Metrics:

* Understanding the policing needs and responding to the demands proactively.
* Enhance employee satisfaction.
* Create right culture and behavior.
* Provide clear strategic direction and prioritization.
* Ensure recognition for good work.
* Treat people with fairness, equality and respect.
* Empowerment with accountability.
* Ensure to act with the highest standards of integrity and diligence.
* Value ideas, solutions and sound judgement.

Reference:

<https://www.academia.edu/36534210/Implementing_a_Performance_Management_Framework_at_Essex_Police_Implementing_A_Performance_Management_Framework_At_Essex_Police>