

**To:** Cambridgeshire Police Authority

**From:** Chief Executive

**Date:** 30<sup>th</sup> September 2009

## **CAMBRIDGESHIRE POLICE AUTHORITY ORGANISATIONAL DEVELOPMENT PLAN**

### **1. Introduction**

- 1.1 Cambridgeshire Police Authority and Cambridgeshire Constabulary are separate organisations but with shared aims. Cambridgeshire's Policing Plan sets out our shared aspirations for improvements in outcome for the local population we serve.
- 1.2 Police Authorities have a central role in ensuring that their Constabulary is held to account for delivering against the priorities the Police Authority sets for the Constabulary through their policing plan on behalf of, and in consultation with, local communities.
- 1.3 In order to better deliver our specific roles Cambridgeshire Police Authority has produced this document; the first draft of the Cambridgeshire Police Authority Organisation Development (OD) plan.
- 1.4 The OD plan is not a static piece of work. It is adapting all the time to ensure that Cambridgeshire Police Authority plays its part to deliver, together with the Constabulary and partners, improved outcomes for the people we serve.

### **2. How the Plan Has Been Developed**

- 2.1 The OD Plan has been informed by:
  - a) Strategic discussions at the ACPO/PA away day on 18th May 2009 and the Police Authority Executive Team away day two days later,
  - b) The work of an Officer, from a partner organisation, with key Members and Officers.
  - c) An Officer and Member driven self-assessment against the Association of Police Authority's self assessment criteria.

### 3. How the Plan Is Structured

- 3.1 The report is split into 5 sections. These sections reflect the new HMIC inspection regime, other than the fact that we have split the theme on partnerships and engagement. Section 1 of the report ‘Setting the strategic direction and priorities’, provides a five year vision of the organisation’s changing role. The other sections fall out of section 1 and focus more on the short and medium term.
- 3.2 Each section begins with a description of the vision for the organisation, then describes the new inspection theme, gives an assessment of the organisation’s current strengths and weaknesses in that area, and identifies specific issues to be addressed.

### 4. Recommendation

- 4.1 The Authority is invited to:
- a) Discuss and endorse the direction set by the Organisational Development Plan.
  - b) Recommend that the Chief Executive take forward the development of an action plan to be monitored through the Scrutiny Committee to ensure implementation of the Organisational Development Plan.

### BIBLIOGRAPHY

Source Document (s)	Contact Officer	Location
Police Authority inspection - HMIC and Audit Commission  Performance Landscape HMIC	Dr Dorothy Gregson Chief Executive	Cambridgeshire Police Headquarters Hinchingsbrooke Park Huntingdon Cambridgeshire PE29 6NP
<p>Originating Officer DCC</p> <p>Is it considered that this report contains ‘exempt information’ and should be considered in private? NO</p> <p>If the answer is “YES”, please state the nature of the exempt information <u>and the relevant clause(s)</u> in Part 1 of Revised Schedule 12A to the Local Government Act 1972</p> <p>The attached report has been cleared with the undermentioned officers: (delete as appropriate)</p> <p>Chief Executive</p> <p>Others .....</p> <p>Submitted on .....September 2009.....</p> <p>A report will not be sent to the Authority unless this box has been satisfactorily completed and all necessary consultation carried out - the responsibility for which rests with the originator (except for consultation with the Chairman and this will be undertaken by the Chief Executive).</p>		