



OFFICE OF THE POLICE & CRIME COMMISSIONER FOR NORFOLK

ORIGINATOR:

ACC HAMLIN

DECISION NO. 2013/5

REASON FOR SUBMISSION:

FOR DECISION

SUBMITTED TO:

POLICE AND CRIME COMMISSIONER

SUBJECT:

PROTECTIVE SERVICES COMMAND

SUMMARY:

In December 2010 the Suffolk & Norfolk Police Authorities agreed to recruit a joint Head of Protective Services between Suffolk and Norfolk Constabularies (Paper PA10/86).

Interviews for this post were held on 2 March 2011 and, following the interview process, the Authority agreed with the Chief Constables' recommendation that this post be divided and managed by two Chief Superintendents, on a temporary basis, to be reviewed after 12 months.

The Police Authorities also agreed (Paper PA11/22) to appoint a joint Assistant Chief Constable, on a temporary basis, to lead Protective Services across the two forces. It was also decided that this post should also be reviewed after 12 months.

In February 2012, the Norfolk & Suffolk Police Authorities approved the continuation of the joint posts of Assistant Chief Constable, Protective Services, Chief Superintendent, Joint Head of Specialist Operations and Detective Chief Superintendent, Joint Head of Serious Crime until 31 March 2013.

A further review of these arrangements was requested for February 2013.

The purpose of this report is to summarise and review the current position regarding the joint command posts within Protective Services.

It also seeks approval to regularise the review arrangements for these posts.

RECOMMENDATIONS:

It is recommended that the PCC considers the information set out in this report and agrees to:

1. the continuation of the ACC Joint Protective Services Command and Detective Chief Superintendent, Protective Services Command;
2. the proposals for review arrangements whereby annual review is no longer necessary for the Joint Command posts and review is initiated in line with the Section 22a arrangements.

OUTCOME/APPROVAL BY: PCC

The above request has my approval

Signature

A. W. Bett

Date

4/4/13

DETAIL OF THE SUBMISSION

1. BACKGROUND

- 1.1 In December 2010 Norfolk and Suffolk Police Authorities approved the selection and appointment of a joint Chief Superintendent post to lead the Protective Services to a fully collaborated end-state.
- 1.2 In February 2011 both Authorities also approved the creation of a joint Assistant Chief Constable to enable the change programme within the Protective Services area to be more fluently and rigorously pursued. It was decided that this post should be reviewed after 12 months.
- 1.3 Interviews for the post of joint Head of Protective Services were held on 2 March 2011.
- 1.4 Following this selection process the Chief Constables concluded that bringing together Protective Services is a challenging undertaking; consequently there were considerable risks associated with a single Head of Protective Services at that time and to manage the identified risks the post of Joint Head of Protective Services could be split into two roles on an interim basis (Head of Specialist Operations and Head of Crime);
- 1.5 Having considered the assessment made following the selection process the Police Authorities agreed in March 2011 to the Chief Constables' proposal to temporarily split the Joint Head of Protective Services into two roles. The Authorities asked that this arrangement be reviewed after 12 months.
- 1.6 The two roles were Head of Serious Crime (entailing all Major Crime, Public Protection, Serious and Organised Crime, Scientific Services and Intelligence) and Head of Specialist Operations (all Specialist Operations functions, Olympic Planning and Air Support).
- 1.7 In February 2012, the Norfolk & Suffolk Police Authorities approved the continuation of the joint posts of Assistant Chief Constable, Protective Services, Chief Superintendent, Joint Head of Specialist Operations and Detective Chief Superintendent, Joint Head of Crime until 31 March 2013.

2. REVIEW OF THE CURRENT ARRANGEMENTS

- 2.1 Since the last review of the command arrangements for Protective Services was undertaken the imperative for two Chief Superintendent roles within the Command has changed. Whilst the previous joint command structure was pivotal in providing leadership to the collaboration, designing and delivering the change programme, and encouraging joint working amongst all protective services functions, this has now largely been achieved and a change in the leadership model is appropriate.
- 2.2 The change programme in Protective Services has been extensive with a tight implementation timetable. It included the removal of resources from some teams as well as introducing improved and harmonised working practices across all teams. The bulk of this work has now been completed.
- 2.3 In addition, 2012, was a year of unprecedented operational challenges including the Olympics and the Golden Jubilee. These events placed unusual demands on the Constabularies and it was considered appropriate for a Chief Superintendent to be in place to manage the Command in these circumstances.

- 2.4 However, having successfully navigated this challenging period of operational and change activity, it is now proposed to revert to the originally proposed business case of a single Detective Chief Superintendent role to lead the Protective Services Command including Serious Crime and Specialist Operations.
- 2.5 The Specialist Operations element of the command will become a Directorate within the Protective Services Command led by a Superintendent.
- 2.6 The Assistant Chief Constable role continues to be necessary for the strategic direction of the Command and consequently, the Chief Constables' recommendation is that a new Command is approved as follows:
- ACC (Protective Services): Assistant Chief Constable Charlie Hall.
 - Head of Joint Protective Services Command: Detective Chief Superintendent David Skevington.
- 2.7 Finally, it is proposed that the current annual review arrangements for the ACC Protective Services and Detective Chief Superintendent, Joint Protective Services Command be regularised and only reviewed as necessary following any major organisational change and/or at the request of the PCC (Norfolk), PCC (Suffolk), Chief Constable (Norfolk) and/or Chief Constable (Suffolk).

3. LEGAL POSITION

- 3.1 The Police Act 1996 requires Police & Crime Commissioners to approve collaboration arrangements between Forces. These legal provisions were amended and expanded by the Policing and Crime Act 2009 and the Police Reform & Social Responsibility Act, 2011. Collaborative arrangements entered into by Constabularies and PCCs are formalised into agreements made under Section 22 and 22A of the Act.
- 3.2 A Section 22A agreement for this collaboration has previously been approved by the Chief Executive and Chief Constable in consultation with the Chair of the Police Authority on behalf of the Authority.
- 3.3 Following agreement of the proposals outlined in this report, a revised Section 22A Agreement will be prepared for signature by the PCCs of Norfolk and Suffolk, and the Chief Constables of Norfolk and Suffolk.

4. FINANCIAL IMPLICATIONS

- 4.1 The PCCs are asked to continue to agree the costs and benefits of this proposal on a cost share basis. The efficiency savings and costs do not always fall to each force equally. The Chief Constables agree that cost share is the fairest method of collaborating for these cases and consequently the percentage figure is based on the constabularies' net revenue budget (NRB): This leads to a cost/benefit share to Norfolk of 56% and 44% for Suffolk.
- 4.2 The appointment to these posts has been under the terms and conditions of their employing force. Therefore, the Assistant Chief Constable and Detective Chief Superintendent who occupy these joint posts will remain employed with their own force and on their pre-existing terms and conditions.

5. OTHER IMPLICATIONS AND RISKS

- 5.1 There are no identified risks to this proposal. A section 22A collaboration agreement is in place and provides an exit clause allowing either Constabulary or PCC to revert to prior arrangements with appropriate notice. If approved, these agreements will be updated to reflect the new arrangements.
- 5.2 No changes are needed to the PCC Risk Register.

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.*

ORIGINATOR CHECKLIST (MUST BE COMPLETED)	PLEASE STATE 'YES' OR 'NO'
Has legal advice been sought on this submission?	No – not required
Has the Chief Finance Officer been consulted?	No – not required
Have equality, diversity and human rights implications been considered including equality analysis, as appropriate?	Not applicable
Have human resource implications been considered?	Yes – described in Section 2
Is the recommendation consistent with the objectives in the Police and Crime Plan?	Not applicable.
Has consultation been undertaken with people or agencies likely to be affected by the recommendation?	Yes. Those affected and Chief Officers in Norfolk & Suffolk have been consulted.
Has communications advice been sought on areas of likely media interest and how they might be managed?	Not applicable
In relation to the above, have all relevant issues been highlighted in the 'other implications and risks' section of the submission?	Yes.