

## **Subject: Renewal of the Section 22A Collaboration Agreement for the Joint People Directorate**

**Originator:** Head of Portfolio Management Office

**Decision no.** 49 /2024

**Reason for submission:** For approval and signing

**Submitted to:** CEO Mark Stokes

### **Summary:**

1. The current Joint People Directorate Section 22A Collaboration Agreement expires 31 May 2027.
2. Following a review, renewal of the Section 22A Collaboration Agreement is presented for PCC consideration and approval.
3. The 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 Agreements to Collaborate (under Section 22A of the Police Act 1996).

**Outcome/approval by:** Chief Executive

(Delete as appropriate)

**Signature:**



**Date:** 30/10/2024

## Detail of the submission

### 1. Objective:

- 1.1 Signing of a new Joint People Directorate 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:

- 2.1 Norfolk and Suffolk Chief Constables and OPCCs agreed to collaborate under a Section 22A agreement with a Joint People Directorate function in June 2022 in the interests of efficiency and effectiveness.
- 2.2 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:

- 3.1 A review of the Joint People Directorate was undertaken following the appointment of the Director of People in August 2022. The revised structure now comprises Learning & Development, HR Strategy & Planning, HR Delivery and HR People Services, which incorporates the constabularies' Workplace Health, Safety & Wellbeing responsibilities.
- 3.2 The units also now fulfil the constabularies' HR and people transactional responsibilities formerly undertaken by the Joint Shared Services Transaction Centre. The separate Section 22A agreement for the Joint Shared Services Transaction Centre is therefore now withdrawn.
- 3.3 The revised Section 22A agreement for the Joint People Directorate reflects these changes. The arrangements for governance and performance monitoring, plus the remaining principal clauses, are unaltered.

### 4. Other options considered:

- 4.1 No other options were considered.

### 5. Strategic aims / objective supported:

- 5.1 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:

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

## 7. Carbon Emissions and Other Environmental Implications:

### Carbon Emissions

7.1 The estimated impact on our carbon emissions that must be reported under current statute from this proposal is:

Emission Categories:	Increase in tCO <sub>2</sub>	Saving in tCO <sub>2</sub>
Scope 1 – Fuel – Building Heating	N/A	N/A
Scope 1 – Fuel – Transport	N/A	N/A
Scope 2 – Electricity	N/A	N/A

### Environmental Implications

7.2 No material implications.

## 8. Other implications and risks:

8.1 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
Have sustainability and environmental factors been considered? (e.g. biodiversity, employee commuting, business travel, waste and recycling, water, air quality, food and catering and estates construction)	Yes
In relation to the above, have all relevant issues been highlighted in the 'other implications and risks' section of the submission?	Yes

**Is this report a Confidential Decision?**

~~Yes~~ / No

If Yes, please state reasons below having referred to the [PCC Decision Making Policy](#)

**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: 30/10/2024**

**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: 04/11/2024**

**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.*