

MEETING	POLICE AND CRIME PANEL
DATE	13th November 2014
TITLE	Update on the structure and staffing position in the Commissioner's office
SUBMITTED BY	Deputy Chief Executive

1. Purpose of the Report

This report is to update the Police and Crime Panel on the structure and staffing position in the Commissioner's office.

2. Update

Since the establishment of the Commissioner's office in November 2012, the staffing structure has been evolving in response to the requirements of the work and additional responsibilities assigned to the Commissioner. A number of roles within the office have been filled on a secondment or temporary basis whilst the structure has developed. A phased open recruitment campaign is underway to appoint permanently into these positions.

The team has recently been strengthened by the permanent appointment of Dr Amie Birkhamshaw as Policy Development and Engagement Manager. Amie is advising the Commissioner and leading on public and partnership engagement and providing policy development and research activity in support of strategic objectives and the Police and Crime Plan.

There is a significant amount of work to very tight timescales involved in supporting the Commissioner's new responsibilities in relation to victim services commissioning, devolved from central government and for which additional funding has been provided by the Ministry of Justice. Kevin McGetrick is leading a multi-discipline team within the office and making excellent progress with this work.

We are now recruiting to the Deputy Chief Executive role on a permanent basis, to replace the seconded arrangement that is currently in place. Recruitment to that position has been openly advertised and an appointment is anticipated in the new year.

Recruitment to the roles of customer service manager and policy support officer are also planned.

To maximise efficiency, I continue to receive professional support and advice from the Constabulary and the County Council in other key areas such as legal, finance, HR and communications support.

The current office structure chart is shown in Appendix A.

Statutory roles

The part-time seconded arrangement for the role of Chief Financial Officer has proved to be very effective so far, adding additional perspective and independent challenge to the scrutiny process and advice given.

For the Chief Executive position, the Commissioner has been operating with an innovative model formed by bringing together complementary structures within the county. The current part-time seconded arrangement for the role of Chief Executive expires at the end of March 2015.

Having tested and worked with these arrangements whilst the permanent support structure for the office was developing, the Commissioner has now concluded that the part-time Chief Executive model in which the post holder has a principal focus on strategic partnerships is an efficient solution to facilitate improved and co-ordinated service delivery in policing, crime and the community safety environment. He is therefore seeking to continue to operate the innovative staffing model and engage a suitably qualified and experienced person in the part-time Chief Executive role from April 2015. This role will be supported by the permanent full-time Deputy Chief Executive currently being recruited and the other senior supporting roles which are now filled on a permanent basis.

Details of the proposed recruitment process will be communicated to the Panel for their comment prior to the recruitment process being commenced.

To ensure business continuity within this statutory role and stability within the office, the Commissioner has also planned for if any circumstances arise which do not result in an appointment through this process being made to the required timescale. An 'in principle' decision has been secured from the County Council Employment Committee to extend the secondment of the current Chief Executive if required up to June 2016. The Police and Crime Panel would be kept fully informed of any such circumstances.

Appendix A

