



**Lancashire
Constabulary**
police and communities together

JOINT MANAGEMENT BOARD

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| ITEM 4 | DATE: 15TH NOVEMBER 2018 |
| TITLE Corporate Services (including Futures) | |
| REPORT BY: Supt Dawson | |

Executive Summary

A detailed review has been undertaken, over the last 12 months, to develop the Constabulary's Corporate Services Dept. (including Futures). The Constabulary's change team (Futures) is currently temporary funded until March 2019, however in order to develop the organisation to meet the future demands of change delivery, corporate governance and support across the organisation there is a need for a permanently funded change team which will enable the delivery of change required to continue to shape and develop the organisation. The attached reports provide the case for that permanent structure. The reports have been through the Constabulary Business Management Model cycle and are presented to JMB for agreement.

Recommendation:

The Commissioner and Chief Constable are asked to note the recommendation made at the Strategic Management Board of Monday 29th October 2018 to implement the recommended changes to the structure of the Corporate Services Department as per the attached reports and to consider the impact of the review as part of the ongoing budget planning.

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|-------------------------------|-----------------|
| Signature | Signature |
| Police and Crime Commissioner | Chief Constable |
| Date | Date |

PART I/II

1. Background and Advice

- 1.1 The attached Business case aims to describe the permanent costs of the Futures and Corporate Development departments. It aims to provide a permanent budgeted structure that is capable of delivering the projected future requirements. It is important to note that in achieving this the Business case incorporates a number of temporary budgeted posts which it makes permanent (over and above the core Futures team which was temporary funded for 3 years), as these have provided the essential capacity for the department to deliver its current requirements.
- 1.2 It also takes account of the development of the Organisational Development structure and the movement of posts out of the Futures department to enable this to take place.
- 1.3 It should also be noted that the review has focussed on opportunities to workforce modernise and provided an increase of 8 additional police staff roles with potential future workforce modernisation of managerial police officer posts. The review also provides career pathway opportunities for these police staff roles with professionalisation and accreditation as an essential part of development within these positions across the department.
- 1.4 The implementation of these recommendations will enable delivery of a coherent and coordinated way and to provide high quality service to the Constabulary; Corporate Services, Analysis and Insight and Programme and Change Management services.
- 1.5 It will bring efficiencies by reducing duplication across the department by joining up functions to deliver on HMICFRS and Force Management Statement requirements and provide the capacity to scope out income generation in the Designing Out Crime portfolio.
- 1.6 It will be noted that the structure described in this Business case is £124,094 over the current budgeted and temporary budgeted structure. It was the intention of this review to deliver a cost neutral structure and it is felt that this has achieved its objective when taking into consideration the above costs incurred and being attributed to the department.
- 1.7 The proposed new structure is summarised in the attached issue report and explained in detail in the business case

2. Link to Police and Crime Plan

2.1 The implementation of these recommendations will enable Lancashire Constabulary to provide high quality service to the public.

3. Consultation

4. Implications:

Risk: The risks have been highlighted throughout the report.

4.1 The demand on Corporate Development and Futures is changing and we require our staff to be fully trained and accredited to meet these demands, by changing the structures and funding temporary post we are investing in our staff to provide this service.

legal considerations

4.2 There are no legal implications identified with this decision.

Financial considerations

It will be noted that the structure described in this Business case is **£124,094 over the current budgeted and temporary budgeted structure**. It was the intention of this review to deliver a cost neutral structure and it is felt that this has achieved its objective when taking into consideration the costs incurred and being attributed to the department.

Equality considerations

4.3 There are no equality implications identified with this decision.

5. Background Papers

Appendix A: Strategic Management Board Issue Report

Appendix B: Detailed Business Case

| Officer declaration | Date |
|---|-------------|
| LEGAL IMPLICATIONS – As above | |
| FINANCIAL IMPLICATIONS – As above | |
| EQUALITIES IMPLICATIONS – As above | |
| CONSULTATION – As above | |

Director to the Office of the Police and Crime Commissioner (Monitoring Officer)

I have been informed about the proposal and confirm that financial, legal and equalities advice has been taken into account in the preparation of this report. I am satisfied that this is an appropriate request to be submitted to the Police and Crime Commissioner for Lancashire.

Signature.....Date.....