

RECORD OF DECISION

**TITLE: Redesign and Implementation of New Officer and Staff Establishment
for West Mercia Police**

Ref: PCC/D/2019/29

EXECUTIVE SUMMARY

It is necessary to redesign and implement a new interim officer and staffing establishment within West Mercia Police following the decision to terminate the Strategic Alliance (“the Alliance”) with Warwickshire Police.

This redesign is a continual work in progress for West Mercia Police, who will be required to follow appropriate management of change processes prior to implementation.

However it is clear that additional capacity is required within the force in order to transition to new structures and practices during and following the ending of the Alliance. For 2019/20 additional funding will be required.

PROPOSAL

For the reasons outlined, it is proposed that up to £1m be deployed from the Infrastructure Reserve to the Force’s operational budget for 2019/20.

**APPROVAL OF
West Mercia Police and Crime Commissioner**

I hereby approve the above proposal.

Signed



PART 1 – NON-CONFIDENTIAL/EXEMPT FACTS AND FIGURES

SUPPORTING REPORT

In transitioning from the Alliance, West Mercia Police is required to maintain the delivery of key strategic aims and objectives. These include:

- Maintenance of public safety and public confidence
- The delivery of West Mercia Police's Vision, Values and Service Ethos
- The delivery of the PCC's Police and Crime Plan
- The wellbeing of a loyal and efficient workforce

Ensuring continuity of service standards while dealing with complex and sustained demand is also a central consideration for both the force and the PCC.

Moving away from Alliance whilst maintaining the above requires the redesign and implementation of new structures and processes within West Mercia Police. This is an ongoing and continuing process. The Force will be required to follow standard management of change processes prior to implementation, including consultation with staff, unions and staff associations.

Analysis has been undertaken by the force showing that an uplift in capacity and resources is required on at least an interim basis to enable a smooth transition in October 2019.

It is recommended that up to £1m is deployed from the Infrastructure Reserve to West Mercia Police's operating budget for 2019/20 if required, to contribute towards the additional costs to be incurred as necessary.

FINANCIAL COMMENTS

There may be an additional cost of up to £1m during 2019/20 if required, to meet the costs of implementing the new establishment from October 2019 if necessary. This will be funded from the Infrastructure Reserve.

The 2020/21 budget and the updated Medium Term Financial Plan will incorporate the new establishment for West Mercia Police. The recurring revenue budget (including the establishment) will be funded from central government grants and Council Tax.

LEGAL CONSIDERATIONS

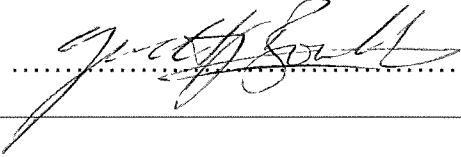
By virtue of schedule 11, paragraph 14 of the Police Reform and Social Responsibility Act 2011 the Police and Crime Commissioner may do anything which is calculated to facilitate, or is conducive or incidental to, the exercise of the functions of commissioner. That includes: entering into contracts and other agreements (whether legally binding or not) and acquiring and disposing of property (including land).

PUBLIC ACCESS TO INFORMATION

Information in this form is subject to the Freedom of Information Act 2000 (FOI Act) and other legislation. Part 1 of this form will be made available on the West Mercia Police and Crime Commissioner's website. Any facts and advice that should not be made automatically available on request are not included in Part 1 but instead in the separate Part 2 report.

OFFICER APPROVAL

Assistant Chief Executive Officer

Signature  Date 24th July 2019