



HMCPSP CPS YORKSHIRE AND HUMBERSIDE AREA INSPECTION FOLLOW-UP REPORT

CPS Yorkshire and Humberside gives cause for concern says report

Her Majesty's Crown Prosecution Service Inspectorate have today published their follow-up report of CPS Yorkshire and Humberside and have found inadequate progress in areas such as casework, decision-making and case progression system.

"Significant improvements and quality need to be new watchwords"

The report also found that CPS Yorkshire and Humberside must implement significant improvements through their performance management regime and they need to focus on quality. The report also recommended CPS Yorkshire and Humberside work with the police to develop a shared and agreed joint performance management regime and framework that can be effectively held to account.

Summary of main inspection findings:

- The senior management team have embedded a more robust performance culture and quality assurance measures but they have not yet translated into improvement in the quality and standard of casework.
- The staff appraisal process has been strengthened.
- CPS Yorkshire and Humberside has made limited improvement since the last inspection on the recommendation relating to the quality and standard of casework decision-making and casework progression. Casework decision-making remains a particular cause for concern.
- CPS Yorkshire and Humberside has made significant improvements in the management and performance of the Central Casework Unit (CCU) since the last inspection.

HM Chief Inspector, Michael Fuller QPM, said:

"Overall, the CPS in Yorkshire and Humberside is moving in the right direction, although casework decision-making remains a particular cause for concern. Our inspectors found that change in management structure, together with the national re-structuring of the CPS acted as a catalyst for change. This resulted in uncertain times for staff because of the reduction in staffing levels, although the inspectors did find clear evidence that some of the new re-structuring has resulted in some progress in addressing some of the concerns we had in the 2011 report.

"The senior management team will need to address staff concerns if it is to continue to improve its performance and get the best from staff."

ends

Notes to editors

1. Media enquiries: 020 7271 2440 The Chief Inspector Michael Fuller QPM may be available for interview, please call Bernie Caffarey to place a bid.
2. One hundred West Yorkshire and 50 South Yorkshire files were evaluated as part of the 250 files from CPS Yorkshire and Humberside.
3. The full report can be found at www.hmcpsti.gov.uk

4. The 2011 inspection of Yorkshire and Humberside Group was published in September 2011. A table of the progress made against the recommendations made in that report can be found below.
5. This follow-up inspection consisted of:
 - Field visits to the two CPS Districts assessed in 2011: South Yorkshire and West Yorkshire.
 - Interviews with a range of staff including senior managers, performance managers, lawyers and support staff.
 - Interviews with the courts and the police
 - An analysis of all documentation supplied and a review of a number of operational systems.
6. HM Crown Prosecution Service Inspectorate is an independent statutory body established by the Crown Prosecution Service Inspectorate Act 2000, which came into force on 1 October 2000. The Chief Inspector is appointed by, and reports to, the Attorney General.
7. The inspection team consisted of legal and business management inspectors.

Annex A

Summary of progress against recommendations

Yorkshire and Humberside: progress against recommendations		Position as at July 2013
1	Senior managers take action to improve casework and decision-making standards, supported by an effective system of personal performance assessment, which is used to provide feedback and secure improvement	Limited progress
2	As part of the post-merger implementation review the Complex Casework Unit should assess objectively the proportion of its caseload which is non-Blueprint work, and the Chief Crown Prosecutor should in the light of that assessment: <ul style="list-style-type: none"> • assess whether non-Blueprint work should be transferred to other Area units • determine whether the unit is appropriately resourced; and • if appropriate, redeploy unit resources 	Achieved
3	The Area needs to improve the standard of legal decision-making at the charging stage including the consideration and recording of reasoning, strategy, ancillary matters and information for prosecutors	No longer applicable
4	The Area needs to drive significant improvement in decision-making through a strengthened performance management regime	Limited progress
5	The Area needs to review urgently its case progression systems and processes to ensure that the focus is on quality. Work is particularly needed to ensure full compliance with disclosure duties and the Area custody time limit standards	Limited progress
6	The Area must work with the police to develop a shared and agreed joint performance management regime and framework. Immediate priorities must be established that focus on improving the service offered and establishing key measures that will allow performance at the local level to be effectively held to account	Limited progress