

DECISION NO: PCCG-2013-026	
<u>OFFICE OF POLICE AND CRIME COMMISSIONER</u>	
TITLE:	Progress on the Implementation of the Estate Strategy
DATE:	12th February 2013
TIMING:	Strategy & Performance Board
PURPOSE:	For Monitoring
1.	<u>RECOMMENDATION</u>
1.1	The recommendation is consider progress with the implementation of the Estate Strategy.
2.	<u>INTRODUCTION & BACKGROUND</u>
2.1	The implementation of the Estate Strategy has progressed since May 2009 and the outcome of Stage 1 was presented and endorsed at the Police Authority meeting on 29 th May 2009. Subsequent events have led to the identification of key milestones and timescales for each element of the plan.
2.2	The driver for change detailed within the Estate Strategy is to develop an estate that is suitable to support modern policing. This includes operational policing in relation to crime, custody and neighbourhood policing. It also includes the estate to house the support functions.
2.3	It is acknowledged that the plan must be dynamic and flexible to enable adaptation when other external factors present an opportunity that could prove beneficial to the Force.
3.	<u>ISSUES FOR CONSIDERATION</u>
3.1	The Estate Strategy Management Group meets regularly to progress the implementation plan, taking consideration of the key determinants.
3.2	The plan engages the Chief Superintendents and LPU Commanders on the service models, the specification and potential locations.
3.3	The first strand is the development of a Head Office concept. This will drive operational policing services to be relocated within operational hubs that deliver policing across Gwent. This requires operational hubs to be developed for a number of policing services.
3.4	The second strand of work is targeted at improving access to neighbourhood policing and in this regard, this involves a review of neighbourhood provision, the property stores and also the custody provision.

3.5	Strand One - Head Office Concept												
3.5.1	<p><u>Overview</u></p> <p>The driver for change in the head office concept is the approved relocation of current headquarters facilities new locations by March 2014. The current Headquarters houses both operational policing services and also support functions in a traditional headquarters model. The strategy confirms the intention to develop the operational hubs for policing that will be located in more appropriate settings whilst also establishing a head office location for non policing departments.</p>												
3.5.2	<u>Elements</u>												
3.5.2.1	<p><u>Element 1 – Head Office</u></p> <p>The Police Authority approved the Head Office concept at the meeting on 27 January 2011 on completion of the financial appraisal. Since that date the site survey and planning application has been completed in partnership with Monmouthshire CC and Torfaen CBC which will lead to a joint sale of Headquarters and County Hall, in a phased programme, between 2014 and 2016.</p> <p>A new location for the Head Office has been sourced at Vantage Point House and will house both the Office of the Police & Crime Commissioner and also the Office of the Chief Constable.</p>												
3.4.2.2	<p><u>Element 2 - HQ Phase I - Establish Operational Units</u></p> <p>The current headquarters site has a number of operational units for which a plan has been identified to relocate these services to alternative police owned premises or new sites. These elements and their current status is shown below.</p> <table border="1" data-bbox="316 1355 1390 1713"> <thead> <tr> <th data-bbox="316 1355 1114 1413">Narrative</th> <th data-bbox="1114 1355 1390 1413">Status</th> </tr> </thead> <tbody> <tr> <td data-bbox="316 1413 1114 1471">Maximising of capacity at Pontypool Police Station</td> <td data-bbox="1114 1413 1390 1471">Complete</td> </tr> <tr> <td data-bbox="316 1471 1114 1529">Relocation of the Scientific Support Services</td> <td data-bbox="1114 1471 1390 1529">Complete</td> </tr> <tr> <td data-bbox="316 1529 1114 1588">Relocation of ICT Services</td> <td data-bbox="1114 1529 1390 1588">Complete</td> </tr> <tr> <td data-bbox="316 1588 1114 1646">Development of the CID operational hub</td> <td data-bbox="1114 1588 1390 1646">In Progress</td> </tr> <tr> <td data-bbox="316 1646 1114 1713">Relocation of the gym / training facilities</td> <td data-bbox="1114 1646 1390 1713">Planning Stage</td> </tr> </tbody> </table> <p><u>Gymnasium Facilities</u></p> <p>The options for relocating the gym are currently being developed and include the development of other gym facilities that are already in the Police Estate.</p> <p>Consultation with other local service providers is also being undertaken to</p>	Narrative	Status	Maximising of capacity at Pontypool Police Station	Complete	Relocation of the Scientific Support Services	Complete	Relocation of ICT Services	Complete	Development of the CID operational hub	In Progress	Relocation of the gym / training facilities	Planning Stage
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identify training locations.

CID Hub

The implementation of the local crime hub will be completed by October 2013. Elements are already complete with the co-location of the Public Protection Unit (PPU), the Serious Sexual Assaults Team and the Serious Violent Assaults team at central premises at Mamhilad.

Police HQ

The relocation of Scientific Support to Bridgend and the relocation of ICT staff has provided capacity for the site sharing option at headquarters that commenced in 2012 with Torfaen CBC.

3.5.2.3 Element 3 - HQ Phase II - Relocate Operational Units to new hub

The operational units for which final plans are being completed include the following:

Service	Status
Fleet Workshops including Airwave	Draft Business Case
ANPR, RPU and Traffic Management	Draft Business Case
Uniform Stores	Draft Business Case
Central Registry & Archive	Property Stores Complete & Scanning Programme on-going

There are four distinct service areas in this element. These are the fleet workshops, operational services, the uniform stores and the central registry.

3.5.2.4 Element 4 - HQ Phase III - Relocate Force Control Room (FCR)

The Force Control Room business case was approved by the Police Authority Audit and Resources Committee on 15th December 2011. This includes associated services including call taking and call handling, logistics and emergency planning.

This will be at the same site as the Head Office and so a joint programme is managing the implementation.

3.5.2.5 Element 5 - HQ Phase IV - Relocation HQ staff to new head office

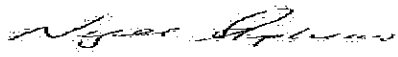
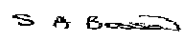
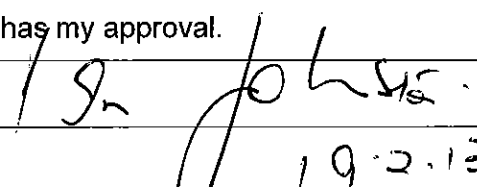
By addressing the issues already discussed the staff remaining at Police HQ will be those who transfer to new alternative accommodation. This model will depend on agile working, the use of hot-desking and the use of mobile technology.

The specification for such accommodation being office based means that the timeline for implementation could be relatively short and therefore significant planning work can be undertaken over the course of the next year prior to the relocation.

3.6	Strand Two - Neighbourhood Police Services
3.6.1	<p><u>Overview</u></p> <p>Strand Two deals with the re-provision of neighbourhood police services to ensure that they are fit for purpose and provide appropriate access.</p>
3.6.2	<p>The key drivers for change in Strand Two relate to the need to:</p> <ul style="list-style-type: none"> • achieve an operational fit, • progress the collaboration and partnership agenda in the community with other stakeholders, and • ensure value for money is secured in delivering these services.
3.6.3	<u>Elements</u>
3.6.3.1	<p><u>Element I - Access to Neighbourhood Police Stations</u></p> <p>Twenty six business cases (considered in six phases) were considered by the Police Authority to improve access to police services and all have now concluded.</p> <p>The works to re-provide the Neighbourhood Police services is kept under constant review, however, it is acknowledged that with significant focus required on the decommissioning of headquarters there may be a delay ahead of the next phase of reviews.</p>
3.6.3.2	<p><u>Element II - Central Property Store</u></p> <p>The property stores in Gwent Police have been rationalised under the supervision of the Evidential Property Working Group. The aim is to manage the evidential and Lost and Found property in a centralised managed service, which will improve operational efficiency.</p> <p>This review has highlighted the opportunity taken by other Forces to fund the central property store from sale proceeds arising from disposal of goods in line with regulations and this is currently being implemented.</p> <p>The systems and procedures are being revised and the implementation of the ICT solution is at an advanced stage of development.</p> <p>All non MIT property will be centrally managed through storage facilities and appropriate logistical support at Newport Central and Bettws stations.</p>
3.6.3.3	<p><u>Element IV - Custody Services</u></p> <p>The custody services will continue to monitor custody capacity meets and operational demand, taking opportunity to achieve efficiencies and economies as opportunities arise.</p>
4.	<u>NEXT STEPS</u>
4.1	The next steps are to finalise the business cases identified in this report and to complete implementation.

5.	<u>FINANCIAL CONSIDERATIONS</u>
5.1	A detailed financial plan has been completed for the budget setting process for the estate over the CSR period. This plan considers the funding streams available in terms of capital and also revenue, including the potential disposal of the headquarters site as well as the additional costs of relocating services to meet the requirements of Gwent Police.
6.	<u>PERSONNEL CONSIDERATIONS</u>
6.1	There are staffing implications created as services relocate to new sites. This requires regular consultation and engagement with staff and their representatives and also other interested parties to ensure that the transition is managed in the appropriate manner.
7.	<u>LEGAL IMPLICATIONS</u>
7.1	Transfer and disposal of properties will be considered by appropriate legal advisers.
8.	<u>EQUALITIES AND HUMAN RIGHTS CONSIDERATIONS</u>
8.1	This project/proposal has been considered against the general duty to promote equality, as stipulated under the Single Equality Scheme and has been assessed not to discriminate against any particular group.
8.2	In preparing this report, consideration has been given to requirements of the Articles contained in the European Convention on Human Rights and the Human Rights Act 1998.
9.	<u>RISK</u>
9.1	A risk assessment of the strategy and implementation plan takes into consideration the engagement with the community, public, staff support and also political support.
9.2	Risk will also need to be understood in relation to the financing of the plan and the availability of property to deliver the appropriate estate to meet our requirements.
10.	<u>PUBLIC INTEREST</u>
10.1	This report will be made available to the public.
11.	<u>CONTACT OFFICER</u>
11.1	Nigel Stephens, Assistant Chief Officer, Resource
12.	<u>ANNEXES</u>
12.1	None.

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Office of the Chief Constable	
I confirm that this report has been discussed and approved at a formal Chief Officers' meeting. It is now forwarded to the OPCC for approval.	
Signature: 	
Date: 12 February 2013	
	Tick to confirm (if applicable)
Financial The Treasurer has been consulted on this proposal.	√
OPCC (insert name) The Chief Executive has reviewed the request and is satisfied that it is correct and consistent with the PCC's plans and priorities.	√
Legal The legal team have been consulted on this proposal.	N/A
Equalities The Equalities Officer has been consulted on this proposal.	N/A
Chief Executive/Deputy Chief Executive: I have been consulted about the proposal and can confirm that financial, legal, equalities etc... advice has been taken into account in the preparation of this report. I am satisfied that this is an appropriate report to be submitted to the Police and Crime Commissioner for Gwent.	
Signature: 	
Date: 13/02/13	
Police and Crime Commissioner for Gwent I confirm that I have considered whether or not I have any personal or prejudicial interest in this matter and take the proposed decision in compliance with the Code of Conduct. The above request has my approval.	
Signature: 	
Date: 19.2.13	