

ORIGINATOR: Victoria Curtis

DECISION NO. 23 /2022

REASON FOR SUBMISSION: Renewal of collaboration agreement

SUBMITTED TO: CEO Mark Stokes

SUBJECT: Section 22A Collaboration Agreement for Joint People Directorate

SUMMARY:

1. The current Joint HR Section 22A Collaboration Agreement expires 31 May 2022.
2. Renewal of the Section 22A Collaboration Agreement is presented for PCC consideration and approval.
3. The function, now referred to as “Joint People Directorate”, continues to operate and deliver in line with strategic objectives and a further Collaboration Agreement is proposed to continue with the function for a further 5 years.

RECOMMENDATION:

It is recommended that the Chief Executive of the Office of the Police and Crime Commissioner is authorised to execute the collaboration agreement on behalf of the Police and Crime Commissioner, to enable the Joint People Directorate (formerly Joint HR) function to progress.

OUTCOME/APPROVAL BY: PCC/~~CHIEF EXECUTIVE~~/~~CHIEF FINANCE OFFICER~~ (Delete as appropriate)

The recommendations as outlined above are approved.

Signature

A handwritten signature in blue ink, appearing to read "R. Am-...". The signature is written in a cursive style with a large initial letter.

Date: 08/04/2022

DETAIL OF THE SUBMISSION

1. OBJECTIVE:

Signing of the Joint People Directorate (formerly Joint HR) Section 22A Collaboration Agreement is requested by the Norfolk and Suffolk Chief Constables and OPCCs to enable the function to continue to operate within the current model.

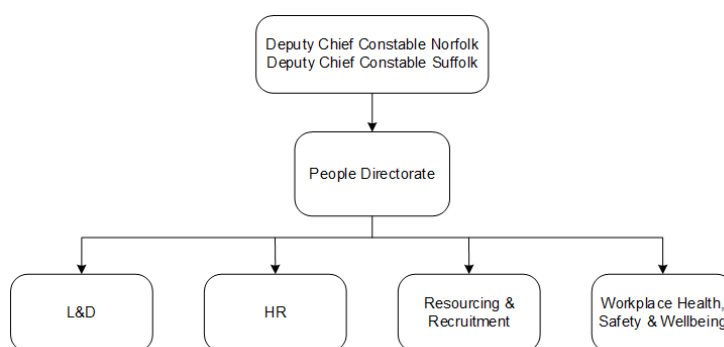
2. BACKGROUND:

Both Norfolk and Suffolk Chief Constables and OPCCs agreed to collaborate under a Section 22A agreement with a Joint HR function in June 2017 in the interests of efficiency and effectiveness.

In accordance with Section 12 of the Collaboration Agreement, the function has been reviewed to ensure it continues to operate effectively and in accordance with organisational objectives. A new Collaboration Agreement for a period of 5 years is now proposed.

3. AREAS FOR CONSIDERATION:

The creation of the Joint Shared Services Transaction Centre function in October 2020 subsumed the people transactional responsibilities formerly undertaken within HR. This required realignment of the remaining HR functions to form a revised structure now comprising Learning & Development, Resourcing & Recruitment, HR and Workplace Health, Safety & Wellbeing, with the function headed by a Director of People reporting into the Portfolio Leads, the Deputy Chief Constables of Norfolk and Suffolk acting jointly:



The process to secure a police staff Joint Director of People is underway and it is anticipated that the post will be filled by Summer 2022.

4. OTHER OPTIONS CONSIDERED:

There are no other considerations.

5. STRATEGIC AIMS/OBJECTIVE SUPPORTED:

The Joint People Directorate function aligns to Norfolk and Suffolk Constabularies' values of transparency, public service, impartiality and integrity, the delivery of a modern, efficient, effective and innovative service with the right resources and good stewardship of taxpayers' money.

6. FINANCIAL AND OTHER RESOURCE IMPLICATIONS:

There are no known financial or other resource implications for the continued collaboration of the People Directorate function.

7. OTHER IMPLICATIONS AND RISKS:

There are no known other implications and risks associated with the continued collaboration of the People Directorate function.

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?	No *
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?	No
Has communications advice been sought on areas of likely media interest and how they might be managed?	No
In relation to the above, have all relevant issues been highlighted in the 'other implications and risks' section of the submission?	Yes
<p><i>* But they have been advised via PAM Collaboration Update Reports</i></p> <p>Is this report a Confidential Decision? <input data-bbox="1051 1624 1173 1693" type="checkbox"/> YES <input data-bbox="1244 1624 1366 1693" type="checkbox"/> NO</p> <p>If Yes, please state reasons below having referred to the PCC Decision Making Policy</p>	

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: 05/04/2022

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: 08/04/2022

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.*