

**Report of the Chief Constable to the Chair and Members  
of the Human Resources & Diversity Panel  
7<sup>th</sup> August 2009**

**Executive & Presenting Officer: Mr Derek Bonnard, Deputy Chief Constable**

**Status: For information**

## **Changes to Management Structures**

### **1. Purpose**

- 1.1 This report provides Members with an update to recent changes in management functions affecting People and Organisation Development (P&OD) now People and Diversity (P&D), Corporate Planning and Performance (CP&P) and Community Justice Unit (CJU).

### **2. Recommendations**

- 2.1 That the contents of the report be noted.

### **3. Reasons**

- 3.1 A recent review of functionality across the Service Units within the portfolio of the Deputy Chief Constable, identified the opportunity to restructure the Senior Management Team to allow the Force to move to the next stage of its development. Following wide consultation, the following changes were implemented as of 1<sup>st</sup> May 2009.
- 3.2 Corporate Planning & Performance is now responsible for the governance framework and our agreed approach to organisational transformation and development. As a consequence of this change the Governance Team, who are responsible for risk management, health and safety and business continuity, has transferred to CP&P from P&OD.

- 3.3 People & Organisation Development has been re-named People & Diversity in order to reflect the changing focus of the service unit. P&D is responsible for delivery of the Forces recently refined approach to equality and diversity in advance of the new Police Diversity Standard and the 2010 Workforce Inspection. As a consequence, the internally focused part of the Diversity Unit (three staff) have transferred to P&D from CJU.
- 3.4 Mr Graeme Slaughter has been appointed Head of CP&P and Mr Michael Porter has succeeded him as Head of Corporate Finance.
- 3.5 Ms Andrea Crinnion left Cleveland Police on 30<sup>th</sup> April 2009 and has been succeeded by Chief Superintendent Michael Hartnack as Head of P&D.
- 3.6 Some further review work is currently being considered for implementation which will likely result in HMIC liaison becoming the responsibility of the Operational Performance Team (OPT), and responsibility for policy development and management being re-established within CP&P.

#### **4. Implications**

##### 4.1 Finance

There are no financial implications associated with this report.

##### 4.2 Diversity & Equal Opportunities

Diversity issues will be strengthened, better defined and implemented with greater ease as a result of the structural changes implemented.

##### 4.3 Human Rights Act

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

##### 4.4 Sustainability

The revised structure provides an enhanced model for the delivery of Force objectives and priorities.

##### 4.5 Risk

The revised structure reduces organisational risks in the areas identified. Performance against intended outcomes will be monitored closely through the Monthly Performance Review arrangements.

#### **5. Conclusion**

- 5.1 This report provides information to Members pertaining to changes in the Force structure designed to deliver enhanced levels of overall force performance.

Sean Price  
Chief Constable