

Issue Report

Agenda Item: 3 Appendix A

Subject:	Detailed Business Case – One Team
Chief Officer Sponsor:	ACC Bates
Author:	Ch. Supt. Noble
Date:	10 th July 2015

Meeting:	Date:	Location:
Tactical Management Board	17 th July 2015	Connolly Room
Strategic Management Board	31 st July 2015	Connolly Room

Background

The objective of this review was to make recommendations to achieve cost and efficiency savings in the area detailed below. The review will consider policies and systems in place to support effective management and value for money across the Force.

- Immediate Response Teams (Constable, Sergeant, and Inspector).
- Planned Response Teams (Constable and Sergeant).
- Neighbourhood Policing Teams (PCSO, Constable, Sergeant and Inspector).
- Early Action Teams (Police Staff, Constables, Sergeants and Inspector).
- High Impact Acquisitive Crime (targeting) Teams.
- Demand Reduction (DRU & TIU).

Considerations for the Board

The table below outlines the 5 recommendations put forward for approval. This equates to a saving of £5,923,703.

Details of these recommendations are shown below and in the accompanying Detailed Business Case.

Rec No	Recommendation Description	Full Year benefit	Net Recurring Saving		Status RAG
			Revenue	Capital	
1a.	To reconfigure the Immediate Response, Planned Response and Targeting Teams into One Team delivering all three functions. Transfer 5 PS posts to HQ Custody. (Reduction of 42 PS and 73 PC posts. PS posts: 20x Immediate Response, 13x Planned Response, 9x Target teams).	2016/17	£5,271,630	£0	Amber
1b.	Option: To retain 3 Targeting Sergeant posts for an additional 12 months, until March 2017 (£166k).	2017/18	£0	£0	Green
2	Reconfigure neighbourhood policing implementing 3 types of CBM post (Early Action, Priority Ward CBM and NHP Response). Create Local Policing Areas where NHP Response officers provide both NHP and Immediate Response functions.(No officer reductions).	2016/17	£0	£0	Amber
3*	Revise the distribution of NHP Sergeants to reflect changed structures and numbers of staff to a consistent supervisory ratio. (Reduction of up to 9 PS posts).	2016/17	£509,950	£0	Amber
4.	Reduce the number of Geographic Inspector posts to reflect new BCU structures and reduction in responsibilities. (Reduction of up to 6 Insp posts).	2016/17	£417,973	£0	Amber
5.	Revise the Demand Reduction Unit (including TIU) for staff numbers and role. (Growth of 5 PS).	2016/17	-£275,850	£0	N/A
Totals			£5,923,703		

* The tables relating to reductions of NHP Sergeants in recommendation 3 of the One Team detailed business case contain a data error. The overall reduction of NHP Sergeants remains the same and will not affect the financial saving from the recommendation, however the distribution of the post reductions should be as follows:

BCU	East	South	West
Current report recommendation 3	Baseline 18 Reduction -2	Baseline 17 Reduction -4	Baseline 21 Reduction -3
Amended recommendation 3	Baseline 21 Reduction -3	Baseline 17 Reduction -4	Baseline 18 Reduction -2

Impact Assessment

Does this issue have implications in respect of the Constabulary's statutory obligations under:

- i. the Equality Act 2010 (i.e. to consider impact on protected groups) No
- ii. EU Data Protection Regulations (i.e. to protect the privacy of individuals in respect of the collection, use and disclosure of information) No

If yes, the relevant impact assessment form must be completed and attached. These can be found on the BMM resource page.

Costs (Outline the resource implications of implementing this proposal, e.g. staff, training, accommodation etc.)

The cost and benefit associated with these recommendations are detailed within the accompanying Detailed

Business Case.

Risks (Explain the risks to the Constabulary of implementing / not implementing this proposal)

The risks associated with these recommendations are detailed within the accompanying Detailed Business Case.

Consequences (Explain the outcome(s) for the Constabulary of implementing / not implementing this proposal)

If the Constabulary does not accept these proposals the service described within the accompanying Detailed Business Case will not be provided and an alternative solution would have to be designed.

Timescales

Should the recommendations be agreed an implementation plan for this review will be submitted to the September 2015 Tactical/Strategic Management Board meetings to allow for the JE process to be undertaken.

Decisions and Actions (as taken at relevant Board meeting)

Tactical Management Board

Approved by the Tactical Management Board for submission to the Strategic Management Board on 31st July, 2015.

Strategic Management Board

Joint Management Board