

Committee: Police	Date: 14 th September 2012
Subject: ACPO Portfolios and Chief Officer Recruitment Update	Public
Report of: Commissioner of Police POL 61/12	For Information
<p style="text-align: center;"><u>SUMMARY</u></p> <p>This report provides Members with an update on changes to the City of London Police ACPO portfolios following a Force review. It also provides information regarding ongoing recruitment plans (both short and long term) to fill positions created by the retirement of Assistant Commissioner Frank Armstrong and successful promotion of Commander Ian Dyson and for an additional ACPO Commander (Economic Crime) position.</p> <p>Portfolios have been realigned to follow similar command structures in other forces and to provide a more appropriate alignment of skills and experience to command responsibilities.</p> <p>The portfolio of the Assistant Commissioner has been amended to allow the momentum initiated under the City First Change Programme for business change development to have a more strategic focus and lead once the Programme has been concluded.</p> <p>The success of Force proposals within the national Economic Crime arena and Force capabilities have necessitated the creation of an additional Commander position which will include national Economic Crime responsibilities. The Commander (Operations) portfolio has been realigned in line with the new City First model and key strategic operational requirements.</p> <p>Short timescale recruitment plans for the interim period to temporarily appoint to the two vacant Commander positions whilst funding and Home Office appointment arrangements are clarified, are detailed. For the longer term it is the Force's intention to recruit to these two positions with substantive officers by means of one full recruitment/promotion process.</p>	

RECOMMENDATIONS

That Members receive this report and note its' the contents.

MAIN REPORT

BACKGROUND

1. The Force has undertaken a review of the existing ACPO portfolios. This follows the decision by Assistant Commissioner Frank Armstrong to retire and the successful appointment of Commander Ian Dyson into this position. In addition, there are ongoing developments by the Force for the future of the Economic Crime capability to consider. This has included a review of portfolios and number of Chief Officers, to ensure that individuals appointed can appropriately lead force business and the structure is more aligned to reflect that demonstrated in other forces across the country. In support of these changes, plans have been formulated for the recruitment of appropriate officers to fulfil these roles both in the interim and on a permanent basis.

CURRENT POSITION

2. The current ACPO Team consists of four members, the Commissioner, the Assistant Commissioner, the Commander and the Director of Corporate Services who each have specific responsibilities and portfolios. However, there are a number of factors (in addition to the promotion of Commander Ian Dyson to Assistant Commissioner), which have necessitated a review of their current content.
3. The success of the Force's proposals for enhancing its national fraud capabilities means that there is a need for an additional Chief Officer at Commander level to be added to the existing City of London Chief Officer Team – Commander (Economic Crime). This officer will be the national co-ordinator for fraud and will lead on national capability growth. However, this will be subject to funding. This role will remove a significant part of the existing Commander's portfolio.
4. The City First Change Programme (subject of separate reports to your Committee) is now moving into the implementation phase and at some point will reach a conclusion. Notwithstanding this, the Force will need to continue to maintain the momentum of business change and have a strategic lead which is currently happening under the auspices of the City First change programme.

5. Finally, to ensure that the Commissioner is able to focus on strategic stakeholder engagement, which is an increasingly significant part of the Force's national capability proposals, realignment of portfolios to relieve him of some of the responsibilities for the day to day management of the Force is required.

UPDATED POSITION

6. Attached as Appendix 1 is a diagrammatic view of the revised ACPO portfolios (to be implemented on the appointment date for Commander Dyson to Assistant Commissioner – 1st September 2012).
7. In summary portfolio responsibilities are as follows:

COMMISSIONER

Adrian Leppard

Strategic lead for the Force providing the following:-

- Direction/Vision
- Leadership
- Stakeholder Engagement
- Political Relationships

The Commissioner will attend Grand Committee of the Police Committee.

The Commissioner will chair the following internal meetings:-

- Diamond and Diamond Plus (Diamond plus includes Directorate Heads)
- Strategic Management Board (SMB)
- City First Change Programme Board (whilst constituted)

ASSISTANT COMMISSIONER

Ian Dyson

This post will have responsibilities around the following:-

- Performance
- Risk
- Business Change

- Professional Standards
- Diversity and Quality of Service
- Collaboration
- Strategic Development

The Assistant Commissioner will attend the following Police Committee meetings:-

- Grand Committee
- Professional Standards and Complaints Sub Committee
- Police Performance and Resource Management Sub Committee
- Police Economic Crime Board

The Assistant Commissioner will chair the following internal meetings:

- Performance Management Group (PMG)
- City First Implementation Board (whilst constituted)
- Quality of Service and Equality Diversity and Human Rights Meeting (QoS and EDHR)
- Risk Assurance Group
- Organisation Learning Forum (OLF)
- Digital Media Group

COMMANDER (OPERATIONS)
(Substantive Vacancy)

This post will be responsible for leading on the operational side of the business of the Force. It will have line management responsibility for three operational Directorates (Uniform Policing Directorate, Crime Directorate and the Information & Intelligence Hub).

The Commander Operations (Ops) will have the following key strategic responsibilities:

- Operations (including where appropriate, operational authorities)
- Community Safety
- Counter Terrorism
- Licensing
- Intelligence/Tasking & Co-ordinating

Commander Ops will attend the following Police Committee meetings:

- Grand Committee

Commander Ops will chair the following internal meetings:

- Security Group
- Force Tasking and Co-ordination Group (FTCG)
- Protective Services (Strategic Policing Requirement)
- Safer City Partnership Strategy Group
- London Criminal Justice Partnership Board (LCJPB)

And attend the following external meeting for the Force

- Security Review Committee (SRC)

COMMANDER (ECONOMIC CRIME)

(Vacancy)

Commander (Economic Crime) will be the national co-ordinator for Fraud and lead on national capability growth. The post will also have line management responsibility for the Force Economic Crime Directorate Head.

The Commander (Economic Crime) will attend the following Police Committee meetings:

- Police Economic Crime Board

DIRECTOR OF CORPORATE SERVICES

Eric Nisbett

This post has responsibilities around the following:

- HR
- Finance
- General Services including Accommodation
- Shared Services
- IT

The Director of Corporate Services will attend the following Police Committee meetings:-

- Grand Committee

- Police Performance and Resource Management Sub Committee

The Director of Corporate Services will chair the following internal meetings:

- Resource Allocation Board (RAB)
- Income Generation Board
- Strategic Fleet Management Group
- Organisational Change Board (OCB)
- HR Strategic Committee
- Force Health & Safety Committee

WAY FORWARD

8. Following the appointment of Commander Ian Dyson to the role of Assistant Commissioner the existing Commander role was left vacant (with effect from 1st September 2012).
9. In the past there was a need to liaise with the Home Office Senior Appointments Panel (SAP) for appointments to the ACPO Chief Officer team but this process will change after the election of Police and Crime Commissioners (PCCs) in November. Although the Corporation of London Police Committee will continue to operate outside of the PCC's process the City have been advised not to make a substantive appointment at Commander rank until November at the earliest and instead should consider appointing at this rank on an Acting or Temporary basis.
10. As can be seen from the revised Chief Officer portfolios there is in fact a need to appoint to two Commander posts. However, in addition to the reason stated in paragraph 9, the opportunity to make a substantive appointment to the Commander (Economic Crime) role cannot be pursued until the funding arrangements are clarified and formally agreed. It is hoped this position will be resolved by the end of the financial year. Both of these roles are key to the leadership and management of the Force and therefore interim solutions have been progressed (involving the Chairman of Police Committee) until such time as the Force is able to run one selection process to appoint substantively to these two positions.
11. In the interim the Force has appointed Detective Chief Superintendent (DCS) Steve Head to the position of Temporary Commander (Economic Crime). DCS Head is qualified for promotion to ACPO rank and is able to provide the skills required to fulfil this position on a Temporary basis.

12. A short timescale recruitment process to appoint to the Commander (Operations) role on a temporary basis for a period of six to nine months has commenced. This is in order to ensure that resilience and management at Chief Officer level is maintained. Although there is another officer within Force qualified for promotion to ACPO rank it was decided on this occasion to advertise the position both internally and externally to widen the pool of potential candidates. An advert was placed on the ACPO website with a closing date of 22nd August with interviews scheduled for 28th and/ or 31st August. The selection panel includes both the Commissioner and the Chairman of Police Committee. It is hoped that the successful candidate will be in post by the middle of October 2012 at the latest.

CONCLUSION

13. As a consequence of both the retirement of the Assistant Commissioner, Frank Armstrong and ongoing developments in the strategic direction of Force business the Force has taken the opportunity to review all the portfolios and number of ACPO officers.
14. Existing portfolios have been updated including the creation of a Commander (Economic Crime) position and necessary recruitment plans for both the short and long term have been developed for two Commander vacancies.

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