

MANAGEMENT DECISION

DECISION NO. 2021/06

DATE: 21st July 2021

OFFICE OF THE POLICE & CRIME COMMISSIONER - CHANGE PROCESS

Executive Summary:

This report details the outcome of the consultation on the proposed re-structure of the Office of the Police and Crime Commissioner.

Recommendation:

That the Commissioner approves the revised staffing structure for his office with immediate effect taking account of the responses submitted in the consultation process.

I have reached the following decision:

Approval of the recommendation.

My rationale for this decision is:

The new structure of the OPCC will best support me in the performance of my role serving the public of Cheshire.

Signature

Date 12th August 2021



Police & Crime Commissioner

PART 1 - NON-CONFIDENTIAL FACTS AND ADVICE

Introduction and background

1. A Management Decision ref 2021 approved a proposal for establishment changes to the Office of Police and Crime Commissioner. The decision included commencing a collective consultation process.
2. At the point the Office of Police and Crime Commissioner entered into collective consultation, the establishment FTE was 11.8. The proposed establishment in the consultation (as at the end of 2021) is 10.4 FTE.
3. Consultation commenced with Unison on 22 June for 30 days. The consultation sought to reach an agreement on the structure and ways to avoid compulsory redundancy and to mitigate the consequences of such redundancies.
4. All staff of OPCC and Unison were invited to express their views and raise queries or concerns that they had. These were fed into the collective consultation process and were considered as counter proposals where relevant to staffing structures.
5. A total of 0 counter proposals were submitted. The consultation process involved meetings with Unison, with weekly contact and individual letters to staff notifying them of the process open and close. No counter proposals were received and there was no opposition to the proposal.

Establishment Changes

6. Appendix A details the staff structure following consultation. The establishment will remain unchanged to that proposed at 10.4 FTE.

Issues for Consideration

Consultation (internal & external)

7. This report sets out elsewhere the internal consultation process which has taken place.

Impact assessments/implications/risks

8. Subject to approval of the new structure, all newly created roles will be implemented immediately, including recruitment where necessary.

Financial Comments

9. The financial cost of the proposed staff structure is £652k. The current structure costs £751k. The impact of the proposed changes is contained within the 2021/22 budget.

Legal Comments

10. The process has been run in accordance with approved policies on the management of staff changes.

Equality Comments

11. An Equality Impact Assessment for the changes proposed has been completed and there are no unlawful impacts by the proposed changes.

Background Documents

| Documents Titles |
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Public access to information

Information in this form is subject to the Freedom of Information Act 2000 and other legislation. Part 1 of this form will be made available on the PCC website within 3 working days of approval. Any facts/advice/recommendations that should not be made available on request should not be included in Part 1 but instead on the separate Part 2 form.

Is there a Part 2 form - No

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POLICE & CRIME COMMISSIONER DECLARATION:

I confirm that financial, legal and equalities advice has been taken into account in the presentation of this report.

Signature 

Date: 12th August 2021

Appendix A - OPCC staff structure as at 21.7.21. (Unless otherwise stated all roles are full-time)

