

Nottinghamshire Police and Crime Commissioner – Notice of Decision

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DECISION OR INFORMATION:	Decision to restructure the OPCCN and implement a Change Programme
DATE RECEIVED:*	28/03/2022
REF:* (to be inserted by the OPCC)	2022.036

TITLE:	OPCCN/VRU Roles and Responsibilities Review – Recommendations and Restructure
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EXECUTIVE SUMMARY:

In September 2021, the Commissioner launched a 'Roles and Responsibilities' review of the OPCCN, details of which are contained in the attached report. Her objectives were to:

- Ensure that the Nottinghamshire Office of the Police and Crime Commissioner (OPCCN) is able to properly deliver her statutory functions and responsibilities, including the priorities set out in the Police and Crime Plan, as well as to commission effective support services
- Inform the future staffing structure of the OPCCN and Violence Reduction Unit (VRU) in order to meet these requirements
- Review the effectiveness of the support functions and funding provided by the OPCCN to partnership organisations, in particular the Safer Nottinghamshire Board (SNB), Nottingham city's Crime and Drugs Partnership (CDP) and other funded bodies in the city and county.

The review provided a recommendation on the core functions of the OPCCN and 18 further recommendations to help strengthen the effectiveness of the OPCCN, arising from the research undertaken with staff and partners.

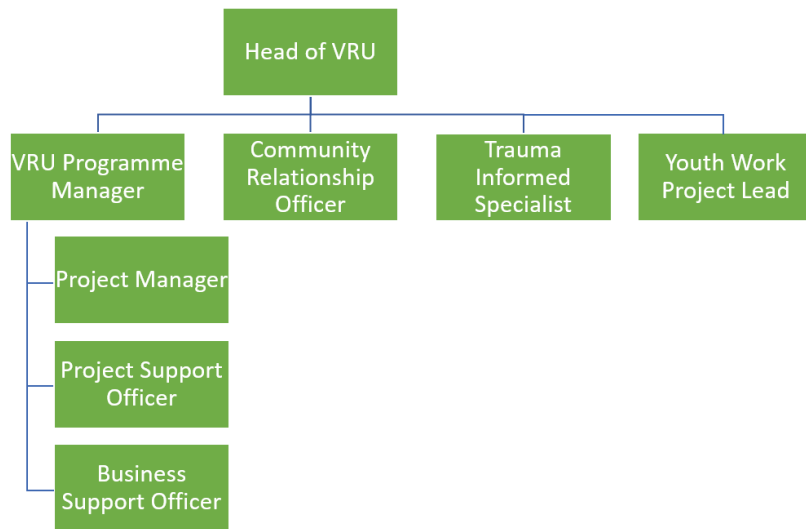
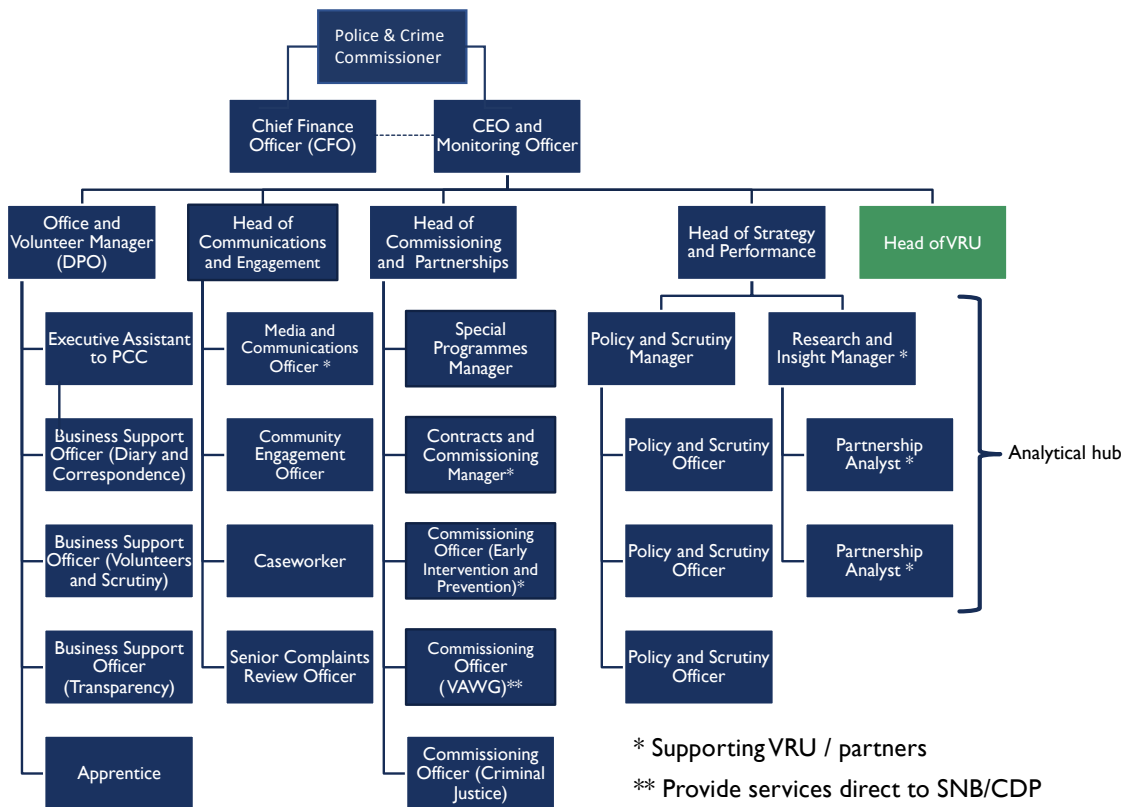
The Chief Constable and Deputy Chief Constable were consulted, after which final options for a new OPCCN structure were developed to deliver the agreed functions.

Part of this work included a review of the roles of the OPCCN's statutory officers (Chief Executive and Monitoring Officer, and Chief Finance Officer), which was concluded in December 2021.

In January 2022, an OPCCN/VRU Change Programme was launched to formally consult staff on the new structure and their roles within it, with a view to implementation on 10th April 2022.

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Final recommended structure



NOTE: It was not possible to publish the findings of the Roles and Responsibilities Review until after the final decision document presentation to unions and staff in March 2022, as this would have circumvented proper process and procedures as set out in law.

** See guidance on non-public information

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INFORMATION IN SUPPORT OF DECISION: (eg report or business case)

Please see attached report 'OPCCN Roles & Responsibilities Review – Final Report'

FINANCIAL INFORMATION

Nottinghamshire OPCC

The new structure will be funded by:

- Re-allocating grant funding to staff pay (£163,000)
- Savings as a result of the Commissioner's decision not to appoint a Deputy (£61,200)
- An uplift of £300,000 to enable the Office establishment to be brought in line with Most Similar Group forces.

The effectiveness of partnership working is critical to the Commissioner, and in order to support and develop this going forwards in the City and County, the money re-allocated from grant funding will be used to establish dedicated posts within the OPCCN specifically to support our partnerships. It will be used to provide the following:

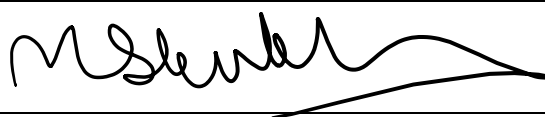
1. Full time, dedicated commissioning resource to support VAWG commissioning activities, which is currently not available as the commissioning resources funded by the OPCCN sit outside of the CDP structure. In addition, the re-shaped commissioning team will have the capacity to support pro-active contract management and the evaluation of outcomes.
2. An 'analytical' hub comprising 3 x FTEs to support the work of the OPCCN, VRU, SNB and CDP, particularly around needs, risk and threat assessments, the development of strategic plans, bidding for funding, partnership programme delivery and evaluation, and assisting community safety teams with tactical analytical support to enhance place-based activities.

The number of staff in the NOPCC will increase to 35 (combination FTE and PTE), which is in line with average staffing in Nottinghamshire's Most Similar Group (defined by HMICFRS).

Violence Reduction Unit (VRU)

The VRU is funded by government grants. A key recommendation is to underwrite VRU funding for three years, with the intention to mainstream in the future (budgets depending).

Signature:
Chief Finance
Officer



Date:

28/03/2022

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Is any of the supporting information classified as non-public or confidential information?*	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>
If yes, please state under which category from the guidance**				
DECISION:				
To approve a new structure for the Nottingham Office of Police and Crime Commissioner and to agree its implementation via a Management of Change Programme, which commenced January 2022 and which will conclude 10 th April 2022.				

OFFICER APPROVAL:	
I have been consulted about the proposal and confirm that the 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: Chief Executive	S. M. Goodell
Date:	28/03/2022

DECLARATION:	
I confirm that I do not have any disclosable pecuniary interests in this decision and I take the decision in compliance with the Code of Conduct for the Nottinghamshire Office of the Police and Crime Commissioner. Any interests are indicated below:	
The above request has my approval	
Signature: Nottinghamshire Police & Crime Commissioner	Caroline Henry
Date:	08/04/2022

** See guidance on non-public information