

**AGENDA ITEM 6**

Essex Police and Crime Panel	<b>EPCP/13/17</b>
Date: 20th July 2017	

**Police and Crime Plan: Update on the proposed joint governance of Police and Fire & Rescue Services in Essex**

Report by the Police and Crime Commissioner to the Panel

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**1. PURPOSE OF THE REPORT**

This paper provides an update to the Police and Crime Panel on the progress which has been made to prepare for the implementation of the proposed joint governance of Police and Fire & Rescue Services in Essex.

**2. RECOMMENDATIONS**

Members are asked to:

1. Note the key transition activities which are planned to be undertaken to ensure a smooth transition to the new governance model. The new governance model is subject to the Home Secretary's approval of the Local Business Case.
2. Note the progress in delivering the transition activities.

**3. LOCAL BUSINESS CASE APPROVAL**

The Local Business Case was submitted to the Home Secretary on the 19th May 2017. The final documentation is available to Members on the PCC's website:

<http://www.essex.pcc.police.uk/localcaseforchange>

The PCC met with the new Minister for Police and Fire, Nick Hurd, on the 6<sup>th</sup> July. They had a positive meeting. We expect to have a decision on the local business case very soon.



The PCC will advise the Police and Crime Panel of the Home Secretary's decision at the earliest opportunity, once he has received confirmation.

#### **4. TRANSITION ACTIVITY**

In advance of a decision by the Home Office, the Office for the PCC has commenced initial work in planning for the transition. This work reports into the Emergency Services Strategic Governance Board which is chaired by the PCC and includes the Chair of the Fire Authority, the Acting Chief Fire Officer and the Chief Constable. The transition planning is being undertaken in close discussion and liaison with senior officers from ECFRS and Essex Police. A Transition Working Group has been established to take this work forward.

The aim of the transition programme (assuming the Home Office approve the decision) is to ensure a smooth as possible transfer to the PCC-style FRA. A detailed project plan has been developed, setting out what will need to be undertaken to enable these priorities to be achieved.

Key activities identified in the project plan include:

- Constitution - Develop a revised EFA constitution to reflect the new legislation and statutory order.
- Governance Structure - Review existing board structure and identify the appropriate structure to support the PCC-style FRA in their role of effectively governing ECFRS. This will need to be fed into the new constitution.
- Statutory Roles - Develop the role of the Statutory Chief Officers under a revised governance model. This will need to be fed into the new constitution.
- Scheme of Delegation - Develop a new PCC-style FRA Scheme of Delegation to the senior officers of the ECFRS.
- Governance Meetings - Review the existing planned business of the FRA, and realign work to the new governance structure including setting a series of meeting dates for the new boards which will support the PCC-style FRA.
- Formation of Police, Fire and Crime Panel - Liaison with Essex County Council's Secretariat team regarding the development of the revised Terms of Reference for the new Police, Fire and Crime Panel.
- Staff Formal Consultation - Undertake a formal consultation of all staff on their transfer to the PCC-style FRA.
- Communication Plan - Develop an internal communication plan for activity supporting the roll out of the new governance model.

The transition plan and the progress against are reported monthly to the Emergency Services Strategic Governance Board.

#### **5. TRANSITION PROGRESS**

A summary of the progress which has been made against the key deliverables is included in **Appendix A**.



## **6. RISK MANAGEMENT IMPLICATIONS**

A risk register is review at each Strategic Governance Board.

## **7. FINANCIAL IMPLICATIONS**

The costs for the preparation of the Local Business Case and any preparation for transition have been met by the Office of the Police and Crime Commissioner.

## **8. LEGAL IMPLICATIONS**

The Local Business Case has been prepared under enabling provisions included with the Policing and Crime Act 2017.

## **9. USE OF RESOURCES IMPLICATIONS**

Officers and staff from ECFRS, and the Office of the PCC are contributing to preparing for the transition.

## **10. EQUALITY IMPLICATIONS**

There are no direct equality implications within the report.

An Equality Impact Assessment was completed as part of the Local Business Case.



## APPENDIX A – KEY TRANSITION PROGRESS UPDATE

Title	Description	Status	Update	Proposed Completion Date
<b>Constitution</b>	Develop a revised EFA constitution to reflect the new legislation and statutory order	<b>In Progress</b>	Work has commenced to review the new legislation and the existing constitutions of both the OPCC and EFA. This will be progressed to a draft constitution once the content of the draft Statutory Instrument has been made available.	31 <sup>st</sup> August 2017
<b>Governance Structure</b>	Review existing board structure and identify the appropriate structure to support the PCC-style FRA in their role of effectively governing ECFRS. This will need to be fed into the new constitution	<b>In Progress</b>	<p>The PCC has indicated that to support his decision making the following boards are created.</p> <ul style="list-style-type: none"> <li>• Fire &amp; Rescue Performance &amp; Resources Board</li> <li>• Fire &amp; Rescue Audit Committee</li> <li>• Fire &amp; Rescue Strategic Board</li> </ul> <p>The terms of reference and the mapping of responsibilities from the existing FRA committees are currently in progress.</p>	31 <sup>st</sup> July 2017
<b>Statutory Roles</b>	Develop the role of the Statutory Chief Officers under a revised governance model. This will need to be fed into the new constitution	<b>In Progress</b>	Work has commented on defining and developing the role of the statutory officers. This is being fed into the draft constitution.	31 <sup>st</sup> July 2017
<b>Scheme of Delegation</b>	Develop a new PCC-style FRA Scheme of Delegation to the senior officers of the ECFRS.	<b>In progress</b>	Early discussions have taken place. Work now underway to develop drafts.	31 <sup>st</sup> August 2017
<b>Governance Meetings</b>	Review the existing planned business of the FRA, and realign work to the new governance structure including setting a series of meeting dates for the new boards which will support the PCC FRA.	<b>In progress</b>	Early scoping now underway.	31 <sup>st</sup> August 2017
<b>Formation of Police, Fire and Crime Panel</b>	Liaison with Essex County Council's Secretariat team regarding the development of the revised Terms of Reference for the new Police Crime and Fire Panel.	<b>In Progress</b>	<p>An initial meeting was held for members of the Police and Crime Panel, and Essex Fire Authority to discuss the different skills which would be required.</p> <p>The responsibility for the panel sits with ECC.</p>	30 <sup>th</sup> September 2017



Title	Description	Status	Update	Proposed Completion Date
<b>Staff Formal Consultation</b>	Prepare and undertake a formal consultation of all staff on their transfer to the PCC-style FRA.	<b>In Progress</b>	Initial meetings held between ECFRS HR Team and OPCC Staff. Project plan has been developed to deliver a staff transfer under COSOP. There is preparatory work underway to enable the staff consultation to commence following a decision from the Home Office. PCC has confirmed that there will be no changes to staff terms and conditions.	31 <sup>st</sup> August 2017
<b>Communication Plan</b>	Develop an internal communication plan for activity supporting the roll out of the new governance model.	<b>In Progress</b>	Regular engagement between the communications leads of ECFRS and OPCC have ensured that staff comms has been timely. A communications plan has been developed to align with the Staff Consultation.	30 <sup>th</sup> September 2017