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Police & Crime Panel  
OPCC Restructure & Office Arrangements

8<sup>th</sup> July 2022

- Structure & location: Incremental change to suit two previous Commissioners
- Size & cost: Public & partnership expectation
- Value for money: Improving efficiency & effectiveness
- Opportunity: Improving corporate risk management, good governance & 'holding to account'
- Leadership: The right thing to do

	2022/23 Budget (Pre-restructure) £'000	2022/23 Budget (Post-restructure) £'000	Savings £'000
Business	1,866	1,168	(698)
Commissioning and CJ	448	649	201*
Estates	767**	697	(70)
Accommodation costs	255	118	(137)
<b>Total</b>	<b>3,336</b>	<b>2,632</b>	<b>(704)</b>

\* Commissioning post-restructure costs have increased as the team now includes posts which were previously in the Office team.

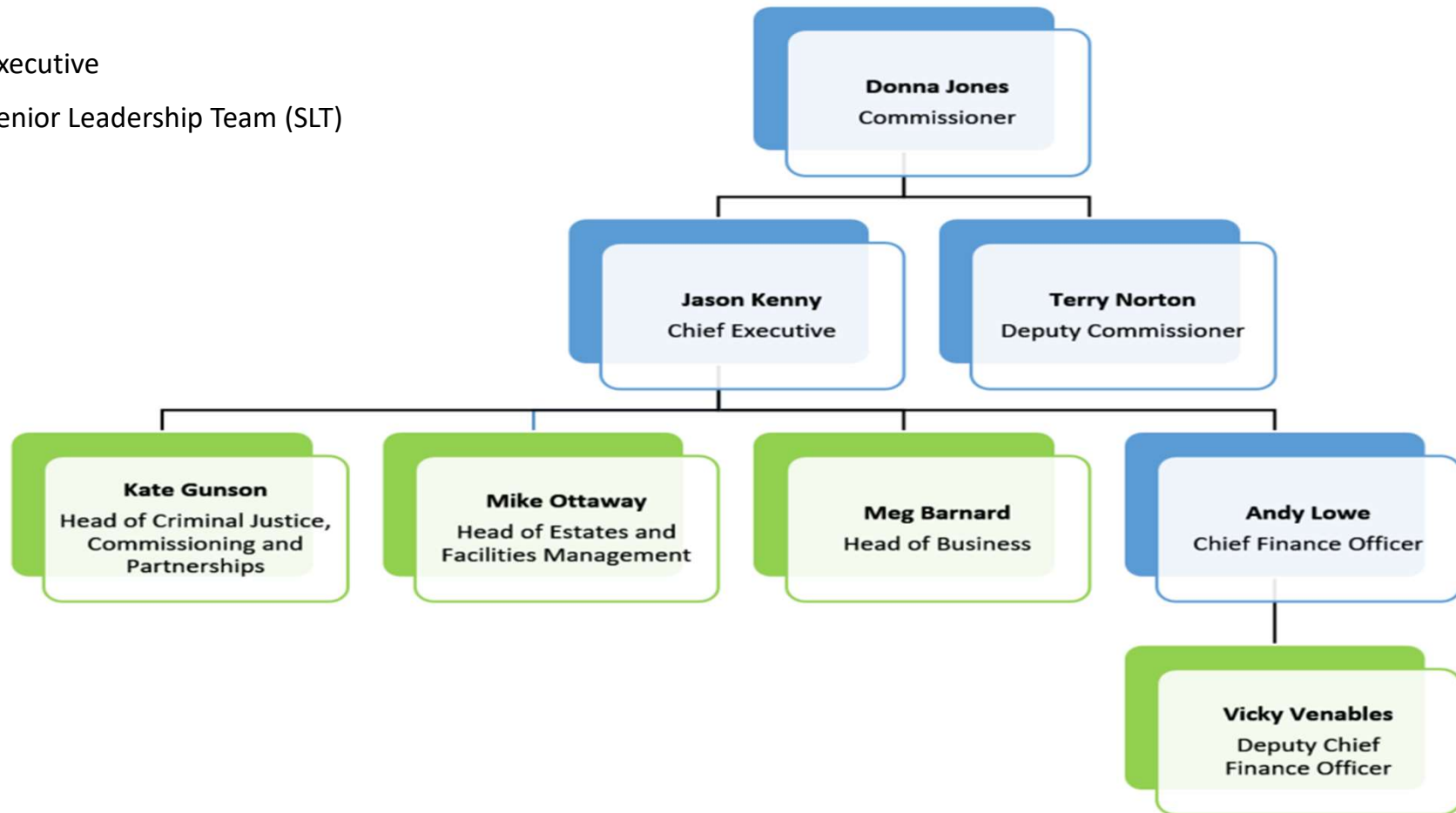
\*\* The pre-restructure costs for Estates included £337k growth approved as part of the 2022/23 budget. This investment has enabled us to:

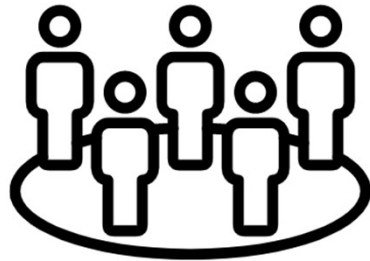
- eliminate our reliance on expensive Project Management consultancy (£561k in 2021/22)
- better resource the Estates team which will allow us to deliver more Estates improvement works and support the Uplift in police officer numbers.

Redundancy costs (£'000)	Payback period (months)
558	11.8

# The New Structure

- The Executive
- The Senior Leadership Team (SLT)



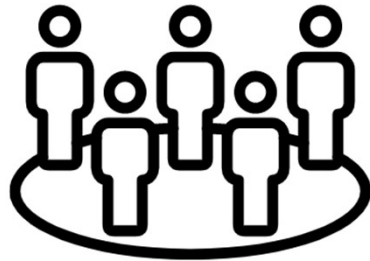


## Number of Teams: 5

- Communications & Stakeholder Engagement
- Performance & Information
- Complaints & Compliance
- Programmes & Projects
- Business & Executive Support

## Key Priorities:

- ✓ Management and delivery of the Police and Crime Plan through the accompanying Implementation Plan
- ✓ Communications management and stakeholder engagement through events & consultations (e.g. precept setting) to ensure the voice of the public is heard; also includes 'holding to account' through the Commissioner's Oversight of Policing Services (COPS)
- ✓ Provision of performance data and insight for the Commissioner on police, partnership and commissioned services performance; ensuring informed evidence-based decisions on a wide range of areas from services that should be funded and identifying community needs, to detailed analysis on crime data locally
- ✓ Reviews of police complaints, management of complaints against the Chief Constable, and the provision of Legally Qualified Chairs for police misconduct hearings and appeals tribunals
- ✓ Data protection and Information standards
- ✓ Business support including correspondence/casework management
- ✓ Maintenance of OPCC back-office functions and statutory requirements; e.g. Specified Information Orders & PCC decisions
- ✓ Learning & development; policy management; strategy development; including wellbeing, equalities, diversity & inclusion

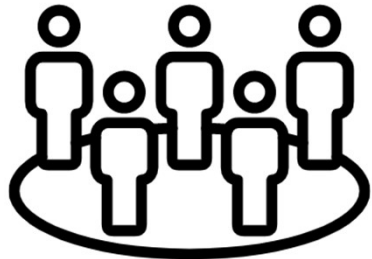


## Number of Teams: 5

- Criminal Justice
- Commissioning
- Communities & Partnerships
- Violence Reduction Unit (VRU)
- Young People

## Key Priorities:

- ✓ Criminal justice programmes & projects; PCC chairs the Local Criminal Justice Board (LCJB) and is a national lead for victims
- ✓ Commissioned services; Bids, grants & contracts and performance management of such services and funded projects
- ✓ Partnership work including Independent Custody Visitors (ICVs), Modern Slavery Partnership (MSP), Rural, Anti-Social Behaviour (ASB),
- ✓ 'Holding to account' and ensuring efficient & effective policing through a specific Oversight & Scrutiny Programme
- ✓ Violence Reduction Unit (VRU); To be expanded through central government funding
- ✓ Youth Commission, Youth Independent Advisory Group (IAG) and Cyber Ambassadors



## Number of Teams: 5

- Hard Services
- Soft Services
- Capital Projects
- Improvements Management
- Change Management

## Key Priorities:

- ✓ Delivery of estate compliance activities; for example ACOP L8, Control of Asbestos Regulations 2012, Regulatory Reform Order 2005, Electricity at Work Regulations 1989, HAWSAW Act 1976 as amended
- ✓ Maintenance and repair of physical estate assets
- ✓ Refurbishment and life extending project schemes to existing assets
- ✓ Decommissioning and delivery of new workspaces to meet policing requirements
- ✓ Management of internal and external standards and contracts regarding the working environment
- ✓ Management and delivery of change requirements to meet constabulary needs
- ✓ Development and delivery of the Estates Strategy to support policing and focus for the Police & Crime Plan