

POLICE AND CRIME COMMISSIONER FOR LEICESTERSHIRE DECISION RECORD

To be completed in cases where a decision is required

DECISION OF POLICE AND CRIME COMMISSIONER

Date: 31/3/14

Officers present: Helen King

Received in OPCC Date: 24th July
2013

OPCC Ref: EXE 0010114

Title: Future Arrangements for Police Staff Pay and Terms and
Conditions

Summary of Issue:

- In November 2012 research work was commissioned by Leicestershire and Nottinghamshire forces to assist in their consideration of the issues and benefits associated with either:
 - Continuing with the Police Staff Council (PSC) national framework for determining police staff pay and terms and conditions ; or
 - Moving to an alternative approach or model
- In July 2013 the Force Change Board endorsed a proposal to present the outline business case to the PCC for consideration. The Change Board are supportive of the proposed approach.

Recommendation(s) presented:

The PCC is recommended to

1. Agree the development of a full business case.
2. Agree to begin consultation with the Trade Unions.

Key discussion points


- Although the substantial benefits to be realised from making the changes are detailed, so too are the potential risks and resourcing considerations.
- The key risk will be failure to secure agreement to making the changes to current employment contracts, through the process of collective consultation with the local trade unions. Such a failure would necessitate a

- process of the dismissal and re-engagement of police staff on revised employment contracts.
- Potential negative impact on staff morale, motivation and engagement resulting in potential Industrial action.
 - Increased pressure on reducing HR function to deliver significant change.
 - Poor management of the process could lead to increased employment
- The overall conclusion to be drawn is that although the risks and investment in resourcing the changes cannot be overlooked, the longer term benefits for each force provide a “Compelling Case for Change”.
 - The drivers for embarking on the programme of transformational change are significant and there is an ongoing requirement for all forces to operate in a more competitive and “business like” way.
 - The police service now more than ever needs to review its approach to police staff pay and terms and conditions. Winsor attempted to begin this process and there has been some success with making changes to police officer terms and conditions. However as highlighted in the Business Case, the national negotiating arrangements via the PSC have and will continue to be a significant obstacle to any major reform for police staff.
 - The time is now right for Leicestershire police to look to the future workforce requirements and to review the arrangements for negotiating police staff pay and terms and to consider whether they are appropriate and fit the future needs of the force.

OFFICE OF PCC APPROVAL

Chief Executive or Chief Finance Officer:

I have been consulted about the proposal and confirm that appropriate advice has been taken into account in the preparation of this report. I am satisfied that this is an appropriate request to be submitted to the Police and Crime Commissioner

Signature: 

Title: HELEN KING

Name: CHIEF FINANCE OFFICER **Date:** 13/2/14.

Publication Scheme

Decision of Monitoring Officer:

As Monitoring Officer for the Office of Police and Crime Commissioner for Leicestershire I have determined that:

It is appropriate to publish this record of decision made by the Police and Crime Commissioner : **Yes / Part-Redacted / No**

It is appropriate to publish the contents of the report proposing this course of action prepared by either of the senior post holders in the Office of the Police and Crime Commissioner for Leicestershire (i.e. either the Chief Executive or Chief Finance Officer) : **Yes / Part-Redacted / No**

It is appropriate to publish details of the decision by the Police and Crime Commissioner for Leicestershire : **Yes / Part-Redacted / No**

Reasons for any non Publication (referencing appropriate legislation):

Signature: 
Monitoring Officer

Name: *Paul Stock* Date: *13/2/14*

Police and Crime Commissioner for Leicestershire

Having received the advice set out above and reviewed relevant documentation my decision in regard of this matter is:

APPROVED / ~~NOT APPROVED~~

Signature: 
Sir Clive Loader

Date: *31/3/14*