

Futures Programme Abbreviated Business Case



**Lancashire
Constabulary**
police and communities together

Issue Report Agenda Item: 3 Appendix B

Workstream	One Team - Licensing Sgts
Chief Officer Sponsor:	ACC Bates
Author:	CI Russ Procter/CI Emmet/CI Ogle
Date:	26 th January 2015

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

Proposal / Background

Driver for change/Originating Point: It emerged from the BCU issues and opportunities phase that each BCU could operate within 1 Licensing Sgt. The proposal was submitted by East and South Divisions.

A decision in principle has been made by the Chief Officers to reduce the overall number of Licensing PS Posts in the force by 3, providing for one Licensing PS in each BCU. This was presented at CIS 7th July 2014.

West division have submitted a request that there step down is graduated over the next twelve months and intend to replace one PS with a PC allowing the overall supervisory structure to be implemented and the PC post to be removed after 12 months.

East division are already operating to the proposed model.

South are operating with two substantive sergeants and step down will be required.

Details of the department/service function: Divisional Licensing responsibilities – enforcement / education / training.

Current staffing levels and costs: 6xSGT= £343,490 and 4xPC=£183,494 (budgeted posts)

Business Case (Consideration for the Board)

Proposed Changes and Rationale: East and South Division have run with this model for a significant period of time. It relies on the PS to perform more of a coordinating role and leading on the development of the partnership model utilising other staff to lead on other aspects of the licencing role.

Currently the Licensing Departments are resourced based within the pre-amalgamation BCU boundaries. The proposed restructure provides increased clarity in terms of supervision, more consistent ownership and partnership working whilst making a benefit from the economies of scale from the merger of BCUs.

Does the proposal comply with System Thinking Principles: Yes

Consultation (Details of consultation undertaken during development of proposal)

Each division held over a dozen consultation meetings to discuss and develop the proposal. East and South have continued this with the effective early implementation of the decision ensuring partners, individual officers and teams are aware of the changes and supporting the new approach. West division has in part as a result of the consultation with partners, linked to the additional demands of LAAA status to graduate the step down over 12 months. The Divisions have all consulted the PS who is in role with regards demands and ability to fulfil the role all of which have been positive.

Interdependencies (detail interoperability effect of change and mitigation plans)

These have not altered with the loss of a PS post. The role now has Divisional responsibilities with support for operational coordination / briefings / training whilst maintaining local authority partnerships / licensing partnerships (pub watch etc)

Financial Impact (Include resource implications of implementing this proposal and projected savings)

Savings overall £171,745 : £68,772 by 31/3/15 with total realised by 31/3/16.

	Y1		Y2		
	31/03/2015	31/03/2016	31/03/2016	Total Saving	
South Sgt		£ 57,248	£ 57,248	£ 57,248	
East Sgt	£ 57,248	£ -	£ -	£ 57,248	
West Sgt	£ 57,248	£ -	£ -	£ 57,248	
West PC	-£ 45,725	£ 45,725	£ -		
	£ 68,772	£ 102,973	£ 171,745		

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

No risks identified by East Division since running with this from April 2014 (9 months)

South recognise the high value of having excellent licensing control over the NTE in Preston, this could be at risk without appropriate oversight.

West have significant risk in reduced partnership working giving the size of the overall NTE threat within the division. A mitigation is in place for step down.

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

Reduction in partnership working capacity.
Less proactive enforcement and support of Licencing Operations.
If the savings cannot be realised in this area they need to be made elsewhere.

Timescale

Full completion by 31/3/16, but early implementation in East, South and West to complete step down as detailed above.

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) | Yes / No |
| ii. is the completed General Equality and Duty Assessment attached? | Yes / No |
| iii. EU Data Protection Regulations (i.e. to protect the privacy of individuals in respect of the collection, use and disclosure of information) | Yes / No |
| iv. Is the privacy impact assessment attached? | Yes / No |
| v. Does the proposal require a change to a SLA? | Yes / No |
| vi. Is the new SLA attached? | Yes / No |
| vii. Is this a change in departmental structure? | Yes / No |
| viii. Are the before and after departmental structures attached? | Yes / No |

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

