

PFCC Decision Report

Please ensure all sections below are completed

Report reference number: 033-22
Classification: Not protectively marked
Title of report: Violence and Vulnerability Programme Manager contract
Area of county / stakeholders affected: Countywide
Report by: Greg Myddelton
Date of report: 17 February 2022
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1. Purpose of the report

- 1.1. To seek approval to establish the current fixed-term V&V programme manager role as a permanent position.

2. Recommendations

- 2.1. To agree to make the current fixed-term V&V programme manager position a permanent role within the PFCC's office.
- 2.2. To agree that the incumbent V&V Programme Manager is transferred into the permanent position.

3. Benefits of the proposal

- 3.1. The V&V programme manager provides a vital role as the driver of activity of the V&V partnership, coordinating resources in the Violence and Vulnerability Unit (V&VU) and ensuring delivery against the partnership strategy, Police and Crime Plan, and conditions of external funding.
- 3.2. The current post-holder has established themselves as a trusted, capable and well-regarded leader of the V&V programme. They have demonstrated their skills in delivering the priorities of the V&V work programme and Police & Crime Plan since taking-up post in early 2019, including establishing Essex's first Violence and Vulnerability Unit, Roundtable and Operational Group. It will be for the benefit of the programme to retain them in their current role.
- 3.3. This decision will ensure that the Programme Manager will be in post to support the delivery of the V&V work programme after the expiration of their existing fixed-term contract on March 31st 2022

4. Background and proposal

- 4.1. It has recently been confirmed that the Essex VVU will receive 3-years of Home Office funding from April 2022, providing financial stability to the programme and the small VVU team. We will require a programme manager to deliver the V&V work programme and ambitions in the Police and Crime Plan.
- 4.2. Transferring the incumbent manager into the new permanent post will eliminate the risk of any disruption that would ensue from a costly and time-consuming recruitment exercise. Having worked for almost 3 years on a fixed-term basis, the incumbent has secured redeployment rights which would result in them being redeployed to the role even if we decided to recruit to it.

5. Alternative options considered and rejected

- 5.1. The PFCC could offer a further fixed-term extension to the incumbent programme manager, but that would risk the programme losing their skills, experience, and reputation to a role with more stability. Having worked for almost 3 years in their current role, the post-holder has already earned many of the rights of a permanent employee.
- 5.2. The PFCC also has the opportunity to undertake a recruitment exercise for the post, but the incumbent post holder's performance to date is evidence of their suitability for the role, and their right to redeployment would most likely result in them being redeployed to the role.

6. Police and Crime Plan

- 6.1. This decision will enable the VVU & wider V&V partnership to support the priorities within the Police and Crime Plan, most notably reducing drug-driven violence and protecting vulnerable people.

7. Police operational implications

- 7.1. Whilst Essex Police is well engaged in the V&V programme, and has invested resources into the VVU, there are no direct implications of this decision on the force.

8. Financial implications

- 8.1. Whilst this decision commits the PFCC to utilise a portion of the joint V&V budget to continue to employ the V&V programme manager, the specifics of that funding will be incorporated into other decision sheets.

9. Legal implications

- 9.1. The PFCC would add the V&V Programme Manager role to its current establishment. As a fixed-term employee of more than 2 years, the current post-holder has already accumulated redundancy rights and in the event of any proposed changes to their role would be prioritised for redeployment

10. Staffing implications

- 10.1. The PFCC would move the incumbent fixed term V&V programme manager to a permanent position upon the conclusion of their existing fixed-term contract on April 1st 2022.

- 10.2. In formulating this proposal, the author sought advice from the PFCC's Monitoring Officer and Essex Police HR to ensure it complies with our policies and practices.

11. Equality and Diversity implications

- 11.1. The PFCC's recruitment practices aim to ensure the office is representative of the community it serves. This decision would remove the opportunity for a recruitment exercise but the reasons for that are clearly outlined within this report. When the original programme manager role was recruited in 2019 the PFCC undertook an open and transparent process with a competitive recruitment exercise during which the incumbent post holder clearly evidenced their experience, skills and suitability for the role.

12. Risks

- 12.1. Whilst we anticipate that there will be funding available from Home Office for 3 years from April 2022, there is a risk that funding will not be available post-March 2023. The PFCC has identified a portion of its core budget to be allocated to the V&V partnership which provides some contingency in the case that Home Office funding is withdrawn.

13. Governance Boards

- 13.1. The ongoing recruitment of a V&V programme manager is a fundamental part of the partnership work plan, presented to, and agreed by, the V&V Roundtable.

Report Approval

The report will be signed off by the OPFCC Chief Executive and Treasurer prior to review and sign off by the PFCC / DPFCC.

Chief Executive / M.O. Sign: 

Print: Darren Horsman - Deputy MO.....

Date: 23.2.2022.....

Chief Finance Officer / Treasurer Sign: 

Print: Julia Berry.....

Date: 23 February 2022.....

Publication

Is the report for publication? YES
NO

If 'NO', please give reasons for non-publication (Where relevant, cite the security classification of the document(s). State 'None' if applicable)

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If the report is not for publication, the Chief Executive will decide if and how the public can be informed of the decision.

Redaction

If the report is for publication, is redaction required:

1. Of Decision Sheet? YES 2. Of Appendix? N/a
NO

If 'YES', please provide details of required redaction:

Date redaction carried out:

Treasurer / Chief Executive Sign Off – for Redactions only

If redaction is required, the Treasurer or Chief Executive is to sign off that redaction has been completed.

Sign:

Print:

Chief Executive/Treasurer

Date signed:

Decision and Final Sign Off

I agree the recommendations to this report:

Sign: 

Print: Roger Hirst

PFCC

Date signed: 31 March 2022

I do not agree the recommendations to this report because:

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Sign:

Print:

PFCC/Deputy PFCC

Date signed: