

LEICESTERSHIRE POLICE AUTHORITY

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Meeting **AUDIT AND RISK COMMITTEE**

Date **THURSDAY 2 DECEMBER 2010 – 2.00 P.M.**

Report of **TREASURER**

Subject **EXAMINATION OF SPECIFIC RISK – STAFFING CHANGES IN THE
SECRETARIAT**

Summary

1. Significant staffing changes are underway in the Secretariat which could increase the risk identified in Risk PA 602.

Recommendation

2. The Committee is asked to scrutinise the arrangements being made to recruit a Chief Executive / Treasurer and identify any risks to PA performance as a result of the changes.

Commentary

3. Risk PA 602 is “Leadership, management and / or the proportion of staff recruited / retained with limited skills and / or experience of the business impacts adversely on delivery”.
4. The former Chief Executive left on 8 October and the Treasurer leaves at the end of December.
5. Arrangements are currently in hand to recruit to a combined post of Chief Executive / Treasurer, and latest progress will be reported at the Committee.
6. During the interim additional pressures will fall on remaining staff. Job descriptions have been reviewed by the Deputy Chief Executive to concentrate resources on the most important tasks.
7. The handover of the duties of two postholders will also carry a potential risk of inadequate preparation for the role of the combined post.

Implications

Financial: financial savings will be realised as a result of the changes. Legal: none. Risk Management: as described in the report. Diversity: none.

Background Papers

None.

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