



COMMITTEE AND MEETING DATE	SPECIAL POLICE AUTHORITY 21st October 2011
AGENDA ITEM No:	4
TITLE:	Chief Officer Portfolio Changes
DATE OF REPORT:	14th October 2011
REPORT OF:	Chief Constable Alf Hitchcock
AUTHOR:	A/Insp Liz Mead
ACTION REQUIRED:	For approval of recommendation
APPENDICES:	N/A

EXECUTIVE SUMMARY:

The Chief Constable is seeking support to make changes to the Chief Officer Portfolios to ensure that there is effective leadership of the operational policing and organisational support functions as the Force moves forward to meet the 20% budget cuts and to address additional resourcing issues that have arisen. This brief report provides an update for the Police Authority on these changes.

RECOMMENDATIONS:

4.1 Recommendation 1: Members are asked to agree the secondment of ACC Govier to the NPIA and the extension of ACC Richer's temporary promotion until 31.12.12.

4.2 Recommendation 2: Members are asked to note the temporary personnel changes within the Force Executive and the changes to Chief Officer Portfolios which will provide the most effective leadership to deliver the Force's Strategic Intent.

Originators: A/Insp Liz Mead
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BACKGROUND PAPERS:

Nil

ADDITIONAL PAPERS:

Nil

1. INTRODUCTION

1.1 The Chief Constable is seeking support to make changes to the Chief Officer Portfolios to ensure that there is effective leadership of the operational policing and organisational support functions as the Force moves forward to meet the 20% budget cuts and to address additional resourcing issues that have arisen. The paper outlines the proposed changes and the rationale for the Chief Constable making the decisions.

2. REPORT

2.1 ACC Katherine Govier has been successful in an application to take a position as Syndicate Director on the NPIA Senior Command Course at Bramshill Police College and with preparation time for the management of the Course, ACC Govier will be away on secondment from November 2011 to the end of April 2012. This is a fully funded post by the NPIA.

2.2 The Assistant Director of People Services, Louise Frayne has tendered her resignation.

2.3 There is therefore, a requirement to provide resilience in the Force Executive for ACC Govier's secondment and for the provision of leadership within People Services for Louise Frayne's vacant post.

2.4 The Force Executive has approved the arrangements detailed below and will subject to the Police Authority take effect from the 21.10.11.

2.5 Collaboration between the now three Forces is moving at a pace, with members having just approved four of the business cases. The alignment of the three Forces has created significant human resource issues as each Force has different role profiles, working practices, terms and conditions. With this movement towards collaborated organisational support functions and the increase of work in this area, Vince Hislop, ACO Business Support will be progressing collaboration for business support whilst retaining Human Resources, Fleet and Legal Services. This will allow for support in People Services to cover the vacancy of the Assistant Director. Vince Hislop will also lead for the Strategic Alliance on Human Resources matters.

2.6 The Head of Corporate Development, Parjinder Basra will in addition to his current role responsibilities become a T/Assistant Chief Officer (T/ACO) within the Force Executive. Parjinder Basra will be taking over the Business Change Portfolio whilst incorporating the Business Support functions of Communications, Estates and Facilities, IT and Procurement.

2.7 The DCC, John Fletcher will be adding the Business Support function of Finance to his portfolio.

2.8 ACC Andrew Richer will continue with the Local Policing and Crime Portfolio and will take on additional strategic firearms and on call duties during ACC Govier's secondment.

2.9 In order to continue the drive in operational performance, it is felt that ACC Andrew Richer should remain as the ACC for Local Policing and Crime till 31/12/12. The rationale behind this extension is:

- ACC Katherine Govier is on secondment and out of Force until May 2012.
- The period between May and September 2012 in preparation and delivery of the Olympics, Paralympics and associated events will require Chief Officer resilience during this time. The resilience was tested in the mass mobilisation for the disorder that occurred nationally this summer with the riots and disorder.
- The extension would closely abut to the introduction of the PCC and as such it would be appropriate for any further conversation of continuance of this command structure to be held after the introduction of the new PCC.
- These proposed changes are intended to ensure the continuity of police performance, operational resilience and the delivery of continual change within Bedfordshire Police and the delivery of significant change in collaboration at the same time as incurring no additional costs and making savings wherever feasible.

3 CONCLUSION

3.1 The Portfolio changes and provision for the role of ACC Business Change to be covered by the Head of Corporate Development will provide the Force Executive with the resilience for the Force to continue with the scoping and implementation of changes that will be required to meet the financial savings for the remainder of this financial year and into 2012/13.

4 RECOMMENDATION

4.1 Recommendation 1: Members are asked to agree the secondment of ACC Govier to the NPIA and the extension of ACC Richer's temporary promotion until 31.12.12.

4.2 Recommendation 2: Members are asked to note the temporary personnel changes within the Force Executive and the changes to Chief Officer Portfolios which will provide the most effective leadership to deliver the Force's Strategic Intent.