

Item 5 - Appendix A

Scope of the Post Implementation Review

This Post Implementation Review (PIR) considers the following questions in relation to the amendments to PACE and Pre Charge Bail under the Policing and Crime Act 2017.

- Have the local changes made to pre charge bail been fully implemented and are these sustainable?
- Are revised/new policies and procedures properly documented, communicated and understood?

Demand

- Have the changes to legislation for pre charge bail been effectively managed, have they met demand and delivered Force wide as well as on a local level?
- Have demand profiles changed since the amendments?
- Are the local changes made to the management of pre charge bail able to adapt to changing circumstances and achieve ongoing sustainability?

Adoption

- Are staff displaying appropriate attitudes to get the best out of their role? (confidence in its capabilities, belief in its purpose, willingness to make it work, etc.) and if not how is this being tackled locally?
- What changes have been made post implementation and what impact have these had on performance?

Consequences

- What affect have the amendments of PACE in relation to pre charge bail had locally and throughout the organisation?
- Have there been any unintended consequences from the amendments?

Benefits

- Have we achieved the identified savings we expected (If applicable)?
- potential exist to realise further improvements in efficiency and effectiveness?

Lessons learned

- Were the decisions made on an analysis of needs & demand data? What other information could have been used?
- Can lessons be taken from the implementation that will enable the organisation to improve future project work and results achieved?

Item 5 – Appendix B

Post Implementation Review Recommendations

Classification of Recommendations	
Fundamental	Action is needed to address risks that could impact on the Force’s ability to achieve the project’s outcomes/objectives
Significant	Action is needed to address risk to project outcomes or to remedy a significant variance to the intended outcomes
Merits Attention	Action is advised to enhance the outcomes of the project or remedy minor variance from intended outcomes

Recommendation	Classification	Action Manager & Action Date	Management Action
<p>Consider the Introduction of Bail Managers within Force.</p> <p>The role will assist in the monitoring and governance of PCB/RUI. This role could (as described earlier in the paper) also be used to support with the compliance to the Voluntary Attendees process and the Out of Court Disposal process.</p> <p>In addition, the force is commencing a deferred prosecution pilot which could also be effectively managed by the Bail Manager role.</p> <p>Within the original paper) Appendix B), options 2 and 3 both describe alternative options for the bail manager role.</p>	Fundamental	Complete	<p>The Chief Officer for CJ did not support these solutions. A more cost effective solution was deemed the development of a clear force policy regarding Bail and RUI and the implementation of that policy by Districts and Departments.</p>
<p>Training for all PC’s and sergeants utilising District Training Officers</p>	Fundamental	Complete	<p>CJ have developed new and updated training for training school and DTO’s. The i-Learn and website contain all the required information.</p>
<p>Develop a greater understanding of the business rules available in Niche to assist in the robust management of RUI via a technical solution. The key business rule described earlier prevents the closure of a Niche Occurrence where a subject remains linked as RUI.</p>	Significant	Complete	<p>The new business rule will be installed as part of the Niche upgrade in September 2019. Supporting briefings will be issued at the same time.</p>
<p>Develop a technological solution to automate the creation and distribution of the MG4F document (notice to suspect that investigation is complete) to ensure compliance. (N.B. a potential solution is</p>	Significant	CJ Ongoing	<p>It is understood that this solution is possible but requires further exploration of cost and resourcing.</p>

available using pronto and Neoprint.			
Introduce reviews by an Inspector at 3 months and Superintendent at 6 months to ensure RUI suspects will be subject to appropriate review and management supervision. This is also a recommendation from the national guidance.	Merits Attention	CJ Ongoing	The new force policy and national guidance reflects this. It is possible to develop a technological solution to provide the required data at 3months and 6months through Corvus. Data is now also provided through Qlikview by Performance Review.
Close monitoring of cases which have become 'Statute Barred' to ensure that the increased use of RUI does not cause these to increase.	Merits Attention	Ongoing	CJ continue to monitor and feedback at LAMs on statute barred cases. Greater supervisory attention is reducing the numbers.