



**To:** Business Co-ordination Board

**From:** Chief Executive, OPCC

**Date:** 08 January 2020

## **Resource Group**

### **1. Purpose**

1.1 The purpose of this report is to provide an update to the Business Co-ordination Board (“the Board”) on the proposal to merge the Police and Crime Commissioner’s (the “Commissioner”) and the Chief Constable’s existing Estates and Finance groups into one Resource Group and discuss and consider the draft Resource Group’s Terms of Reference.

### **2. Recommendation**

2.1 The Board is asked to approve the formation of the Resource Group and that the draft Terms of Reference be considered at the first meeting of the Resource Group.

### **3. Background**

3.1 In addition to the Board meeting, there are currently two governance forums in place, namely the Finance Sub-Group and the Estates Sub-Group, that deal with finance and estates matters respectively. These forums are led by senior officers from the Office of the Police and Crime Commissioner (OPCC) and Cambridgeshire Constabulary (the “Constabulary”). Any recommendations, issues or decisions required from these forums are escalated to the Board for appropriate action.

3.2 The organisational planning process for the Constabulary has recently changed. The Constabulary has now adopted a Strategic Threat and Risk Assessment (STRA) approach to its business planning process. The STRA is the year-in-year whole force process that identifies the pressures current and anticipated, taking into account the capacity and capability of the Constabulary’s assets to manage demand.

3.3 The STRA process was initiated in July 2019, culminating in a STRA Challenge Panel in October 2019, where key findings relating to predicted threats, demands and bids for resources, equipment and training were presented by Heads of Departments. The total picture of demand versus assets were overlaid with financial, estates and human resources considerations. The STRA, which was signed-off by the Chief Constable, then informed the business planning documents such as the Medium Term Financial Strategy, and estates requirements.

**4. Resource Group proposal**

4.1 The proposed Resource Group will, amongst other things, consider the implications, strategic assessments, demand, risk, and the development and integration of key organisational management strategies to support business processes. This will cover areas such as Estates, Finance, Human Resources, Information Technology, and Vehicle Fleet, and other areas of business as required.

4.2 This is at a time of increasing budget inflexibility due to police officer uplift, with further requirements being made on estates, uniform, fleet and training, and also significant capital pressure arising from the construction of the Cambridgeshire Southern Police Station and training requirements at both Monkswood and Alconbury. There are also business cases where significant funding has been requested from the 7 Force collaboration, including vetting, ERP convergence, ICT convergence and shared services.

4.3 Given the nature of the business considered at both the Estates and Finance Sub-Groups, and the STRA now informing and feeding into the key financial and business planning documents, it is inevitable that there are both inter-linkages and dependencies between these business areas. It is important that all resources are considered and planned. Therefore, it is opportune to merge the two governance forums into one strategic group which focusses on the resourcing requirements of the Constabulary in order to deliver the Commissioner’s Police and Crime Plan.

4.4 The Resource Group will consist of senior leadership team from the OPCC and the Constabulary.

**5. Recommendation**

5.1 The Board is asked to approve the formation of the Resource Group and that the draft Terms of Reference be considered at the first meeting of the Resource Group.

**BIBLIOGRAPHY**

<b>Source Documents</b>	
<b>Contact Officers</b>	Dorothy Gregson, Chief Executive, Office of the Police and Crime Commission