

Briefing for Police and Crime Commissioner

Topic: Business Change

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Purpose of briefing

To appraise the new Commissioner of business change issues within the Constabulary.

Background

The PCC and Chief Constable are required to maintain an efficient and effective service, as specified in the Policing Protocol .

There is an underlying need to improve efficiency within the Force in order to free up resources for investment elsewhere. Key change programmes include delivery of the Police Officer Uplift Programme and ICT Projects.

Current Issues

In relation to the Uplift Programme the key issues are:

- Ensure planned recruitment is achieved in 2021/22 on the dates specified and with the agreed size of cohort
- Continue work to achieve a more representative workforce in terms on BAME, gender and disability
- Deliver associated initiatives eg detective uplift, improvements to buildings, training and wellbeing
- Ensure effective recruitment during 2021 in order to deliver a planned Uplift in 2022/23

In relation to ICT, the key issues are:

- Deliver rollout of mobility (new devices and National Enabling Programme). This will increase efficiency and visibility.
- Delivery digital evidence management system including new body worn devices for officers
- Continue to address key risks within ICT in relation to staffing, infrastructure and new developments
- Produce detailed plan for replacement of airwave
- Deliver initiatives with Cumbria Constabulary eg E-forms

Decisions Needed

No significant decisions needed other than to ensure adequate resources are made available as part of annual budget setting process in order to deliver the above.

Partnership Involvement

To continue to work with Cumbria to work with ICT.

Police Involvement

The above requires delivery by the Force and overview by the PCC.

People to Meet

Key individuals are:

- Gary Ridley – Assistant Chief Officer
- Jonny Blackwell – Ch Superintendent, Cumbria