

**NOTES FROM THE MANAGEMENT BOARD HELD ON 18 SEPTEMBER 2019 IN MEETING ROOM A, CHESHIRE CONSTABULARY HQ, CLEMONDS HEY, WINSFORD, CW7 2UA**

*Present:* D Keane, Police & Crime Commissioner  
D Martland, Chief Constable

Office of the Police & Crime Commissioner

P Astley, Chief of Staff  
C Hodgson, Head of Finance, Operations & Governance  
M Walton, Senior Governance & Performance Officer  
C Tozer, Senior Communications Officer

Cheshire Constabulary

J Cooke, Deputy Chief Constable  
D Bryan, Head of Legal Services  
W Bebbington, Head of Finance  
P Woods, Head of Planning & Performance

**Part 1 - Public items**

**1. NOTES OF MEETING HELD ON 04 SEPTEMBER 2019**

The notes of the meeting held on 04 September 2019 were approved.

**2. MANAGEMENT BOARD ACTION LOG**

The action log was reviewed and updated.

**3. JOINT FIRE & RESCUE AND POLICE DEPLOYMENT BASE FACILITY FOR CREWE**

The report provided the Commissioner with an update on the detailed feasibility work that has been completed for a joint Fire & Rescue and Police deployment base facility at Macon Way, Crewe. The detailed feasibility work was commissioned jointly by Cheshire Constabulary and Cheshire Fire & Rescue following PCC and Fire Authority agreement in September 2018. It was undertaken by external consultants to fully explore design considerations, costs and planning implications for a new build on the existing site. The report sought approval not to proceed further with the project.

The Commissioner approved the following recommendations submitted by the Chief Constable:

- (1) The Commissioner notes the findings of the detailed feasibility report and agrees not to proceed further with the project; and
- (2) The Commissioner agrees that a future paper detailing options for police accommodation at Crewe is commissioned.

The rationale was that the decision supports the Police & Crime Plan commitment for a police estate that is fit for the future based on operational need and to have a police service connected with its local communities. The detailed feasibility work undertaken has identified a number of issues which have significantly increased the estimated cost of the project which means it is unlikely that the scheme can deliver public value for money.

**4. FUTURE OCCUPATIONAL HEALTH PROVISION**

The report explained that over the course of recent months, planning has been ongoing for the provision of excellent occupational health services for staff beyond the expiry of the current contracted service on 30 November 2019. The report summarised the current position of services

and recommendations for continuity whilst work continues to establish a future provision. The models of future occupational health provision previously submitted are:

**Model 1: Conduct a Competitive Tender Process to contract a new service**

Conduct a competitive tender process with external providers for a new 3 year OHU contract for future occupational health provision.

**Model 2: Provision of an In-house Service**

Comparable service based on the costing and resources of current provision. Constabulary seeks to employ an FMA and clinical staff to delivery OH service bringing provision in house.

**Model 3: Hybrid of Options 1 and 2**

With some elements of directly provided services and some services outsourced.

This option would also give the opportunity for immediate investment in wellbeing services such as extra specialist mental health counselling, preventative wellbeing support and dyslexia support to staff with additional investment, thereby investing an additional £100k into the wellbeing of our staff in the immediate future and to be included in future service modelling.

The Commissioner and the Chief Constable approved the recommendations set out in Part 2 of the report in relation to the future provision of Occupational Health services to Cheshire Constabulary. The rationale was that the decision supports the Police and Crime Plan priority for a police service fit for the future as well as the commitment to create a healthy working environment for all officers and staff to improve employee wellbeing.

***Part 2 - Private Items***

**5. MANAGEMENT BOARD ACTION LOG**

The action log was reviewed and updated.

**6. JOINT FIRE & RESCUE AND POLICE DEPLOYMENT BASE FACILITY FOR CREWE**

The Part 2 paper was considered in private to support the decision made in Part 1.

**7. FUTURE OCCUPATIONAL HEALTH PROVISION**

The Part 2 paper was considered in private to support the decision made in Part 1.

*Duration of meeting: The meeting commenced at 2pm and finished at 2.25pm.*