



Cambridgeshire  
Police & Crime  
Commissioner

**CAMBRIDGESHIRE POLICE AND CRIME COMMISSIONER DECISION RECORD – CPCC 2015-043**

<b>Subject</b>	<b>S22A Agreement under the Police Act 1996 (as amended) for the collaboration of the Human Resources and Learning and Development function between Bedfordshire Police, Cambridgeshire and Hertfordshire Constabulary.</b>
<b>Decision</b>	To sign the Section 22A Agreement under the Police Act 1996 (as amended) for Cambridgeshire Constabulary to share the Human Resources and Learning and Development function with Bedfordshire Police and Hertfordshire Constabulary.
<b>Decision Summary</b>	<p>The Cambridgeshire Police and Crime Commissioner’s Business Coordination Board (“the Board”) meeting on the 26<sup>th</sup> November 2015 discussed and agreed the proposal for Cambridgeshire Constabulary (“the Constabulary”) to share the Human Resources and Learning and Development function with Bedfordshire Police and Hertfordshire Constabulary based on the information set out in the Board paper by entering into a Section 22A Agreement (“the Agreement”) under the Police Act (as amended) to effect the collaborative arrangements for the purpose of providing efficient and effective policing</p> <p>The proposal and the Agreement was also subject to the consideration and agreement of the respective Police and Crime Commissioners and Chief Constables for Bedfordshire, Cambridgeshire and Hertfordshire, at their Strategic Alliance meeting on the 27<sup>th</sup> November 2015. Legal advice had been obtained in respect of the Agreement and as such the Strategic Alliance members were assured that the Agreement is legally sound and in line with Home Office Statutory Guidance on Police Collaboration (October 2012).</p> <p>The rationale for entering into the Agreement to collaborate the function was based on:</p> <ul style="list-style-type: none"><li>• A full business case proposing a single tri-force structure and process, between Bedfordshire Police, the Constabulary, and Hertfordshire Constabulary (BCH) for the sharing of the Human Resources (HR) and Learning and Development (L&amp;D). The HR and L&amp;D transformation seeks to unify the HR and L&amp;D functions of the BCH into a single organisational support function covering recruitment, knowledge and skills building, managing change programmes, health and safety, and application of regulations, terms and conditions in a unified way.</li><li>• The financial benefit and the provision of resilience.</li></ul>

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<b>Background Papers</b>	Bedfordshire, Cambridgeshire and Hertfordshire Section 22A Agreement – Business Coordination Board 26 <sup>th</sup> November 2015. <a href="http://www.cambridgeshire-pcc.gov.uk/work/BCB">http://www.cambridgeshire-pcc.gov.uk/work/BCB</a>
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<b>Sir Graham Bright, Cambridgeshire Police and Crime Commissioner</b>	
I confirm that I have reached the above decision after consideration of the facts above.	
<b>Signature</b>	<b>Date</b> 27/11/15

