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### Proposal

#### INITIAL REVIEW OF OFFICE OF POLICE AND CRIME COMMISSIONER

##### SCOPE

A short-term and initial review of the office of the Police and Crime Commissioner:

1. To identify a management structure that;
  - a] reflects the PCC priorities
  - b] maximises relationships with stakeholders
  - c] maximises relationships with government and political leaders
2. To review the current commissioning processes, targets and review outcomes against the priorities.
3. To ensure the key priorities of the Police and Crime Commissioner are clarified and updated.
4. To ensure the senior team is focussed on delivery of the priorities and best placed for future preparedness.

##### METHOD

- Discussions with the Police and Crime Commissioner to identify her priorities for achievement and delivery.
- Interviews with the PCC's direct reports to understand their roles, delivery targets and the output of their teams.
- Interviews with the Commissioning team to identify aims and outcomes of the commissioning process.
- Review the outcomes of the current commissioning projects, with an assessment of effectiveness.

##### OUTCOME

To prepare an initial report for the Police and Crime Commissioner that;

Recommends a management structure that is shaped to best meet the scope and aims of the review. That management structure must be better placed to improve government engagement as well as a more effective alignment with regional political leaders and regional stakeholders.

Recommends changes to the commissioning processes to best meet the aims and priorities of the Police and Crime Commissioner.

Outlines initial and immediate changes that provides a platform for continuous improvement of the team and better delivery against priorities.

## COSTS AND TIMESCALE

This review will be carried out by Kevin Slocombe, on behalf of Cives Consultancy Limited.

This must be seen as an initial short term, sharply focussed review that is a first cut of changes required to improve outcomes of the office of the PCC and reset priorities set out by the newly elected Commissioner.

It is not aimed at longer term outcomes linked to the Police and Crime Plan but rather as an urgent review of the management structure and current commissioning priorities only. The intention is for an initial management and commissioning review that will be future built on by the senior team.

Given the limited scope of the review, a timescale of within 4-6 weeks should be realistic, provided senior team members are available to match the availability of the Consultant.

Costs may be impacted by unknowns but are initially quantified at £15000.

Kevin Slocombe

Director

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