



**To:** Business Coordination Board

**From:** Chief Executive

**Date:** 04 June 2015

### **Update on collaboration of HR and Learning & Development**

#### **1. Purpose**

1.1 The purpose of this report is to update the Business Coordination Board (“the Board”) on the progress of the collaboration of the HR and Learning & Development functions.

#### **2. Recommendation**

2.1 The Board is recommended to note the report.

#### **3. Background**

3.1 The Police and Crime Plan sets out a clear pledge for increased collaborative working as part of Objective 2 – delivering policing within the available budget; Objective 1 of maintaining local police performance also sets out a clear aim to make the best use of resources. The Human Resources (HR) and Learning and Development (L&D) transformation seeks to unify the HR and L&D functions of Bedfordshire Police, Cambridgeshire Constabulary and Hertfordshire Constabulary (BCH) police forces into a single organisational support function. As a key initiative of the BCH Strategic Alliance, the transformation is being delivered to provide effective and efficient organisational support at a reduced cost whilst sufficiently enabling local policing in each force.

3.2 The full business case sets out the mechanism by which this will be achieved. This was considered by the Strategic Alliance on 14 May 2015. The accompanying assurance report produced by Concerto made recommendations particularly on implementation and the effect on staff and culture and supported the business case sign off.

3.4 The main challenge for delivery is implementation of the new ICT system which will sit across HR, Duty Management, Finance and L&D and this is the subject of a separate report to the Organisational Support Governance Board on 30 June 2015.

#### 4. Financial Overview

4.1 Predicted savings over the next four years are £4.3m of which just over £1m will come to Cambridgeshire Constabulary.

#### 5. Next steps

5.1 All HR and L&D staff have now started their consultation processes and this will inform the production of the collaboration agreement which will be considered by the Police and Crime Commissioner in due course.

5.2 Once these areas are resolved, a section 22A collaboration agreement under the Police Act 1996 for HR and Learning & Development will be finalised and signed; a Decision Notice will also need to be signed.

5.3 A phased implementation is planned with the full target operating model implemented by April 2018.

#### 6. Recommendation

6.1 The Board is asked to note the report.

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<b>Background Papers</b>	HR and Learning & Development Full Business Case version 12 – BCH Strategic Alliance Meeting of 14 May 2015