

Warwickshire Police Authority – 19 April 2010

150plus Programme Report

Report of the Deputy Chief Constable

Summary

The attached report provides an update on the progress of the **150plus** Programme.

Recommendation

The Authority notes the report.

Phase 1. Research - ongoing

There has been a significant level of data collection and engagement with senior managers across the force to understand the demands for service and the impact of these services on protecting the public from harm.

This research is not restricted to those services that the public experience first hand but to all services we provide.

Over 400 service definitions have been identified so far

Phase 2. Threat Assessment - completed (January)
(Reported April)

Phase 3. Risk Assessment - completed (February)
(Reported April)

Phase 4. Scoping Phase - completed (March)
(Reported April)

Phase 5. Findings for Development

The initial findings identify a number of changes that could be implemented in the early months of 2010, and others that require further engagement with staff to redefine the business process.

Initial Findings

There are a number of teams / posts that are to be considered for removal or redeployment and changes of business and infrastructure that appear to be logical.

A number of these, equating to approx £1.9m have now been discussed with senior management and staff associations/union and a number have been presented to the 150plus Programme Board.

There are a number of others yet to be released for Formal Consultation that equate to a further £1.8m. Some of these will be consulted upon in time for presentation to the June 150plus Programme Board.

Emerging Findings

There are a number of other services that have been identified as requiring business change. Some of these services will require significant research, consultation and implementation planning before readiness for delivery, e.g. further reductions in officer and staff numbers.

Further review work through engagement with the wider workforce will take place.

The ten Workstreams reported last month have now increased as predicted to a number in excess of 30. This figure is adjusted routinely as new workstreams are identified.

Benefits Realisation

A Tracking System, including milestones, has been drafted. This will be demonstrated to the Police Authority at a seminar day on Monday 17th May 2010.

Subject to the agreement of the Resources Assurance Group (RAG) it will be populated as financial benefits are realised.

Formal Consultation Procedures

Formal consultation with staff associations and Unison commenced on the 27th April. The approach has been agreed by all parties. The relationship between all parties is a positive one and there are arrangements in place for fortnightly engagement in addition to formal consultation dates.

Budget Reductions

The 150plus Programme Board on Tuesday 11th May agreed the implementation of Recommendations List 'A', subject to the satisfactory conclusion of staff consultation.

The recommendations total £1.9m in savings, which will be placed on the Tracker identifying the anticipated date of realisation.

Many of these budget savings will be backdated to 1st April 2010. It is anticipated that by the time of the Full Police Authority meeting, further detail will have already been shared with members at the 150plus seminar of the 17th May.

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Programme Leader *150plus*