

**Report of the Chief Constable to the Chair and Members
of the Policy & Resources Panel
27th October 2011**

**Executive & Presenting Officer: Mr Sean White, Assistant Chief Constable
(Crime & Operations)**

Status: For information

Plan B Implementation Update

1. Purpose

- 1.1 This report outlines to Members the Human Resource activities planned to enable the delivery of Plan B, within the constraints of the Long Term Financial Plan (LTFP).

2. Recommendations

- 2.1 It is recommended that Members note the content of the report.

3. Reasons

- 3.1 Members approved Plan B at their meeting of the Police Authority Executive on 28th September 2011. To enable the effective delivery of Plan B, Members requested that the HR plan referred to within the Plan B proposal be presented to the Policy and Resources Panel. This will provide sufficient information and assurances that the Force is able to plan and deliver the necessary activities that will facilitate the implementation of the Plan B proposal within the constraints of the LTFP.

3.2 Overview of the HR Plan

Attached in Appendix 1 is the draft HR plan which has been developed to enable the delivery of workforce modernisation outlined in the Plan B proposal. Further detail will be added in respect of specific activities start and end dates once the key owners have been consulted. The consultation will also aim to ensure that the plan is realistic and achievable.

3.3 This plan is in draft and now requires consultation with all the relevant stakeholders, including the staff associations.

4. Implications

4.1 Finance

All of the above activities outlined in the HR Plan are aligned to the requirements of the LTFP.

4.2 Diversity & Equal Opportunities

In all of the activities highlighted in the report, consideration has been given to the potential impact upon all protected characteristics within the Equality Act 2010 and an equality impact assessment will be undertaken. Where any adverse impacts are identified appropriate changes be made to the HR Plan to mitigate and reduce any adverse impact introduced through the modernisation of the workforce.

4.3 Human Rights Act

There are no Human Rights Act implications arising from this report.

4.4 Sustainability

Introducing change to the workforce structures will help the Force to create a workforce which is fit for purpose and has the right people, with the right skills in the right roles to enable the effective delivery of the Policing Plan. Effective workforce modernisation is also an integral component to enable the effective use of Police resources and will help deliver a sustainable long term financial plan.

4.5 Risk

The risks associated with the delivery of Plan B are included in the Force Strategic Risk Register and include the following risks:

- SR9 – the deterioration in frontline services as a result of reductions in grant funding as a consequence of the Comprehensive Spending Review. Plan B is part of the structured response to mitigate the budget retentions and to protect frontline services through deploying a more cost effective workforce mix.
- SR3 – the reduction of a suitably trained workforce has an adverse impact on service delivery due to various organisational factors e.g. Project I

civilianisation and the implementation of Regulation A19 retirements. Plan B and its management by the Special Postings Group is part of the structured response to this risk and this is now further supported by the HR plan attached to this report. This plan will ensure that the right people with the right skills are appointed into the right posts to deliver the service within the most cost effective model possible.

5. Conclusions

- 5.1 The Force has a plan to deliver the proposals outlined in Plan B in line with the requirements of the Long Term Financial Plan.
- 5.2 The implementation of Plan B will be closely monitored to ensure it is delivered within the relevant timescales.

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