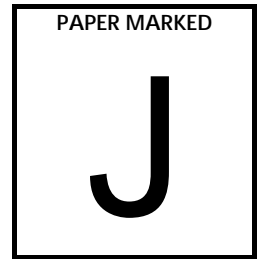


LEICESTERSHIRE POLICE AUTHORITY



Meeting **FINANCE AND GENERAL PURPOSES COMMITTEE**

Date **TUESDAY 22 DECEMBER 2009 – 2.00 P.M.**

Report of **CHIEF CONSTABLE**

Subject **PROPOSED CHIEF OFFICER GROUP STRUCTURE**

Purpose of Report

1. The purpose of this report is to notify Members of changes to the structure and membership of Leicestershire's Chief Officer Group, to seek formal approval for an additional temporary Chief Officer post and agreement to arrangements until summer 2010.

Background

2. Upon the appointment of Matt Baggott as the Chief Constable of the PSNI, the Police Authority invited me to become Temporary Chief Constable, Mike Goodwin to take up the post of Temporary Deputy Chief Constable and Wendy Yeadon to become Temporary Assistant Chief Constable (Operations). The acting up arrangements, as agreed by the Senior Appointments Panel were made pending the start date for the new Chief Constable.
3. Mike notified the Authority that he had intended to retire on 14th January 2010 and had already been offered a contract with the NPIA to be a syndicate director on the 2010 Strategic Command Course (SCC). He offered to cancel the Contract with the SCC and delay taking up any other employment if the Authority agreed to make sure that he was not financially disadvantaged. During the week commencing 2nd November it became clear that the Authority was unable to meet all the losses Mike felt he might suffer as a result of forgoing the SCC Contract. On 9th November Mike formally notified the Authority of his intention to retire as of 14th January 2010.
4. The Authority will be aware that since the 21st September the Force and Authority have been under intense pressure as a result of Operation Teak, the HMI Inspection Report into the Police Authority, the Leicester City CAA, the delivery of our force savings strategy and a number of other strategic issues. It is clear that this pressure and scrutiny will continue well into the New Year. The loss of Mike's experience and expertise at this time significantly heightens the risk to the Force and the Authority.
5. As of 4th January 2010, when Mike takes up his post on the SCC, the Force and Authority faces having a Uniformed Chief Officer Group consisting of a

Temporary Chief Constable, a substantive ACC with six months' experience and a Temporary ACC with three months' experience.

Proposed Solution

6. The imminence of Mike Goodwin's departure necessitated that we quickly find a solution. In consultation with the Chairman and the HMI we agreed the following.
7. As of 4th January 2010, the current City BCU Commander, Chief Superintendent Chris Garnham, will take responsibility for leading the delivery of the Force savings strategy. He is ideally suited to the role because of his skills and experience in managing major change programmes and his recent experience in leading large BCUs. Chris is committed to redesigning the Constabulary so as to optimise policing services and ensure strong, confident communities whilst achieving savings.
8. He will step up as an additional Temporary ACC for three months only. This will have the benefit of providing chief officer resilience at a critical time and will allow me to take on the Chief Constable and Deputy Chief Constable portfolios until the new Chief Constable takes up his post. It will also give me capacity to support the new Chief Constable as he familiarises himself with the force.
9. Chief Supt Rob Nixon will take over the role of City BCU Commander. Rob has led the development of the Constabulary's partnership agenda for the last eighteen months. He is very highly regarded by our partners and is recognised as a driving force behind most of the effective strategic partnerships in Leicester and Leicestershire. Rob also has a strong background as a senior investigator and crime manager which will help the City address its current CAA issues.
10. Additionally Chief Superintendent Geoff Feavoyour will take responsibility for managing the Force Community Safety Bureau and Superintendent Steph Pandit will take over the Force Operations Department.

The Longer Term

11. When the new Chief Constable takes up his post, I am due to revert back to being DCC and Wendy Yeadon is due to revert back to Ch Supt rank. However, as Chris Garnham will be working on the savings strategy the Operations portfolio would need filling. This will remain the case until the ACC (Ops) post is permanently filled. With the SAP meeting for ACC posts nationally likely to take place in early May, there is a risk the post may not be filled until August 2010.
12. In order to sustain resilience it is suggested that the Authority agrees to the ACC (Ops) role being temporarily filled until permanently filled, notwithstanding Chris Garnham's temporary promotion.

Recommendation

13. The Authority is recommended to
- i. Note the background to the changes to the Chief Officer Group
 - ii. Note the changes to the command structure of the savings delivery group, the City BCU, Force CSB and Operations Departments
 - iii. Approve the temporary Promotion of Chris Garnham to ACC between 4th January and 5th April 2010
 - iv. Approve the ACC (Ops) post being temporarily filled pending permanent appointment.

Implications

Financial: The savings created by a post at Ch Supt level being vacant whilst the permanent CC post is filled will more than offset any costs concerning the above proposals.

Legal: The Authority will need to ensure that SAP approves these temporary arrangements

Diversity: None.

Risk Management: None.

Background Papers

None

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