

THE POLICE & CRIME COMMISSIONER FOR CLEVELAND

DECISION RECORD FORM

REQUEST: For PCC approval.

Title: End formal collaboration of Police Dog support

Executive Summary:

The decision follows changes to the operating model that were implemented in 2018, and takes into account the proven efficiency and effectiveness of the revised arrangements.

The Dog Support Unit has delivered benefits and has maintained a level of operational resilience in respect of police dog assets shared across the three police forces. This has weathered the financial pressures faced by each of the forces.

The recommendation of the Chief Constables is that the collaboration has delivered a level of benefits but that these benefits can be maintained without formal collaboration. The maintenance of formal collaboration across the Evolve geographical area is considered by the Chief Constable to hinder or impact on future benefits.

The dog support unit has operated under revised arrangements since its operating model was varied in 2018, by a formal agreement between the three Commissioners and the Chief Constables. The recommendation of the Chief Constables is that following the successful operation of the varied arrangements, the revised operating model should be reintegrated into the individual forces permanently.

The rationale for the Chief Constables' recommendation is set out below:-

1. Different financial and overall efficiency outcomes have been achieved in each force area.
2. Line management efficiencies have been difficult to sustain for all parties to the collaboration.
3. A number of legal challenges have arisen, connected directly and indirectly with dogs support, during the period of the formal collaboration. In the judgement of the Chief Constables these have impacted on the cohesion and alignment of the joint unit and in turn impacted on the ability of the unit to deliver the full benefits anticipated at its inception.
4. The geographical span of the formally-collaborated Unit has generated a disproportionate wellbeing impact on staff who are required to deploy across three force areas.
5. There has been an impact on the resilience and capability of the Dog Support Unit, in light of some of the above factors, which has meant that the ability to deploy with maximum effectiveness has been adversely affected and this is considered to have resulted in calls for service being difficult to meet.

The Commissioners recognise that the collaboration has provided benefits in improving the design, implementation and planning for collaborative units in order to realise maximum

benefits. The unit has delivered a joint governance structure which has demonstrated the benefits of close collaboration and the journey to alignment of culture within collaboration teams, has highlighted the need to support teams entering into a collaborative arrangement throughout the change process and post-implementation.

As a matter of law, Commissioners are required to keep collaborations under review to ensure that collaborations continue to deliver specific benefits and sustain those benefits.

The Commissioners are also required to consider the recommendations of their Chief Constables on matters which relate to the Chief Constables' operational independence. The delivery of the Dog Support function falls within the operational independence of the Chief Constable and as such recommendations of this kind made by the Chief Constables must be considered carefully by the Commissioners.

In accordance with the Evolve Collaboration Agreement a formal Exit Protocol will be agreed, regulating the transition period and ensuring that the formal collaboration ends on terms which are efficient and effective and which build upon the benefits delivered by the formal collaboration. The Exit Protocol will be published. The Exit Protocol is intended to come into effect on 31 December 2019 (the date for ending the formal collaboration) and to remain in effect until 31 December 2020.

The Commissioners recognise the commitment and the valuable professional service provided to the communities of Cleveland, Durham and North Yorkshire by the Dog Support Units and are assured by the Chief Constables that no reduction in Police Dog support will result from their recommendation.

Mutual aid arrangements will continue to operate across the three Force areas, to meet particular operational demand.

Decision:

The Commissioners for Cleveland, North Yorkshire and Durham have, upon the advice and recommendation of the Chief Constables for their respective policing areas, agreed to bring formal collaboration in respect of Police Dog support to a close.

OPCC Lead Officer: Simon Dennis

Contractor Details (if applicable):

Implications:

Has consideration been taken of the following:	Yes	No	
Financial	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Legal	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Equality & Diversity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Human Rights	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Sustainability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Risk	<input checked="" type="checkbox"/>	<input type="checkbox"/>	

(If yes please provide further details below)

Decision Required – Supporting Information

Financial Implications: (Must include comments of the PCC's Chief Finance Officer where the decision has financial implications)

Over the next year the Force will need to put in arrangements for the Kenneling of the dogs as this is currently done at a facility owned by another party to the collaboration agreement. There will be additional costs incurred which will depend on the solution, however the funding for this has been factored into the financial plans.

Legal Implications: (Must include comments of the Monitoring Officer where the decision has legal implication)

Having read this report and having considered such information as has been provided at the time of being asked to express this view, the Chief Executive is satisfied that this report does not ask the PCC to make a decision which would (or would be likely to) give rise to a contravention of the law.

Equality and Diversity Implications

The exit protocol caters for all compliance requirements.

Human Rights Implications

The exit protocol caters for all compliance requirements.

Sustainability Implications

The exit protocol caters for all compliance requirements.


Risk Management Implications

The exit protocol caters for all compliance requirements.

OFFICER APPROVAL

Monitoring Officer

I have been consulted about the decision and confirm that financial, legal, and equalities advice has been taken into account. I am satisfied that this is an appropriate request to be submitted to the Police and Crime Commissioner.

Signed 

Date 18/12/19

Police and Crime Commissioner:

The above request HAS my approval.

Signed

Sam Cypriani

Date

18/12/19