



Request for a Police, Fire & Crime Commissioner Decision

SECTION 1

Please identify who is requesting the decision:			
OPFCC Decision	N	Decision Number:	PF xxxx/yyyy
CCFRA Decision	Y	Decision Number:	CF 002/2024
Constabulary Decision	N	Decision Number:	CC xxxx/yyyy

(Please indicate whether this is a PART 1 or PART 2 decision (For Part 2 decisions, only the Section 1 is to be published))

PART 1 Decision:		PART 2 Decision:	YES
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DECISION TITLE: Performance Officer

Executive Summary: (no more than 100 words)

Following changes to the governance of CFRS there is a long-term programme underway to disaggregate hosted functions and systems from the unitary councils. That programme of work includes a new HR system, Health and Safety System, training and development system and availability system. There are also projects underway for a new asset management system and prevention and protection system.

All of these projects have a large reliance on data quality. There will be significant work to understand what data we have, cleanse that data ahead of transferring and also working with the wider team to ensure reporting requirements and needs are met. For example, the current H&S system has 6,000 records which all need to be reviewed as historical data must be retained.

The proposal is to increase capacity in the Performance Team to provide support to all the projects alongside the business as usual. This approach will ensure resilience as knowledge can be shared and professional support provided, and staff can be aligned to projects based on skills and expertise.

The post will be advertised as 37 hours but part-time working would be considered (a minimum of 0.6 FTE). Work base will also be flexible to widen the pool of possible candidates with a requirement for them to attend Penrith when necessary.

Police, Fire & Crime Commissioner

I confirm that I have considered whether or not I have any personal or prejudicial in this matter and take the proposed decision in compliance with the Code of Conduct for Cumbria Police, Fire & Crime Commissioner. Any such interests are recorded below.

I hereby:

approve

do not approve

the post as set out above.

Chief Executive

Signature: Gill Shearer

Date: 14/04/24