

## PCC Decision Form

Subject matter	Name of Proposer (eg Chief Executive, Chief Constable, Director of Finance)	Date of Request	Previous related decisions
Separation of the Collaborative HR service	Director of Resources	21/12/2018	

Private / Exemption - Yes / No If Yes Reason Why (eg Schedule 12A Local Government Act 1972, Freedom of Information Act 2000)	Urgent (if Yes, Why and by When?)

## Decision Requested

The Police and Crime Commissioner is asked to formally agree to separate from the collaborative HR service with Humberside Police and create a South Yorkshire Police only HR and Learning and Development Service.

## Executive Summary of Request

## Supporting Report attached?

Yes /

In Summer 2017 on the voluntary early exit of ACO Watson it was agreed that each Force would appoint their own Head of HR and both Heads of HR would review the operation of the joint department. In South Yorkshire Jo Jackson was appointed to the Head of HR post under the executive leadership of the Director of Resources and work has been ongoing to review the department.

On the 1st August 2018 the two Heads of HR recommended to the two chief constables that the preferred option would be to separate the services and that this could be achieved within the revenue provision contained within each Forces budget. This recommendation was supported by an independent review of the service, which had been undertaken in July 2018. There would however be additional transition costs. It was agreed that more work needed to be undertaken prior to a formal decision being made.

On the 10 December 2018, Chief Constables Watson and Freeman considered the attached report. It was agreed to accept the recommendation contained within the paper and to seek formal approval from their respective Police and Crime Commissioners to separate from the collaborative HR service.

At all stages of the process, staff and the trade unions have had regular communication from the Head of HR. The latest communication is attached.

The PCC is recommended to formally agree to disestablishing the HR collaboration with Humberside Police and establishing an independent HR service for South Yorkshire Police.

Approval by proposer (SLG lead / OPCC SMT lead) and confirmation request is ready for PCC consideration

## PCC Decision Form

Signed:	Date:
Approved by Director of Finance	
<p><b>The estimated transition costs for both forces to move to independent HR departments have been included in the budget growth proposals for 2019/20</b></p>	
Signed:	Date: 18 December 2018

Considerations	Evidence of information or advice gathered or discussion / consultation conducted	How has all this evidence impacted on overall proposal?
Public and / or Partners		Staff and Trade Unions have been consulted.
Impact on Service		
Financial		
Legal		
HR		
T/Unions / Staff Assoc.		
Equality & Diversity (Public Sector Equality Duty)		
Risks / Opportunities		
Sustainability		
Data Protection Impact Assessment (DPIA)		
Other (specify)		

Views of PCC's Chief Finance & Commissioning Officer
<p>I have been consulted about this proposal and approve it as the estimated transitional/restructuring costs have been included as a cost pressure item in the 2019/20 SYP budget.</p>

# PCC Decision Form

<b>Signature:</b>		<b>Date:</b>	20/12/18
-------------------	--	--------------	----------

**Views of PCC's Chief Executive & Solicitor**

I have been consulted about this proposal and *recommend PCC approval.*

<b>Signature:</b>		<b>Date:</b>	20/12/18
-------------------	--	--------------	----------

**PCC's Decision and Rationale**

*Agreed as above*

<b>Signature:</b>		<b>Date:</b>	20/12/18
-------------------	--	--------------	----------

**OPCC GATEKEEPER (Information Officer)**

Decision Ref. No	PAB Minute No: (where applicable)	Date Proposer notified of Decision	Date Published

