

AUTHOR: Zoe Durrant

SPONSOR: Jon Stratford

DECISION NUMBER: 20/2019

(to be completed on approval)

SUBMITTED TO: Martin Surl, Police & Crime Commissioner for Gloucestershire

SUBJECT: People Services – People Systems Executive Summary and Business Cases – request for funding

EXECUTIVE SUMMARY:

This paper provides an overarching contextual summary to support the business cases for both the Core HR System (HR) and the Duties Management System (DMS) and requests allocation of appropriate budgets to allow for procurement and implementation of these systems.

The HR and DMS systems are core components of an integrated approach to people systems and data. The procurement and implementation of an E-recruit solution has already been subject to business case and relevant approvals.

The development of the People Systems and Data work-package has been a priority for the programme following the initial Discovery phase. The programme objectives are as follows:

- Improve the experience of service users – internal and external
- To ensure that there is a clear definition of the role of People Services within the Constabulary
- To design and deliver options for a new HR Operating model which is agile, modern, efficient and reflects the defined role of HR within the Constabulary
- To design and deliver fit for purpose People processes supported by appropriate technology and which are digitally enabled
- To undertake initial discovery work in the L&D environment
- Delivery of a framework for streamlined People policy development.
- Delivery of a framework and content map for a People intranet site which will deliver efficient and effective self –service advice and guidance for leaders and staff across the Constabulary

The Draft Business Cases for both systems have been presented to both Planning for the Future and CGB, where they were both supported.

RECOMMENDATION:

PCC Governance Board is asked to support the allocation of budgets to allow the Constabulary to progress with the procurement and implementation of a Core HR systems and a Duties systems.

In total, the budgets being requested are:-

- Core HR system – capital cost (over 3 years) = £650k; plus staff costs for implementation of £287k
- Duties system – capital cost (over 4 years) = £683k; plus staff costs for implementation of £242k

There are also increases to the annual revenue for each system which will be covered from within existing Constabulary budgets.

OUTCOME/APPROVAL BY:

Signature:



Date: 25 July 2019

Police and Crime Commissioner for Gloucestershire

Public Access to Information

Information in this form and associated reports is subject to the Freedom of Information Act 2000 and the Elected Local Policing Bodies (Specified Information) Order 2011. Where it has been indicated that this is a decision of significant public interest, all of this form except Part Two will be made available on the website of the OPCC.

Any information that should not be automatically available on request should not be included in Part One but instead on a separate Part Two form.

Is this a decision of significant public interest?

This includes a decision with any impact on the community, expenditure in excess of £50,000, or any decision that would be of obvious interest to the media or the general public

YES

The value of these systems is above £50k

Is there a Part Two form?

This section should only include information that, if published:

- a) *would, in the view of the chief officer of the police, be against the interests of national security;*
- b) *might, in the view of the chief officer of police, jeopardise the safety of any person;*
- c) *might, in the view of the chief officer of police, prejudice the prevention or detection of crime, the apprehension or prosecution of offenders, or the administration of justice; or*
- d) *is prohibited by any enactment.*
- e) *breaches commercial sensitivity*

Yes – (f) applies - commercially sensitive information.

ORIGINATOR CHECKLIST (MUST BE COMPLETED)	Comments including who has approved the report if applicable
Has legal advice been sought on this submission if required?	At this stage No
Has the Chief Finance Officer been consulted, if required?	Yes – through Business Case production process
Have equality, diversity and human rights implications been considered, as appropriate?	At this stage No
How is the recommendation consistent with the objectives of the Police and Crime Plan?	Yes – Accessibility and Accountability – the introduction of new systems supports the PCP intent to ‘get the right resources to the right situation’
Has consultation been undertaken with people or agencies likely to be affected by the recommendation?	Yes – user/stakeholder groups as part of the business case development phases
Has communications advice been sought on areas of likely media, community, staff or partner interest and how they might be managed?	No

Have all relevant implications and risks been considered?	Yes – see detail in business cases
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SPONSORING BOARD MEMBER APPROVAL

Name: Jon Stratford

Job title: Deputy Chief Constable



Signature:

Date: 22/07/2019

CHIEF EXECUTIVE APPROVAL

I am satisfied that relevant advice has been taken into account in the preparation of the report and that this is an appropriate request to be submitted to the PCC.



Signature:

Date: 22 July 2019