

More inspectors means less complaints

The lack of inspectors on shifts could be fuelling the rise in police complaints, according to the Federation lead representing the rank.

Paul Ginger, chairman of the Federation's inspectors' central committee, said an increase in complaints made against officers are down to 'silly mistakes' and could have been avoided if an inspector was on hand to guide them.

Mr Ginger said "But now we see an increasing number of complaints against police officers being recorded, many of these down to silly mistakes or a lack of knowledge of procedures or process. A majority of these may well have been avoided if the inspector was present."

He added that part of the problem was the 'huge responsibility' inspectors are expected to bear for areas previously run by chief superintendents with 'an army of supervisors' to call upon.

Mr Ginger said work-based assessment and chairing lower tier misconduct panels would exacerbate the problem. "You can forget the notion of having the time to supervise or lead."

He also took the opportunity to hit out at chief officers for failing to implement nationally agreed training and development programmes.

The Professionalising Investigation Process and the Core Leadership Programme have not been fully adopted take-up across all 43 forces, said Mr Ginger, who described take-up as 'patchy'.

He said: "With 43 chief constables having the discretion to set their own standards irrespective of any national programme, and the lack of take-up of the Professionalising Investigation Process is further evidence of this, then I say to the HMIC – get tough with them and let's get this sorted out. "We've worked with you to develop training and development packages, now it's your turn to make it happen and ensure consistent delivery across England and Wales."

Workforce modernisation done in haste

Chief officers and the Home Office are 'rushing headlong' into workforce modernisation without knowing whether it will actually lead to an improved police service, according to the inspector rank.

Speaking at the Federation's annual conference, Paul Ginger, chairman of the inspector's central committee, said he was 'staggered' at the indecent haste shown by ACPO and the Home Office in implementing workforce modernisation with 'no knowledge of what might be the definite benefits, or pitfalls, from some of these projects'.

Mr Ginger said some people were concerned at how some senior officers had grasped at ideas 'without the full research having taken place behind them'.

The inspectors' chairman questioned if the rashness displayed by some could be the result of the 'pursuit of future glory'.

"It will be interesting to see if they will be stripped of their mandatory Queens Police Medals and knighthoods when it all goes horribly wrong on them."

Mr Ginger also dismissed claims that the service was inflexible and regulations were hampering the workforce modernisation programme.

"I have seen documents that talk about an inflexible workforce, that's us, the same inflexible workforce who responded so magnificently to the Soham murder inquiry, the 7/7 bombings and the Ipswich sex workers murder inquiry."

He hit out at Home Office spin which he said criticised the 'finest police officers in the world' and regulations that have been 'built up over many years with the consent of parliament'.

Mr Ginger added that the Federation was not against workforce modernisation, but it needed to be 'evidenced, fully researched, be cost effective and most importantly of all be seen to provide a better service to the public'.

Paul Ginger: lack of inspectors means more complaints

Inspectors: discuss how to manage change

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