

ORIGINATOR: Victoria Curtis 04.12.19	DECISION NO. 09/2020 /2019 TS.
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REASON FOR SUBMISSION: For approval and signing

SUBMITTED TO: OPCC Chief Executive Mark Stokes

SUBJECT: Variation to Section 22A Agreements for Joint Human Resources and Joint Professional Standards to accommodate a temporary reporting structure to a Temporary Joint Deputy Chief Constable / Director of People Transformation.

SUMMARY:

1. Suffolk DCC Rachel Kearton will take up a new position on behalf of both forces leading on a number of key projects effective 25th November 2019.
2. Norfolk ACC Simon Megicks will be seconded to Suffolk Constabulary to take up promotion to the position of Temporary Deputy Chief Constable. A copy of the secondment agreement is attached accordingly for OPCC information only and not for publication.
3. During this time, DCC Kearton, reporting in to both Chief Constables, will take joint force responsibility for HR, L&D, Workforce Planning, Occupational Health and Wellbeing, Professional Standards and Equality, Diversity and Inclusion.
4. Joint Human Resources (HR) and Joint Professional Standards (PSD) currently have Section 22A Agreements in place reporting to Norfolk DCC and/or Suffolk DCC.
5. A Variation Agreement as attached, has been developed to reflect the reporting structure to a Temporary Joint Deputy Chief Constable / Director of People Transformation for Joint HR and Joint Professional Standards Department up to and including 31st December 2020.

RECOMMENDATION:

It is recommended that the Chief Executive of the Office of the Police and Crime Commissioner is authorised to execute the Variation to the Section 22A Agreements to collaborate in Joint Human Resources and Joint Professional Standards (under Section 22A of the Police Act 1996).

OUTCOME/APPROVAL BY: CHIEF EXECUTIVE

The recommendations as outlined above are approved.

Signature

A handwritten signature in black ink, consisting of several loops and a long horizontal stroke extending to the left.

Date

28-1-2020

DETAIL OF THE SUBMISSION

1. KEY ISSUES FOR CONSIDERATION:

- 1.1 Both Chief Constables have agreed to appoint a temporary Joint Deputy Chief Constable / Director of People Transformation to enable both forces to deliver the recently produced People Strategy, the introduction of the new Police Misconduct Regulations, prepare for new entry routes into policing and the recruitment of the pledged uplift of officers by the current Government. During this appointment, the post holder will take responsibility for the management of Joint Human Resources and Joint Professional Standards.
- 1.2 The attached Variation to the current agreements ensures governance, financial considerations, command and control are acknowledged and accommodated within the terms of the Temporary Deputy Chief Constable / Director of People Transformation.

2. FINANCIAL IMPLICATIONS: *Clear assessment of costs, including opportunity costs, and how they will be met. If no costs associated with recommendation please make this clear.*

- 2.1 There will be financial implications with the creation of Temporary Deputy Chief Constable / Director of People Transformation position that will be cost shared as per the current NRE agreement across both forces.

3. OTHER IMPLICATIONS AND RISKS: *See checklist below. The relevant issues identified from the checklist should be explained as appropriate.*

- 3.1 There are no implications or risks foreseen.

ORIGINATOR CHECKLIST (MUST BE COMPLETED)	PLEASE STATE 'YES' OR 'NO'
Has legal advice been sought on this submission?	YES
Has the PCC's Chief Finance Officer been consulted?	YES
Have equality, diversity and human rights implications been considered including equality analysis, as appropriate?	YES
Have human resource implications been considered?	YES
Is the recommendation consistent with the objectives in the Police and Crime Plan?	YES
Has consultation been undertaken with people or agencies likely to be affected by the recommendation?	YES
Has communications advice been sought on areas of likely media interest and how they might be managed?	N/A
In relation to the above, have all relevant issues been highlighted in the 'other implications and risks' section of the submission?	YES

APPROVAL TO SUBMIT TO THE DECISION-MAKER (this approval is required only for submissions to the PCC).

Chief Executive

I am satisfied that relevant advice has been taken into account in the preparation of the report, that the recommendations have been reviewed and that this is an appropriate request to be submitted to the PCC.

Signature:



Date

28-1-2020

Chief Finance Officer (Section 151 Officer)

I certify that:

- a) ~~there are no financial consequences as a result of this decision,~~
OR
- b) the costs identified in this report can be met from existing revenue or capital budgets,
OR
- c) ~~the costs identified in this report can be financed from reserves~~
AND
- d) the decision can be taken on the basis of my assurance that Financial Regulations have been complied with.

Signature:



Date:

28.1.2020

PUBLIC ACCESS TO INFORMATION: *Information contained within this submission is subject to the Freedom of Information Act 2000 and wherever possible will be made available on the OPCC website. Submissions should be labelled as 'Not Protectively Marked' unless any of the material is 'restricted' or 'confidential'. Where information contained within the submission is 'restricted' or 'confidential' it should be highlighted, along with the reason why.*

