home Office & Police Forces.</p> <p>This would also remove a large portion of budget and staffing from the MPS and show 'savings' on paper.</p> <p>However, this would impact considerably on both police & police staff identically.</p>	<p>The Home Secretary has announced her intention to conduct a review of Counter Terrorism policing structures.</p> <p>The dates of the review process, detail and scope are yet to be published but the Home Secretary has stated that it will be after the General Election in 2015.</p> <p>We will fully contribute to the review, enabling the Home Secretary to be best informed on how our Counter Terrorism policing processes work.</p> <p>Once we have more information will update officers and staff.</p> <p>Redacted S31</p> <p>Redacted S40</p> <p>Specialist Operations Met Change, Project Manager</p>	Answered	02 December 2014
152	#####	Shared Support Services	PC-Insp Fast Track promotion programmes	<p>Good afternoon.</p> <p>I notice that Wave Two of the PC-PS process does not link-in with the PC to Insp Fast Track scheme.</p> <p>It was not obvious when the PS process was announced earlier this year that only applicants for Wave One would be considered for Fast Track Development Programme - otherwise I and many more potentially suitable officers would have submitted an application.</p> <p>I see that the College of Policing have announced their Fast-Track program.</p> <p>Is there an intention to run a separate process for that scheme or in some way link wave 2 of the PC - PS process?</p> <p>Submitted for your consideration.</p> <p>Redacted Section 40 Police Constable Redacted Section 40</p>		Assigned	

153	#####	Met HQ	One set of SOPs across the MET.	<p>Sirs, I thank the Chief Inspector for his answer, however I feel he has been asked to answer a very small part of the question; one of the examples I give. So I ask again. Why in the Met, for the standard matters we deal with, do we not have a set of SOPs? For example seizing cars. An occurrence that happens hundreds of times weekly across the Met but there is no SOP. This leads to various different opinions and rulings being implemented depending on where the occurrence takes place. What is needed is a person or team of people being tasked to come up with the SOP for each topic. This can be field tested and feedback given before it is published as a powerpoint. With a contact point in the powerpoint for any required changes. This sounds complicated but I believe would in fact be very simple. (This would prevent masses of lost time and poor results from work being done incorrectly or officers having to try and track down specialists to ask how a matter should be dealt with. Basic examples include seizing cars, seizing money, casepapers, booking</p>	<p>Please see the answer provided here.</p> <p>Regards Internal Communications Team - DMC</p>	Answered	07 October 2014
154	#####	Other	CKP Update	<p>In the Commissioner's Forum for August a question was asked about the CKP in which the Commissioner answered as followed:</p> <p>During August we are considering whether we can introduce further changes to the way in which the CKP is delivered. We should be in a position to announce details in early September.</p> <p>As it's coming to the end of September now and still no statement has been made about the CKP any chance we could get one as many Police Staff and PCSO's are waiting for this as many not do agree with paying for this course.</p>		Assigned	10 October 2014

155	#####	Other	Recruitment and retention of Police Officers	<p>Good morning,</p> <p>Is there any substance to the rumour that the MPS is failing to recruit sufficient numbers of Officers to balance natural watage and retirements etc?</p> <p>We are told Officer numbers have never been higher yet constantly (at Brough level) seem to struggle with resources?</p> <p>Many thanks.</p>	<p>No, there is no substance to this rumour. Overall officer numbers have increased almost every month since the start of the financial year (April 2014).</p> <p>We have added (up to 30th Sept) 576 officers to the overall Met total since April 1st and continue to recruit as we build to targets agreed by Management Board.</p> <p>The vast majority of these new officers will join TP boroughs and the effect of these additional resources should be felt locally.</p> <p>Redacted Section 40, Strategic Workforce Planning.</p>	Answered	30 October 2014
156	#####	Pan London Services	Hub Moves	<p>Can someone please answer the following. The latest is that North Hub will be moving to the Central and that the East Hub will be moving to where the North are currently at Woodgreen.</p> <p>Can this be confirmed as this will have a massive impact on officers and staff who currently work at Woodgreen who chose this Hub for whatever reasons be it welfare, childcare, etc.</p> <p>I have been informed that the entire 4th floor at Edmonton is available and awaiting usage once the open plan is complete.</p>	<p>SCO22 have no plans to make changes like this at this time.</p> <p>Superintendent Redacted Section 40 - SC&O22 Public Order & Resources</p>	Answered	31 October 2014
157	#####	Pan London Services	Resourcing Hub moves	<p>Sir, I have today read on this rumour mill that the latest rumour is that due to the conditions at the East Hub, the North Hub will move to CW and the East Hub will move to where the North Hub currently resides. Redacted S40</p> <p>I know it is only a rumour, but like many things in this great organisation of ours that come to fruition, they start out as rumours that are denied.</p> <p>Can those of us who do not wish to move, be assured that this is not going to happen any time soon. We have had enough personal and professional disruption due to a system that regular works badly, movement of workplace and learning an entirely new role despite being assured prior to moving that it was related to what you did before (despite the vicious rumour I recently heard that we received training if we needed it).</p> <p>Thanks for your time.</p>	<p>SCO22 have no plans to make changes like this.</p> <p>Superintendent Redacted S40 - SC&O22 Public Order & Resources</p>	Answered	31 October 2014

158	#####	Pan London Services	Redacted Section 31	Good Morning Redacted Section 31 How true is this?	This is not true. There no plans to merge Redacted Section 31	Answered	02 October 2014
159	#####	Other	Recruitment	<p>Sir</p> <p>Redacted Section 40 I would not be able to apply to become a Met police officer because I don't understand London.</p> <p>However, I still have family in London, as do many of those in the Home counties. So, can I ask what the Met have in place to ensure that applicants are not just using relatives or friends addresses in order to qualify to apply and, in this day and age where every department is being cut, can I ask how much the Met forecasts it will cost HR to carry out these checks?</p> <p>Just so you know I believe the policy is rubbish because it can be circumvented, much like parents using addresses so their children can go to certain schools. And can I ask, if an officer does use such a tactic to gain a job, will they be dismissed / prosecuted if they are discovered? I only ask because that is one of the ways the Government has tried to ensure parents don't try that trick with schools.</p> <p>As with many policies that have no leeway, this one is faulty and needs some work done on it to allow people who have lived large amount of their times in London but</p> <p>Thank you</p>	<p>With a London population that is increasingly becoming more diverse, it is very important that the MPS is able to maintain the trust and confidence of London's communities. Key to the organisation's success is recruiting people with a knowledge and understanding of London, through living in the capital, with the competencies and behaviours required to police its communities.</p> <p>The MPS has therefore introduced residency criteria to candidates applying to become a Police Constable with effect from the 1st of August of this year. Candidates must be able to provide evidence that they have resided within the MPS boundary for at least 3 of the previous 6 years. This reflects a shared ambition by the Met and the Mayor to recruit a workforce that reflects and understands London's diversity and has the skills and cultural competencies needed to police a great global city.</p> <p>Exceptions to the new criteria are applications from existing members of police staff or members of the Met Special Constabulary given the knowledge and experience they have gained supporting policing in London. Therefore anyone living d</p> <p>Candidates are now required to have evidence of their residence</p> <p>There is an expectation that all candidates will provide accurate</p> <p>Please let me know if further information is required.</p> <p>Kind regards Redacted S40 (on behalf of Redacted S40 Strategic HR Fle</p>	Answered	07 October 2014
160	#####	Other	Belvedere Car Pound	<p>Please could someone clarify a rumour that the Met has spent in excess of £4million on the new Belvedere car pound only to be told that the land cannot be built on..?</p>	<p>Belvedere was originally acquired to provide a Vehicle Recovery and Examination Service facility for South-East London to replace the site at Charlton. The Met are now able to remain in the Charlton site.</p> <p>Subject to Management Board support, Belvedere will be developed for other operational needs.</p> <p>Regards,</p> <p>Jane Bond Director of Property Services Property Services Directorate</p>	Answered	19 November 2014

161	#####	Other	Bad Acronym	<p>Sir</p> <p>Not a question more of an observation - and tongue in cheek, hopefully causing no offence to anyone.</p> <p>The following is a segment of an answer from DCI Redacted S40.</p> <p>"develop early proposals for a future Target Operating Model (TOM). The TOM"</p> <p>It continues to explain what the TOM will do. My observation is that TOM is a common term for prostitute - is it appropriate for the Met to use this acronym, particularly if anything from the group is passed onto the press?</p>	Your post has been removed as it is not appropriate for rumour mill	Removed	
162	#####	Control Infrastructure	METCALL call receipt	Redacted Section 31	<p>All calls into the MPS are recorded and timed. No specific time is set to deal with a call as the operator has to assess the needs and vulnerability of the caller. A child or a caller where English is not their first language, will clearly take longer to deal with.</p> <p>All call centres use call data, including the time taken to manage demand and identify the number of staff required to meet our call handling targets (answering 999 calls within 10 seconds 90% of the time and 101 calls within 30 seconds 90% of the time).</p> <p>In order to work out this demand MetCC sets an average call handling time of 410 seconds for 999 calls and 420 seconds for 101 calls. These have been extended recently to reflect the fact that operators are required to obtain more information from callers than previously.</p> <p>MetCC provides pre-deployment Intel for incidents. This comprises a search using IIP, all responding officers should appreciate the most up to date intelligence is always the call to which they have been dispatched. It is not always possible to complete the search prior to the arrival of officers at the scene, MetCC operators are trained to obtain all pertinent information</p> <p>If responding officers have details of a specific incident where Redacted S40 MetCC</p>	Answered	13 October 2014
163	#####	Other	TOM - I am not part of the SLT but i might be able to allay your fears :-)	<p>I enjoyed the tongue in cheek observation in realltion to TOM.</p> <p>However, and this of course is Just an observation that is not meant to cause offence, but, only police officers use the word TOM for a prostitute or should i say "Sex worker".</p> <p>Proper CockerKnees would use the term "Brass" (No offence meant)</p> <p>Therefore any concerns over use of the word TOM being used in the wider media are probably unfounded.</p> <p>TOM is actually "Jewellery" by the way - As in Tom Foollery !!</p>	Your post has been removed as it is not appropriate for rumour mill	Removed	

164	#####	Other	PS to DS process	<p>Hi there,</p> <p>Is there any news on the number of vacancies for detective sergeants and are there any plans to run a level transfer process any time soon.</p>	<p>There are currently very few vacancies for Detective Sergeants across the MPS.</p> <p>There are approximately 7 in TP and about another 25 across the rest of the Met.</p> <p>There are no plans to run a level transfer process at all.</p> <p>Regards Redacted Section 40 - Strategic Workforce Planning</p>	Answered	28 October 2014
165	#####	Other	The role of Detective Constable	<p>Sir / Madam,</p> <p>Is the MPS currently have any plans to review the rank of Detective Constable? To achieve the rank officers have to spend a lot of time studying for what I found to be a difficult exam, then complete what was a five week training course followed by an investment of time into preparing a work book for scrutiny, all prior to be signed off as a Detective. The work put in is, in my view, equivalent to other promotion processes yet at the end of the process officers remain at the same rank and pay.</p> <p>I believe Lord Windsor recommended the rank be recognised and suggested an additional remuneration of £1200.00 per annum. This recommendation was seemingly not taken up by the home office or MPS. There currently appears to be a lack of interest shown in officers joining the CID; Police Constables I have spoken to suggest they wouldn't want to move into a role with all the additional work load and responsibility that come with being borough Detective for no additional benefit. Police Constables have a uniform provided whereas Detectives,</p>	<p>It is true that certain roles requiring additional skills were identified in the Winsor review to receive an additional allowance. As negotiations on the changes progressed at national, Police Negotiating Board level, these proposals were not taken forward - and this had the support of both the Staff Side and the Official Side, where both were concerned about the small range of roles Winsor had originally identified.</p> <p>Police officer pay structures are now the responsibility of the new Police Remuneration Review Body and the Met will be submitting evidence about the challenges it is facing and how reward and recognition might help. But the Met won't be making the final decision - that will be a matter for the Review Body and the Home Secretary.</p> <p>It is likely that Pay Review Body will be interested in issues such as linking reward more closely to what officers actually do in their roles, the level of skills or experience needed and how reward system should reflect this. However, there needs to be more debate about how this could be delivered to get a consensus across policing, so no changes are likely in the near</p> <p>Regards Redacted S40 Strategic Human Resources</p>	Answered	13 October 2014

166	#####	Other	Being the very best we can be	<p>Redacted S40 I actually feel proud to be a Police officer and the thought of retiring fills me with dread because its all I've known. I think of all 'buzz words' and slogans like this latest one that have come out over the years presumably all intended to inspire the troops but at Kingston at present we are 'being the best we can be', 'trying to do the best we can... with what we've got' which I have to say at present is not a lot. The officers I work with are all hard working and committed but its not inspiration we need its more troops. Redacted S31. Officers get frustrated that they feel they haven't got the time to investigate crimes as professionally as they would wish to. I understand that this is not just a problem for Kingston as I've spoken to officers from other CID offices and they suffer from the same problems. There seems little enthusiasm from uniform officers to actually want to join the CID these days like they used to, where has everybody gone, where are all the detectives? Its all very well talking about more officers on the</p>		Assigned	
-----	-------	-------	-------------------------------	---	--	----------	--

167	#####	Other	Being the Best we can be	<p>I have to agree with the sentiments of the 'Being the 'very best we can post'.</p> <p>I have about half that officer's service but in that time have seen a huge change in working practices.</p> <p>We are all trying very hard to do the best we can but it is rather like sending your opening batsmen to the crease only for them to find, the moment the first balls are bowled, that their bats have been broken before the game (to borrow a phrase).</p> <p>There are now enormous hurdles in place to stop us getting on with it - and a lot has to do with policing by spreadsheet. We are asked to arrest everyone who is named on a Cris regardless of there being evidence to do so - this I can understand for some crime types - but then we are scrutinised when on another spreadsheet the NFA and Bail rate goes up - any elementary school pupil can tell you why there is a correlation. There is risk management and then there is risk aversion.</p> <p>The CPS have their own difficulties and unlike a lot of colleagues I have a lot of sympathy for them. Pressure should be brought to bear on th</p>	Your post has been removed as we are unable to identify a question.	Removed	
-----	-------	-------	--------------------------	---	---	---------	--

168	#####	Control Infrastructure	Carm Compliance	<p>I refer to a question posted recently about casual overtime. The answer given on 10th September did not appear to offer clarity. The answer given: "There has been no change, either to Police Regulations or to CARM whatsoever in this area.</p> <p>If officers work overtime that is casual, and it is not the fifth time in a week, then the first 30 minutes will not be paid.</p> <p>When overtime is payable, it is calculated only in 15 minute segments. So, for an officer to incur paid overtime when it is casual, they have to work 45 minutes, which would give them the 'first 30 mins ignored' and then 15 minutes at time and a third. Hence if officers book a 35 minutes extra duty that is casual, it will not be paid as that have not worked a 15 minute segment.</p> <p>This has been the case since CARM was introduced."</p> <p>This answer suggests that officers do have to work for 45 minutes before any pay can be granted. it would appear to me that the only way of addressing this issue with Carm and regulations would be to ensure that all duties are rounded up to the next 15 mi</p>	<p>Police officers terms and conditions are governed by Police Regulations which explain the circumstances under which compensation for working overtime can be claimed.</p> <p>Overtime is paid in increments of 15 minutes and so to claim that amount, the full 15 minutes must have been worked. It would be unethical and possibly unlawful to 'round up' a claim in order to circumvent this position and it cannot be recommended as a course of action.</p> <p>Guidance on police pay and overtime can be found on People Pages</p> <p>Regards Inspector Redacted Section 40 - Met Resources</p>	Answered	07 October 2014
169	#####	Pan London Services	Redacted S31	<p>I have been informed that Redacted Section 31 will now be a restricted officers role. can someone please tell me where this leaves the police staff that are currently doing the role. Morale is already at an all time low and this does not help staff when they have no idea what is going on</p>	<p>This is not true, Redacted Section 31 is not a restricted officer or police staff role. It is for each borough to decide the most appropriate people to resource their Redacted Section 31 team. It is a minimum of a sergeant, constable and two researchers. Many teams are bigger than this to allow for the increasing volumes of child and adult Redacted Section 31 reports.</p> <p>A/DCI Redacted Section 40 Protecting Vulnerable People and Redacted Section 31 project team</p>	Answered	30 September 2014
170	#####	Other	CKP	<p>In the Commissioners monthly Q&A in August, he stated he was hoping to announce a change to the way the CKP works in relation to police staff in early September, it's now the end of the month with no such announcement in sight. When will we hear of this planned change, and why the delay?</p>		Assigned	

171	#####	Neighbourhood Policing	Response officers all to have Level 2	<p>Dear Sir,</p> <p>I recently heard a member of the OST team in Redacted S40 say that all response officers will soon be required to have their level 2 Public order, response teams working 24 hours a day and therefore more L2 officers are deployable should there be a terrorist attack.</p> <p>Is this true and what will happen to those team officers who do not wish to be level 2? Will it be 100% compliance or a mandatory percentage of team officers. If so, what percentage? If those officers refuse, will they be forced to move?</p> <p>Many thanks,</p> <p>Redacted S40</p>	<p>A number of proposals to increase the number of Level 2 public order trained officers in TP are currently being reviewed. There will be percentage targets set for the number of Level 2 officers in different teams within Redacted Section 31. It is recognised that the larger percentages of trained officers will be within ERPT and BTT in order achieve fast time deployments.</p> <p>Over the next three months, volunteers will be sought to become Level 2 trained and it is anticipated that in future, being Level 2 will be seen as a natural progression for officers posted to ERPT and BTT.</p> <p>Regards Commander Alison Newcomb</p>	Answered	03 October 2014
172	01 October 2014	Pan London Services	It seems obvious, really	<p>Hi - I sometimes wonder if I'm going mad. Is it just me..?</p> <p>The axe has been wielded everywhere in the organisation so we now have a lot fewer people. That's austerity for you - I get that.</p> <p>What I don't get is why no-one in a position of influence has in any way addressed the amount of work that needs doing by staff. We are a bureaucratic monster and it strikes me that if you want to make real savings and become efficient then you chop out unnecessary bureaucracy.</p> <p>We are talking about giving officer iPad's so they can complete reports, answer e-mails and deal with all their bureaucracy while remaining out on the street. Has anyone in any position of influence actually considered that if we reduced the amount of form-filling that needed to be done in the first place then we wouldn't need to invest in thousands of expensive iPads? A CRIS report asks for far too many fields to be completed and far too many boxes to be ticked. Why is nobody addressing this?</p> <p>Has it occurred to those same influential people that a huge amount of what we do in custody is just</p>	<p>PACE and the codes of practice set out the police requirements for data recording and we are governed by these and broader legislative requirements. The benefits of the recording of such information is that any legal consideration regarding police process compliance is satisfied without the officer having to be called to court which is both costly and unnecessary if we can record the data as required.</p> <p>This doesn't mean that the MPS is content with recording and providing unnecessary data, for several years the MPS has been striving to reduce the administrative burden on officers. New technology offers new opportunities to significantly reduce this demand. The MPS ambition is to record data once and for the information technology to replicate the data where required reducing the need to record the same data several times on different systems.</p> <p>Police and CPS are working with the MOJ to further streamline the information recorded for first hearing case files and where necessary are challenging the data recording requirements in order to expedite these business processes, by April 15 all for Redacted S40 Criminal Justice</p>	Answered	11 November 2014

173	01 October 2014	Other	INCREASE IN FARES FOR COMPULSORILY TRANSFERRED STAFF	<p>I asked this question on 27/08/14 but altho' it states 'assigned' I have received no response.</p> <p>I am one of many staff who were compulsorily transferred to inner London as a result of Met Change and I have been paid the difference in my fares (taxed!) for one year (until end of Feb). As fares are increasing in January, can we now claim for the increase for January and February 15. Thank you.</p>	<p>Apologies for the delay in responding to your original question. I will contact the person it is assigned to to see if I can get them to respond.</p>	Removed	
174	02 October 2014	Pan London Services	No, it's not just you	<p>Redacted S40 it's not just you mate. It's the same in every area of police work - every form and every system. Credit where credit's due though, I did an ANPR app the other day and it was easy, effective and the staff were polite. I reckon we should get them to design the forms for everything else.</p>	<p>Thank you for your comments. Unfortunately I am deleting this as there is no question or rumour included in your comments.</p>	Removed	
175	03 October 2014	Other	Future of Redacted S31	<p>The official line is that Redacted Section 31 is being reviewed along with other buildings as part of the Corporate Real Estate programme - however the content of a recent e-mail refers to the building being emptied - i.e. a decision has already been made. If we are to be moved out, can we please be told now so that we can start planning for the future. Thank you.</p>	<p>No formal decisions have been taken, discussions continue to ascertain DP and TP requirements and to assess how these can be accommodated within the Met Corporate Real Estate (CRE) Programme.</p> <p>Under the CRE Programme and following necessary EIA and approvals we endeavour to give colleagues a minimum of three months' notice of any building move.</p> <p>Regards Jane Bond - Director of Property Services</p>	Answered	07 October 2014

176	03 October 2014	Shared Support Services	Car Tyres	<p>Unfortunately a screw pierced the near side tyre to the Police vehicle I was driving today, I expeditiously returned to base and called for a replacement, to my utter astonishment there were non available for two weeks. this is for a 2013 VW Sharan and learned that the company were going to attend with a replacemant set as a replacement tyre could not be supplied,</p> <p>I thought we were trying to save on costs, a two minute search on the internet found a tyre available by monday, can we really afford a vehicle to be off the road for two weeks?and to purchase a new set for the sake of one tyre which, is available elsewhere ?</p>	<p>Motor vehicle manufacturers state that all tyres on a vehicle should be of the same make and type and in some cases specifying particular brands.</p> <p>There are important safety reasons why the Met operates a policy of all tyres on a vehicle being of the same make and type, as research shows that mixing tyres on a vehicle can cause adverse braking and handling characteristics.</p> <p>Generally the decision by Babcock to change all the tyres arises when the tyre model fitted to the vehicle is either no longer available, or there will be a significant delay in the supply.</p> <p>However it should be noted that the Met procures specific tyre brands through a Government Procurement Framework at significantly reduced cost, so the replacement of four tyres can be advantageous when balanced against vehicle availability.</p> <p>If you'd like to contact me and specify the vehicle to which you're referring then I will investigate further.</p> <p>Regards,</p> <p>Redacted S40 Vehicle Engineering Fleet Services Front Line Support Services</p>	Answered	06 November 2014
177	04 October 2014	Other	Re: Hand Sanitizer and Face Mask Supply	<p>With the increase of Officers/Teams placed into Buildings with the closure of SNT Bases, there is now a high risk of contracting virus's that leave persons open to the spread of Cold and Flu like symptoms, therefore may i suggest that Hand Sanitizer Dispensers be made available as they are in other buildings as part of Met Change please.</p> <p>Respectfully Submitted ...</p>	<p>It is a manager's responsibility to risk assess tasks carried out by individual in their work duties and reduce these risks as far as is reasonably practicable. Should a risk be negated or reduced by the introduction of personal protective equipment (PPE) or other agents this should be considered with the risk assessment.</p> <p>Sanitising hand rub if required is available to order via the normal ordering process.</p> <p>Regular hand hygiene, which might include the use cleansing rubs where hand washing facilities are not available, is the most effective line of defence in infection control.</p> <p>Occupational health do not advocate the routine use of face masks. As above PPE needs to be explored as part of the overall risk management process.</p> <p>The spread of seasonal colds and flu like illnesses are not an Occupational hazard.</p> <p>Kind regards</p> <p>Redacted S40 Practice Manager - OH</p>	Answered	30 October 2014

178	04 October 2014	Other	JRFT	<p>I heard a "rumour" yesterday that officers will be given 4 attempts at the JRFT, and then dismissed via UPP. From a personal point of view. Redacted Section 40 The JRFT should be Age & JRFT. I appreciate Management Board have all done it, and there is an alternative test but isn't this all a bit rushed, and what are the Federation views.</p> <p>Respectfully submitted.</p>	<p>Performance procedures usually apply to officers that fail the fitness test in the following way:</p> <p>Unsuccessful at 1st attempt - action plan Unsuccessful at 2nd attempt - UPP Stage 1 Unsuccessful at 3rd attempt - UPP Stage 2 Unsuccessful at 4th attempt - UPP Stage 3</p> <p>Officers that are restricted from OST do not take the fitness test. If there is a medical reason why you may not be able to take the fitness test, you should be referred to OH who will decide if it is appropriate for you to take the alternative fitness test (walking treadmill test).</p> <p>The JRFT implementation has not been rushed; we began the policy design in July 2013, delivered a variety of awareness activities in early 2014 and launched a pilot in April 2014 (where officers could take the test with no performance sanctions for those who failed). We formally launched annual fitness testing in October 2014.</p> <p>The Federation have played a key role in the development of the policy and are supportive of annual fitness testing.</p> <p>Redacted S40 Senior HR Manager, Tasking & Resources.</p>	Answered	07 October 2014
179	04 October 2014	Other	Redacted S31 and making the best use of technology (a joke?)	<p>The MPS is now on the verge of rolling out new cutting edge computers with Redacted Section 31.</p> <p>Redacted Section 31 has been described within the technical community as a disaster, a catastrophe and 'bad enough to drive consumers to another operating system'</p> <p>If true; is the MPS actually going to pay for Redacted Section 31?</p> <p>I have spare copy at home; the disk is being used as a coffee coaster.</p>	<p>Thank you for your question, which raises a valid point and one we are aware of. To put this in context, we have a requirement to Redacted Section 31 is now out of support and commands high custom support costs. We started with the Next Generation Desktop pilot (1000 desktops) in order to develop and test the new desktop environment, as well as retest all applications and adapt as necessary. They will then also be compatible with later Redacted Section 31 as we go forward. At the start of the pilot project, Redacted Section 31, which is why it was chosen.</p> <p>It's important to note that we are only committed to this version for the pilot which is due to complete in April 2015. Learnings from the pilot will be used to inform our decision whether to stay Redacted Section 31.</p> <p>You may be aware that Redacted Section 31 a significant improvement on Redacted Section 31, containing many changes to the design and functionality mostly derived from customer feedback on Redacted Section 31. It has also been rigorously tested and accredited by the Met and CESG (the Info</p>	Answered	26 November 2014

180	05 October 2014	Control Infrastructure	Despatch and Pan London Courses	<p>After the Traffic and Transport Control Room was torn to pieces by the Met Change Team and the staff who stayed had been promised that they would receive Despatch and Pan London course's many have been sent on 5 day despatch courses but have now been informed by the Met CC trainers at Hendon that no more 5 day courses and that now anyone who had not been sent on a course yet, will now have to do a 10 day course which is what is given to FC ops' Redacted S40</p> <p>In this time of the financial restraints is it cost effective?</p> <p>Its not for me as it will cost me a fortune and I loose premium payment.. Why ????</p>	<p>The Control Infrastructure segment of Met Change had the aspiration to have most C&C delivered from one place hence the changes to the Palestra control room. A bespoke despatch conversion course was written to accommodate staff that transferred from OCU's where they would already have had a degree of despatch experience, this would include Palestra staff. The course covered areas of despatch that are unique to the MetCC environment and is just 5 days in length as opposed to the 10 days of the normal despatch course.</p> <p>As this was a new course, it was a pilot so that we could assess its impact on the students and to ensure it delivered what was needed to enable experienced operators from other parts of the MPS to take on the MetCC despatch skill. We are happy to say that it has proven successful, and contrary to what the trainers may have said, there are plans to use the course in the future to deliver training to officers coming into MetCC with existing despatch experience. However, as you will appreciate, not all students are the same and people learn at different speeds. Some former Palestra staff have indicated t</p> <p>Redacted S40 MetCC</p>	Answered	13 October 2014
181	05 October 2014	Other	Transferring to the new pension.	<p>Good afternoon, Redacted Section 40</p> <p>In a recent question posted on this forum asking about pensions, part of the answer stated "Younger officers will transfer to the new scheme which is a defined benefit, career average scheme with a pension age of 60. Officers remaining in the scheme will continue to benefit from significant employer contributions towards their pensions on top of their own contribution and receive death in service benefits and an index-linked pension benefit for the rest of their life. In addition, as 'early leavers' from the 1987 scheme, they will be unable to access their benefits until age 60 (until state pensions age in the 2015 scheme)."</p> <p>I was under the impression that I retained the rights accrued under the 1987 pension and would still be able to retire at my 30 year point, albeit with a severely decreased pension and what I accrued under the new scheme I would get at whatever age that scheme states? The answer stated above claims that as an early leaver I could not access the pension until I reach 60. I would say rather than being an</p>	<p>Your quote is taken slightly out of context. The question to which the quoted response was posted was about officers leaving the pension scheme altogether (i.e. "opting out") at the date of transfer, not those who transition to the new scheme in April 2015 - or later if they have 'tapered protection' allowing them to stay in their original pension scheme for longer.</p> <p>To be clear, officers who transition from either the 1987 scheme or the New Police Pension Scheme 2006 into the new 2015 scheme will be able to retire and access the pension/lump sum accrued from their original scheme at that scheme's existing pension age so long as they remain in the 2015 Police Pension Scheme until that date i.e. in the 1987 scheme after 30 years pensionable service or at age 50 with 25 or more years pensionable service or from age 55 in the 2006 scheme, from age 55.</p> <p>Benefits in the 2015 scheme however, are not payable before age 55 (minimum retirement age) and therefore officers who wish to access these benefits before their State Pension Age can only access them on actuarially reduced terms.</p> <p>For more detailed information on the Police Pension Reform, cl</p> <p>Redacted S40 Strategic HR.</p>	Answered	16 October 2014

182	06 October 2014	Other	Police staff pay rejection	<p>Why are the MET not interested in looking after its police staff?</p> <p>I have just found out that the Met Police rejected every aspect of the PCS pay claim even though all other police staff in England and Wales have been offered 2.2% as part of a 15-month pay deal. Why doesn't anyone care about us and what we do? Morale is already low and a pay increase would show us that the MET do care. London is an expensive place to live and next April, our pay will be decreased further with an increase in tax/national insurance contributions. It seems extremely unfair and I probably speak for many of my colleagues when I say, the MET just is not the place it used to be. I think it we deserve a pay increase.</p>	<p>Thanks for your question. The 2.2% pay proposal you mention has been made to local government staff not police staff. It's to pay 2.2% only for 15 months of a two year deal so equates to slightly over 1% spread over two years. And in fact, there would be no pay increase for staff for the first 9 months. In respect of police staff pay, the offer by the Police staff council to other forces has been a straight forward 1%.</p> <p>The offer we have made means most staff in the Met who are on the maximum point of their payscale will receive cash from this award equivalent to 2.5% of their basic pay and for many more who benefit from incremental progression, the total cash increase received this year will be equivalent to around 5% of their basic salaries.</p> <p>You can find more information about the deal here.</p> <p>Regards Redacted S40 - Employee Relations Business Partner.</p>	Answered	07 October 2014
183	06 October 2014	Other	Eternal flame contemplation pool	<p>I heard that the Eternal Flame and Contemplation Pool at the New New Scotland Yard is costing nearly 2 million pounds alone. Do we really need this? That's 80 police officers at 25k each or whatever new recruits are getting paid these days.</p> <p>I can't help but feel the majority of the police budget gets spent where the higher ranks are stationed though I am looking forward to the new Peel centre when it's finished.</p> <p>Is there somewhere we can see the break down of the met's spending? Seeing as we are paid for by the tax payer we should be entitled to see where the money is being spent.</p>		Assigned	
184	06 October 2014	Control Infrastructure	Officer Safety	Redacted S31	<p>Deployment intelligence for I and S grade calls is undertaken by MetCC.</p> <p>There will always be occasions where it is not possible to get the information to the responding officers in a timely fashion, especially for I graded incidents. However as the author has acknowledged, it is possible to call up on the support channel for this information if appropriate to do so. We need to be very careful not to delay our response to incidents to solicit additional information, the current CAD will always be the most up to date source of intelligence concerning the venue. Also officers are provided with PPE and should use their officer safety training to assess any incident as either high or unknown risk, when attending any incident but it is acknowledged that policing can never be completely risk adverse.</p> <p>Redacted S40 MetCC</p>	Answered	13 October 2014

185	07 October 2014	Other	Transferring to the New 2015 Pension	<p>I am another one of those deciding whether to Opt Out of the new pension. I understand that the final detail to the New 2015 Pension will be due out in early 2015 however that does not help us in deciding to whether to Opt In or Out in such a short time. Comparisons with the old pension scheme shows that we will lose approximately £140,000 if we choose not to take the lump sum. This does not include the extra pension contributions that we have to put in every month (approx £500). So why can't we at least obtain a statement to show approximately how much we will get when we reach our retirement age at 60 and how much extra money we can take home if we decide to Opt Out. Is it not fair to suggest that if we opt out, we can choose to invest the money personally into investments that we ourselves deem fit, for example into property or other assets. To do this, we will need to plan months ahead and make mortgage applications that takes time and money but we cannot do this without a clear report on what the new 2015 pension entails to our finances. We have been advis</p>	<p>As the 1987 scheme is a closed scheme, if you opt out, you will not be able to opt back into that scheme. You will, instead, become a deferred pensioner and your 1987 scheme pension will be paid at age 60. As you cannot opt back in, you will lose any access to the final salary link for the service you have accrued under the scheme, any prospective double accrual enhancement and the ability to take your pension from age 50 with 25 years pensionable service. You will, however, be eligible to join the 2006 scheme up until 31 March 2015, or the new 2015 scheme from 1 April 2015. If you decide to opt out of the 2006 scheme, the current scheme rules allow you to opt back in if you change your mind later. But any period of opted-out service will never count towards your pension. If you do not opt back in to the 2006 Scheme, you would not be able to take your full pension until age 65 under the terms of that scheme and you would lose the link to your final salary for the service you have accrued under the scheme. You will be eligible to opt back in until 31 March 2015.</p> <p>If you qualify for the transitional protection or tapering arrangements</p> <p>Redacted S40 CoE Lead, Rewards</p>	Answered	30 October 2014
186	07 October 2014	Met HQ	Question NOT answered!	<p>As my previous question on the 26/08/2014 has not been answered it would seem that there is some credence in the rumour! I shall ask it again: As the fitness tests are upon us, what provisions have been put into place for the older members of officers that are 50 or above? Or is this an easy way of getting rid of older officers before they reach pension age?</p>	<p>This post has been removed as your original question is still awaiting a response from Redacted S40 in Met Training.</p> <p>You can check the My questions section to track the status of your question.</p> <p>Regards Internal Communications Team - DMC</p>	Removed	
187	07 October 2014	Shared Support Services	PSD & Shared Support Services Staff		<p>PSD are awaiting confirmation from SSS as to when responsibilities are to be transferred. The 1 October date had been agreed but needed to be delayed at late notice. The next PSD staff forum will be held on 14 November and an update will be provided then.</p> <p>We realise the challenge such uncertainty and rumour cause. As soon as PSD SMT can confirm the position, they will.</p> <p>Regards Jane Bond Director of Property Services</p>	Answered	05 November 2014

188	07 October 2014	Other	Use of Situational Judgement Test	<p>I would like to find out if the use of the SJT in the recent inspectors promotion process is a worthwhile test of competency within the rank and if it is being removed from this and further processes.</p> <p>Redacted S40</p> <p>The guidelines stipulated that more weight would be placed upon the board and presentation where I scored maximum points. I find it totally demoralising that I have effectively failed on a single strand of the subjective test by not answering questions based on a means score. Having excelled within the board and presentation I query the validity of the SJT in any process knowing that it has been removed from the HPDS syllabus and was also removed from the recent PC - PS process and I wanted to know if this will be discounted from the current and future Inspectors process.</p>	<p>As your question isn't a rumour, but a query on the use of the Situational Judgement Test in our promotion processes, we would suggest that you visit the Sergeant - Inspector promotion page on People Pages, where you will find that the FAQs have been updated and should answer the questions you have:-</p> <p>Redacted Section 31</p> <p>Thanks,</p> <p>Redacted Section 40</p> <p>Head of Talent, Leadership & Culture, Strategic HR</p>	Answered	17 October 2014
189	07 October 2014	Other	Shift Allowance	<p>Is it true that the MET are looking into taking PCSOs Shift Allowance away the pay deal is done?</p>	<p>The Met has made it clear to all the unions that we want to enter meaningful negotiations with them on a new modern employment proposition which would look at changing some allowances and payments and modernising other terms and conditions, many of which have remained unchanged for a long time and need review.</p> <p>Rather than being hampered by linking these changes to this year's pay award, we will be dealing with these separately under those future negotiations.</p> <p>We expect that there will continue to be recognition for the requirement to work unsocial hours in any new framework.</p> <p>Regards Redacted S40 Strategic Human Resources</p>	Answered	13 October 2014
190	08 October 2014	Human Resources	Promotion	<p>Redacted S40</p> <p>If SJTs are here to stay, would it perhaps be better if officers seeking promotion took the SJT at the very start of the process in order to qualify them for their next stage?</p>	<p>As your question isn't a rumour, but a query on the use of the Situational Judgement Test in our promotion processes, we would suggest that you visit the Sergeant - Inspector promotion page on People Pages, where you will find that the FAQs have been updated and should answer the questions you have:-</p> <p>Redacted Section 31 Redacted Section 40</p> <p>Head of Talent, Leadership & Culture, Strategic HR</p>	Answered	17 October 2014

191	08 October 2014	Human Resources	£400 extra payment	<p>It is being briefed by the PCS union to it's members that all Police Staff are being offered a bonus, one off, £400 payment.</p> <p>It is now rumoured that warranted Police Officers will also be offered the same bonus, one off, £400 payment as well.</p> <p>Is this true, and if so when are we planned to recieve this.</p> <p>Many Thanks</p>	<p>Police staff and Police Officer pay is determined separately and this year they are differently constructed as we have tried to give Police Staff more cash up front. Police Officer were awarded 1%.</p> <p>Redacted Section 31</p> <p>The £400 is a one-off non consolidated payment as part of Police Staff annual pay award and Police Officers will not receive this payment.</p> <p>Regards Redacted S40 - Employee Relations Business Partner</p>	Answered	14 October 2014
192	08 October 2014	Digital Policing	AirwaveMax	Redacted Section 31	<p>Redacted Section 31</p> <p>Met CC Business Change Team</p>	Answered	02 December 2014
193	09 October 2014	Human Resources	Police staff Pay offer	<p>I wonder if you could please answer my questions, as the information I am reading on various sites, intranet, forums etc seems to be contradictory. Our employer/management on one hand are stating that "We have to work within the Government's Public Sector Pay Policy that caps the cost of any increase in basic pay for staff to 1% of an organisation's overall paybill" yet then informs us that "cash from this award equivalent to 2.5% of their basic pay and for many more who benefit from incremental progression, the total cash increase received this year will be equivalent to around 5% of their basic salaries", then "80% of these at the top of their pay scale will receive extra earnings in 2014 equivalent to 2.5% of base pay. The rest will receive extra earnings equivalent to between 3.0% and 6.6%", infact the figure just keeps on getting higher and higher, but isnt it true that if the £400 one off payment is accepted then this isnt pensionable? and doesnt count towards any redundancy payment?. That the increments are contractually binding so the 20% of staff wou</p>	<p>Please see the PeoplePages Intranet site FAQs under 'what's in it for me', which explains what you'll get as part of the offer. Refer to the 'Impact on Pay Scale Table' for further details.</p> <p>Regards,</p> <p>Internal Communications - DMC</p>	Answered	10 October 2014
194	09 October 2014	Human Resources	Police Staff to PC	<p>When is the PC application going to be open to police staff ie PCSO/Police Staff</p>	<p>At this stage there is no confirmed date for this recruitment campaign.</p> <p>Kind regards Redacted Section 40 - Strategic Human Resources</p>	Answered	14 October 2014

195	09 October 2014	Human Resources	Police staff pay	<p>Would it be right that there is no point in entering into pay negotiations with the PCS this year ? Redacted Section 40</p> <p>Police staff have received an email from Redacted Section 40 HR urging the acceptance of this deal, as "there is no more money available" if that is the case the negotiations are false representation to us.</p>	<p>Management formally responded to each union outlining the financial climate in which pay negotiation would be conducted, the impact of the Government's public sector pay policy and the organisational context of significant change in roles, staff numbers and functions in the Met.</p> <p>The TUS has been provided with the Met's response to their pay claims on 24 September 2014. Management have made their position clear to all TUS that the current financial challenges of the Met do not enable a large pay increase to be viable at the current time</p> <p>It is now down to the TUS to consult their members and provide a response to the Met.</p> <p>Regards,</p> <p>Internal Communications - DMC</p>	Answered	10 October 2014
196	09 October 2014	Human Resources	POLICE STAFF PAY OFFER	<p>Redacted Section 40, sent to Senior Management about the pay offer. I was astonished to read the last part which says 'Please do stress that delaying agreement will only delay the payment of £400 there is no more money we can put forward'. How can this be correct when negotiations with the Union have not finished? Is HR saying that any further negotiation is pointless? I find the whole tone of the email coercive at best ie - say yes or you won't have any money for Xmas and you won't be offered anything else anyway ! How depressing</p>	<p>Management formally responded to each union outlining the financial climate in which pay negotiation would be conducted, the impact of the Government's public sector pay policy and the organisational context of significant change in roles, staff numbers and functions in the Met.</p> <p>The TUS has been provided with the Met's response to their pay claims on 24 September 2014. Management have made their position clear to all TUS that the current financial challenges of the Met do not enable a large pay increase to be viable at the current time</p> <p>It is now down to the TUS to consult their members and provide a response to the Met.</p> <p>Regards,</p> <p>Internal Communications - DMC</p>	Answered	10 October 2014
197	09 October 2014	Human Resources	Police Staff Pay Notice from Management Board	<p>I write to enquire about the current offer that is on the table in relation to the "carrot" MB are dangling at hard up staff in time for xmas pay. Firstly I understand the PCS union executive have asked their members to reject this offer on the basis there is £400M in reserve, secondly I'm surprised "we" are exempt from within the governments 1% pay awards to civil service departments. Personally, I do feel undervalued, I've been put through an organisational exercise (very stressful) and now I face even more uncertainty, which Mr. Mackey's email confirms, with more changes that lie ahead.</p> <p>Can members of the MB try to be brave and side with an already undervalued Police Staff, by upping the money offered?</p>	<p>Please refer to the PeoplePages FAQs which state 'Management have made their position clear to all TUS that the current financial challenges of the Met do not enable a large pay increase to be viable at the current time.'</p> <p>Regards,</p> <p>Internal Communications - DMC</p>	Answered	10 October 2014

198	09 October 2014	Human Resources	Sgt-Inspectors Written Assessment.	<p>Redacted S40</p> <p>I have clutched at numerous straws to think of a worthwhile challenge. It appears as though the SOP on this matter is as long winded and complicated as the test itself. My question is this.....A fellow Sergeant raised a concern after the test, that when they tried to save the document they could see previous candidates work.....(this was recorded in the proper manner with the assessors). Should the integrity of this process now be looked at? (cat amongst the pigeons) (Still clutching at straws). You have two hours to read, digest and write a response, which a number of different people will subjectively interpret in their own way.</p> <p>Kindest regards</p>	<p>Thank you for your question. Over 400 candidates undertook the written exercise in the Sergeant to Inspector assessment process. The issue you refer to was an isolated incident, which was quickly resolved, and we are satisfied that the overall integrity of the assessment process was not compromised.</p> <p>We appreciate that candidates who are unsuccessful through our promotion processes are understandably disappointed, having invested significant time and effort in preparing for them. But submitting a challenge shouldn't be seen as a default position. A large number of the challenges we receive after each promotion process do not comply with the grounds set out for challenge. This represents a significant cost for the organisation. For this reason, we ask that before submitting a challenge, candidates meet with their second line managers to discuss the issues raised, and that only those challenges that meet the grounds of the SOP are submitted.</p> <p>Redacted Section 40</p> <p>Head of Talent, Leadership & Culture, Strategic HR</p>	Answered	17 October 2014
199	09 October 2014	Neighbourhood Policing	Redacted S31	<p>I heard a rumour, following the current threat to officers, Redacted S31 for the immediate future is to be abandoned.</p>	<p>Thanks for your question, we understand the level of concern that the raised threat level has caused.</p> <p>We have tried to answer most of the concerns that have been raised by officers and staff and you can read these in the recent message from DAC Patricia Gallan.</p> <p>We understand that there may be circumstances or scenarios that are not covered by this response and we would ask that in the first instance you direct your query to your local Redacted S31. If you do not have access to a Redacted S31, please discuss your concerns with your local line management. If your line managers are of the view that the issue you have raised requires more detailed advice and guidance, please ask them to contact the Redacted S31 & S40</p> <p>Internal Communications team Directorate of Media & Communications (DMC)</p>	Answered	07 November 2014

200	10 October 2014	Control Infrastructure	Redacted S31	Redacted S31	<p>The MPS implemented the change to managing pursuits from the old north & south channels to the Intop channels to bring it in line with national ACPO pursuit policy. This was brought in alongside a number of changes to the Airwave radio fleet plan that saw the migration of units away from the Pan-London channels and onto local talk groups. The change enables the MPS to manage pursuits in line with the rest of the country and allows for safer management of pursuits particularly those that cross into and out of the MPS.</p> <p>To ensure that the type of scenario mentioned in the question did not occur, a process was put in place whereby notification of all vehicle pursuits would be transmitted across the Pan-London Despatch channel for nearby units such as dog vans to change to the intop channel to be directed to strategic positions to assist in the event of a decamp. In addition, the local BOCU despatch and surrounding BOCUs are also expected to broadcast the fact that a pursuit is ongoing in the vicinity and direct their pursuit vehicles to the Intop channel. Without knowing the specific details of the incident mentioned in the question, it is difficult to comment further.</p> <p>If the author of the question would care to contact MetCC with t</p>	Answered	21 October 2014
201	10 October 2014	Human Resources	Recruitment	<p>Can I ask why the MPS is so 'hung up' on recruiting Graduates into the service. It seems to me that they are coming across as somewhat elitist in their approach. Having a piece of paper that shows you have a degree in some irrelevant subject is not necessarily a pre-cursor to you being declared intelligent enough to be a Police Officer. There are a number of routes in life that can be taken once your initial schooling has been completed and going to a University (or what used to be called a Polytechnic) is just one. As a late joiner myself I advocate targetting those who have a more diverse experience of life. Has the MPS considered this as a recruitment strategy, and if not why not?</p>	<p>Thank you for your question.</p> <p>As you know it is a priority for the MPS to have have a workforce that reflects London - to do that we need to attract a wide pool of candidates to the MPS. We are in the process of recruiting some 5,000 new officers to the MPS and one of the elements of that work is attracting individuals who may never have considered a policing career in the past. The MPS undertakes a variety of work to attract both those new to the workplace (including the cadets and graduate programmes) and those who have already developed experiences since leaving school (such as Direct Entry).</p> <p>Police Now was developed through the Commissioner's 100 programme with exactly the objective in mind of attracting those who may not have considered policing before and for this year will take up to 50 applicants out of the many thousands that we are recruiting. Over 60% of London's workforce are graduates and it seems logical that we would want to attract some of those individuals entering the workforce to policing.</p> <p>I couldn't agree more that having a degree is not sufficient to de</p> <p>Regards Redacted S40 Police Now - Strategic Human Resources</p>	Answered	14 October 2014

202	10 October 2014	Digital Policing	Recording Interviews	<p>I recently watched the Channel 4 Documentary, "24 Hours in Police Custody" and noticed that Beds Police are using digital recoring machines to record interviews with suspects. The machine appeared to be recording both audio and visual footage. It also appeared to be very user freindly. When will the Met be rolling out this vital up to date technology?</p>	<p>Your question is very timely as the Digital Interviewing Project Board will be announcing plans for the roll out of digital interviewing technology to all suspect interview rooms and ABE (Achieving Best Evidence)* suites in the MPS, later this month. The project team is currently working with the appointed partner, Steria, to develop a six month implementation plan, which will start in November 2014 and conclude in May 2015.</p> <p>The project is being delivered by Digital Policing as part of the Core Policing Programme within Total Technology. Steria will provide the equipment and software for the new solution which will see a fully digital solution installed in the form of interview equipment that provides video or audio recordings of the interviews on DVD. The equipment will eventually be linked to the AWARE network so that the interview recordings can be electronically stored centrally and streamed to a local desktop PC within the Met Estate. The significant benefits include more efficient handling of interviews, improved digital case files and the ability to provide secure access to interviews to third parties</p>	Answered	30 October 2014
203	10 October 2014	Human Resources	Pensions - Clarity re answer given	<p>In part of a previous question asked re pensions the following answer was given in relation to the 1987 scheme: "Younger officers will transfer to the new scheme which is a defined benefit, career average scheme with a pension age of 60. Officers remaining in the scheme will continue to benefit from significant employer contributions towards their pensions on top of their own contribution and receive death in service benefits and an index-linked pension benefit for the rest of their life. In addition, as 'early leavers' from the 1987 scheme, they will be unable to access their benefits until age 60 (until state penions (sic) age in the 2015 scheme)."</p> <p>Can you clarify that in that last sentence you are actually referring to someone who completely opts out? As actually my understanding, from many hours of pouring over how my pension is being slashed by a third or more, is that actually officers who continue into the 2015 scheme will have the years paid into the new CARE pension counted towards their 1987 pensionable service for the purposes of a</p>	<p>You are correct that the quote posted was about officers leaving the pension scheme altogether (i.e. "opting out") at the date of transfer, not those who transition to the new scheme in April 2015 - or later if they have 'tapered protection' allowing them to stay in their original pension scheme for longer.</p> <p>To be clear, officers who transition from either the 1987 scheme or the New Police Pension Scheme 2006 into the new 2015 scheme will be able to retire and access the pension/lump sum accrued from their original scheme at that scheme's existing pension age so long as they remain in the 2015 Police Pension Scheme until that date i.e. in the 1987 scheme after 30 years pensionable service or at age 50 with 25 or more years pensionable service or from age 55 in the 2006 scheme, from age 55.</p> <p>Benefits in the 2015 scheme however, are not payable before age 55 (minimum retirement age) and therefore officers who wish to access these benefits before their State Pension Age can only access them on actuarially reduced terms.</p> <p>For more detailed information on the Police Pension Reform, cl Redacted S40 Strategic HR)</p>	Answered	16 October 2014

204	11 October 2014	Human Resources	Winsor's recommendation 94	<p>I recently asked a question in relation to when Winsor's recommendation 94 will be implemented in the MPS and was told it wasn't going to be. This was the recommendation which would have benefitted officers working in neighbourhood policing, public order, investigations and firearms to the tune of £600 (or more) per year. In your response Mr Courtney implied that the reason it was not implemented was because of an agreement not to do so between the MPS and the Federation. However based on the implementation of a raft of recommendations which were actively opposed by the Federation it is self evident that it is irrelevant whether agreement with the Federation was reached or not. My question is this. As the MPS has shown it has the discretion not to implement one of Winsor's recommendation how much discretion did it have over the implementation of the others ?</p>	<p>In fact, the Met has very little discretion on what is implemented, unless discretion is expressly incorporated into the Regulations.</p> <p>The agreement in this case was between the Official Side (Home Office, ACPO and Association of Police Authorities) and the Staff Side (Federation & Superintendents) of the national Police Negotiating Board (PNB) not to take forward the recommendation around an Expertise and Accreditation Allowance (EPAA) - not between the Met and the Federation. One of the reasons it was not progressed was because of issues of which roles should be included in scope for payment of such an allowance and the equalities impact assessment around its introduction.</p> <p>In this case, therefore, both sides agreed not to pursue. This is in contrast to other issues, as you point out, where one or other side wanted to proceed and there was a failure to agree on the topic. These issues were then remitted within the machinery to a Police Arbitration Tribunal for a decision, which was treated as an agreement of both sides of the PNB.</p> <p>Therefore there was no discretion available to the Met and the</p> <p>Regards Redacted S40 Strategic Human Resources.</p>	Answered	14 October 2014
205	11 October 2014	Human Resources	Graduate entry	<p>Hello, I have just read the new graduate entry policy and saw the Evening Standard article. So far so good. On my team I have an officer with a masters degree in robotics, an officer with a law degree and an officer with a master degree in forensic science. Whats wrong with using them them instead of bringing in new people who have no knowledge of the brand? Or is that the point. I personally don't have a degree...I got a job.</p>	<p>Thanks for your question.</p> <p>As you know it is a priority for the MPS to have have a workforce that reflects London - to do that we need to attract a wide pool of candidates to the MPS. We are in the process of recruiting some 5,000 new officers to the MPS and one of the elements of that work is attracting to policing individuals who may never have considered a policing career in the past. Police Now was developed through the Commissioner's 100 programme with exactly that objective in mind.</p> <p>In no way does this programme take away from the massive contribution that colleagues (whether they have degrees or not) make every single day serving the public. Every day we read in the press or on commendation citations about colleagues who are totally committed and do remarkable things on behalf of Londoners. There are already programmes to allow colleagues to develop within the service including the PC-Inspector Fast Track programme and hopefully you will encourage colleagues to apply if they have the skills and attributes required.</p> <p>Regards Redacted S40 Police No</p>	Answered	14 October 2014