

Exploration of merger between Devon & Cornwall Police and Dorset Police



Introduction

Alison Hernandez



Our forces in numbers

2.5 million
population

14 million
visitors per year

7,000
officers and staff

£425 million
annual spend



Has this been done anywhere else in the country?

- Every police force works with one or more of its neighbours
- No other forces have formally considered a merger recently
- Some are reaching the limits of what can be accomplished within existing structures
- This proposed merger has caught the attention of the policing community - numerous forces and Government are watching



Operational briefing

CC Shaun Sawyer



Operational briefing

- Role of chief constable in merger business case
- Local representative and global representative
- Local threats and global threats
- The best of historic British policing
- Living in the 21st century
- Seizing one's own destiny



Creating a new force

ACC Sharon Taylor



Working together



2015 alliance agreed



25% of staff



38 business cases



21 live business areas



Progressing our relationship



Increasing local,
national and
international demand



Natural pathway of
strategic alliance



Operationally driven,
politically supported



New force, new vision

- Legally become one new force
- Development of a new policing model
- Limited immediate change for most staff
- A practical progression to provide a more resilient service to our communities



Local focus, national influence

- Local policing resources will remain local
- The new force would give more community policing
- A greater voice and more influence, representing our communities at a national level



Greater savings, greater investment

- Creating a new force cuts a chief constable and a police and crime commissioner
- Money saved can be reinvested in areas such as improved technology
- Allows us to invest in new frontline staff



More officers, more connected

- Savings allow us to increase our staffing numbers
- Council tax alignment is a legal requirement
- Aspiration for 430 new officers or staff



Single leadership, single focus

- Single leadership cuts bureaucracy and increases efficiency, effectiveness and productivity
- One vision and one plan
- Strengthened accountability through single points of leadership
- Reduced administrative burden on the force



The role of the PCC

Fran Hughes



The role of the PCC

- Responding to the recommendation of both chief constables to explore a merged force
- Active participation in the governance to explore the merger
- Scrutiny of the process and support and challenge role as the business case is developed
- Listening to the views of stakeholders
- Final decision maker with PCC Dorset in September



Governance

Each one of the Corporation's Sole has a role in governance and decision making.



CC Shaun Sawyer
Senior Responsible Officer



PCC Martyn Underhill
Sponsor



PCC Alison Hernandez
Chair of Alliance Convergence Board



CC James Vaughan
Board Member



Governance of Strategic Alliance

Alliance Executive Board

- Chaired alternatively by CCs and attended by both PCCs
- This is business as usual for Alliance functions



Governance of merger programme

- **Alliance Convergence Board** (monthly) chaired by PCC Alison Hernandez
- **Convergence Steering Group** (weekly phone call) all four Corporation's Sole represented
- **Working Groups** (fortnightly) overseen by Programme Director



What's happening now?

- **June to August 2018** – staff, public and stakeholder engagement.
- **September 2018** – review of engagement process and outcomes, and consideration of the Full Business Case.
- **Early October 2018** – if supported, Full Business Case submitted to Home Office.



Key decision points

March 2018	Sign off outline business case
May 2018	Decision to commence public and stakeholder engagement
June 2018	Stakeholder engagement PCC (Devon & Cornwall) meets with MPs
July 2018	Joint between with MPs from three counties with all 4 Corporation's Sole
August 2018	Engagement period closes
September 2018	Full business case (FBC) considered by Alliance Convergence Board
October 2018	If FBC agreed then submitted to Home Office by 12 October 2018
December 2018	'Minded to' decision issued by Minister on FBC



Who makes the decision?

Chief Constables & Police and Crime Commissioners

Home Office

Home Secretary

Parliament



The Business Case



What's in the final business case?

- Does the merger proposal have a clear economic basis (including a clear and viable path for precept equalisation)
- Will the merger improve the efficiency of the police?
- Will the merger improve the effectiveness of policing in the area?
- Will the merger have an impact on public safety?
- Does the proposal have sufficient local support?



The Business Case

The Strategic Case

Covering the vision and strategic ambitions for policing across the two force areas and the alignment of that vision and ambition with the structural changes being considered.



The Business Case

The Economic Case

To demonstrate that the change proposed will optimise public value.

The Commercial Case

To demonstrate that the preferred option is viable.



The Business Case

The Financial Case

To demonstrate the affordability of the preferred option emerging from the Economic Case.

The Management Case

To demonstrate the achievability of the proposed option.



Public and stakeholder engagement

Fran Hughes



Engagement

The Home Office has given clear guidance regarding which stakeholders it considers engagement is vital.

Stakeholders

- Staff
- Trade unions and staff associations
- Local public
- Local Members of Parliament
- Local authorities

Policing bodies

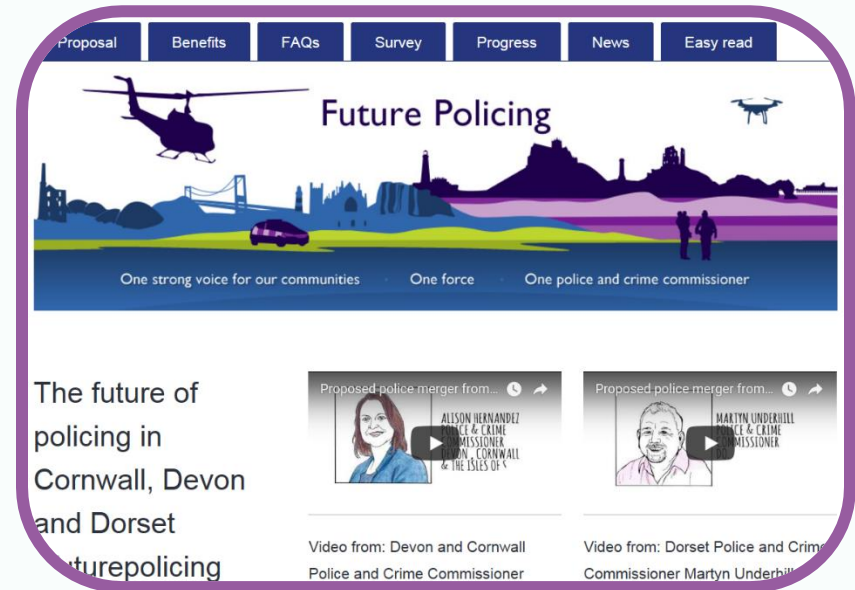
- HMICFRS
- NPCC
- The College of Policing
- The Police and Crime Panels



What can you do?

- Look at the website – www.futurepolicing.co.uk
- Watch the video from [Alison Hernandez](#)
- Complete the survey – 29 June to 27 August

Easy Read material is available from the OPCC.



Next steps

Fran Hughes

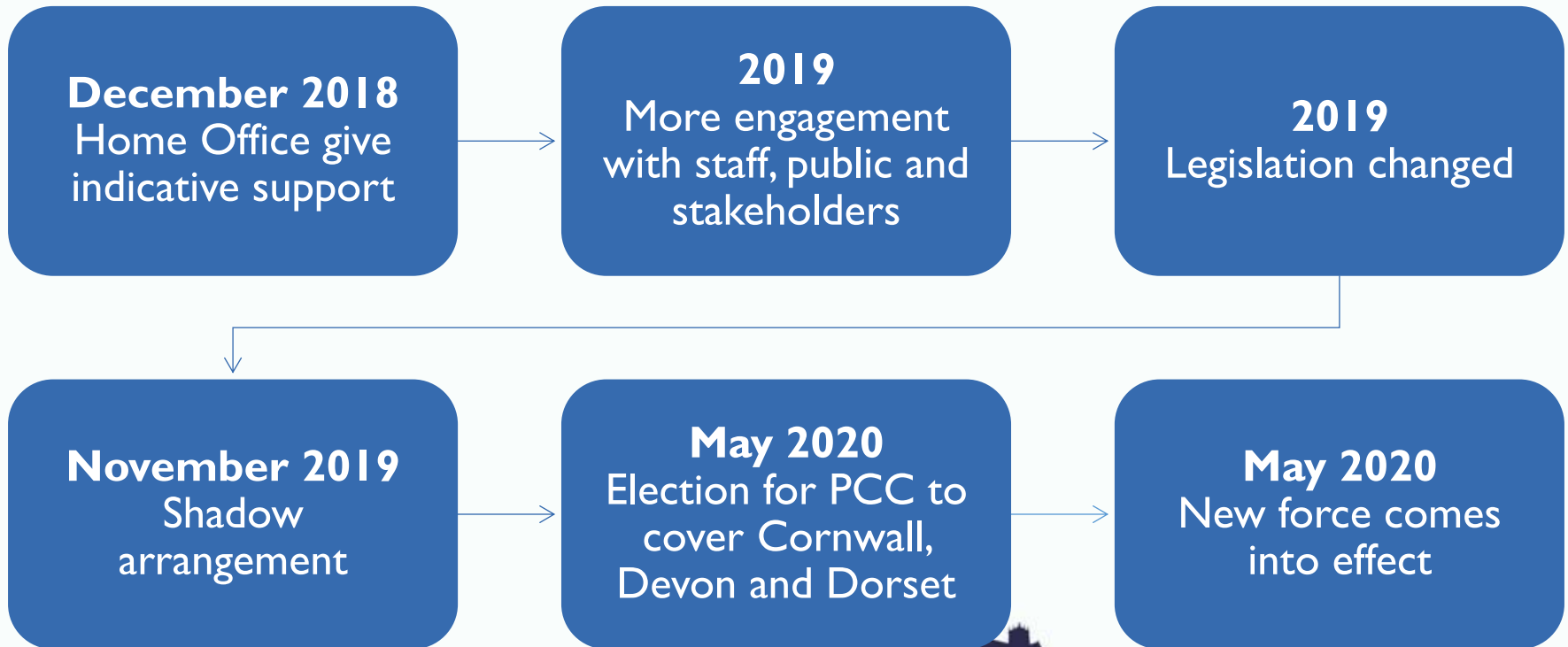


Next steps

- Public and stakeholder feedback evaluated in September
- Final business case developed
- All four Corporation's Sole decide on whether or not to proceed once FBC is complete
- If positive, FBC is submitted to Home Office by 12 October 2018



If the merger is supported



Any questions?

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Devon and Cornwall

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