



**To:** Joint Audit Committee  
**From:** Chief Constable, Police and Crime Commissioner  
**Date:** 29<sup>th</sup> June 2015

## **PROGRESS ON COLLABORATION BUSINESS CASES**

### **1. Purpose**

1.1 This report provides an update on progress against the collaboration business cases currently being worked upon.

### **2. HR and Learning and Development**

2.1 The HR and L&D transformation seeks to unify the HR and L&D functions of Bedfordshire, Cambridgeshire and Hertfordshire police forces into a single organisational support function. As a key initiative of the BCH Strategic Alliance, the transformation is being delivered to provide effective and efficient organisational support at a reduced cost whilst sufficiently enabling local policing in each force.

2.2 The full business case was signed off by the Strategic Alliance on 14<sup>th</sup> May 2015. The accompanying assurance report produced by Concerto made recommendations particularly on implementation and the effect on staff and culture but supported the business case sign off.

2.2 All HR and L&D staff have now started their consultation processes and the first tranche of the business case is due to commence April 2016.

2.3 The main risk for delivery is implementation of the new ERP system which will sit across HR, Duty Management, Finance and L&D and an update is provided on the procurement of this system later in the paper.

2.4 Predicted savings over the next 4 years are £4.3m of which just over £1m will come to Cambridgeshire Police.

### **3. Fire Arms Licencing**

- 3.1 This business case has now also been signed off following a decision on how to take forward payments for firearms licencing as the new national system for dealing with payments has been delayed again. This is a small area of business which won't have much impact on other areas of business.
- 3.2 Firearms licencing will operate over two sites, one in Cambridgeshire and one in Hertfordshire and the savings for Cambridgeshire will be £224k.

### **4. Public Contact**

- 4.1 The final business case is due to be presented to the Strategic Alliance at the end of June. Concerto have again been involved producing assurance reports on the business case.
- 4.2 This is a complex and complicated project made more difficult by the implementation of the Athena Crime, Intelligence and Custody system due to go live in April 2016. The system is a project in its own right but will impact on the public contact project both in terms of savings and ways of working.
- 4.3 Savings are currently still being worked through and these are also complicated by the impact of Athena.

### **5. Other Projects**

- 5.1 Other business cases currently being worked upon include:
- i. Custody – this business case is more concerned with working practices and being able to share processes and system with Estates decisions still being the responsibility of individual Forces and PCC's.
  - ii. Criminal Justice – being developed on a two phased approach due to the impacts of Athena.

#### **Phase One**

Senior Management Team, Typing Services, Tape Library functions, Policy and Performance, Witness Care

#### **Phase Two**

Administration of Justice, Crown Court Liaison Officers

- iii. New ERP system – this project is at procurement stage and we went out to tender on 11<sup>th</sup> May with tenders due back mid-June. Implementation of the basic system is due by April 2016 but this may depend on the system chosen. Further updates will be given as the procurement progresses. The system is designed to replace HR, Finance, Procurement and Duty Management systems. Key design must incorporate integration between the different systems, ability to cope with 6 corporation soles and provide a self-service platform for officers and staff.

## **6. Recommendation**

- 6.1 That the Committee notes the progress as reported.