

For public release

**POLICE AND CRIME COMMISSIONER (PCC) FOR LINCOLNSHIRE
REQUEST FOR DECISION**

REF: 002/2023

DATE: 22/02/2023

| HEALTH & CARE SERVICES | |
|-----------------------------------|--|
| REPORT BY | CHIEF CONSTABLE |
| CONTACT OFFICER | Lauren Oliver, Project Manager Tel: 07436 248 064 |

EXECUTIVE SUMMARY AND PURPOSE OF REPORT

This report relates to the proposed extension of the building currently housing the Police Federation and Unison, to create a purpose-built space for the Health & Care team. Currently occupational health services operate from a rented premises in Lincoln. The premises are not suitable for the ongoing provision of Health & Care services within Lincolnshire Police for several reasons which are addressed within the business case.

Given the recent investment in Health & Care services, and the occupational health element returning to force, the long-term accommodation for the team has been reviewed and several options considered.

This report suggests the preferred option would be to extend the Federation/Unison building. This would ensure those attending appointments could do so discretely from the car park, there would be no change for the Federation of Unison and the rental income the force receives would remain. The building itself would be more appropriate with it being single storey and would be an asset for the Force, negating the need to pay rent on a hired premise.

Prior to submitting the business case outlining preferred options, the following alternatives were ruled out:

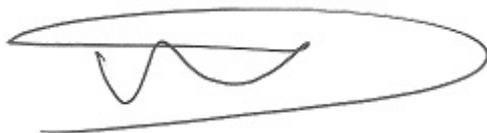
- Utilising South Box – this could have been a temporary option but isn't big enough for long-term use, with limited private and confidential space to conduct medicals.
- A modular building – concerns were raised that after investing in the Health & Care team and identifying that this is a priority for our people a modular building may give the impression of this being temporary and lack permanency or support. In addition, a modular building does not give the soundproof or confidential space an OHS service needs.
- Relocating the Police Federation – undesirable due to the Federation benefiting from the privacy of the current building and the rental income this generates

RECOMMENDATION

That Capital investment is made into expanding the current Federation/Unison building to house the Health & Care team.

POLICE AND CRIME COMMISSIONER FOR LINCOLNSHIRE

I hereby approve the recommendation above, having considered the content of this report.



Date: 22 February 2023

Signature:

A. NON-CONFIDENTIAL FACTS AND ADVICE TO THE PCC

A1. INTRODUCTION AND BACKGROUND

- 1.1 Both the Chief Constable and PCC's strategies reference the importance of ensuring the wellbeing of the workforce, with this paramount to delivering a quality service to the people of Lincolnshire.
- 1.2 The current accommodation utilised by the Health & Care team is not deemed to be fit for purpose long-term. It is not asset owned by the force and therefore we are subject to rental costs, and a lack of certainty should the owner decide at any time they wish to cease the contract.
- 1.3 The accommodation is not suitable for those with disabilities as the upper floor is only accessible via stairs.
- 1.4 Concerns have been raised regarding escape routes in the event of a fire due to the ground floor windows having metal bars. This also reduces ventilation creating an uncomfortable working environment. Whilst the fire alarm system reduces the level of risk to a tolerable level, it remains the case that this is not an ideal working environment.
- 1.5 A business case has been prepared considering several viable options. Whilst the cheapest option is to remain at Sixfield Close, we believe the issues outweigh the cost savings. By extending the existing Police Federation building we will generate a long-term asset for the force with increased operational benefits.

B. FINANCIAL CONSIDERATIONS

A full review of financial considerations for all proposed options is embedded within the business case and can be found below as an appendix.

Funding for the new building would need to come from borrowing, which incurs a cost to the organisation, however, would create a lasting asset and safeguard against the uncertainty of renting and potential rental increases.

C. LEGAL AND HUMAN RIGHTS CONSIDERATIONS

[This should include the legal powers the PCC has for making the decision]

This proposal will enable Lincolnshire Police to provide Health and Care services in premises that provides easy access, and appropriately designed facilities for all service users. This will ensure the services will be able to meet the needs of individuals who may present with a wide range of physical or mental wellbeing needs. This will address Article 14 Human Rights Act which protects the right of individuals to not be discriminated against and the Disability Discrimination Act 1995.

D. PERSONNEL AND EQUALITIES ISSUES

[This should include a copy of the Equality Impact Assessment, if required]

A full Equality Impact Assessment has been undertaken as part of the business case process. It is anticipated that the new building would see a positive difference in some areas, due to increased accessibility due to this being a single storey extension. Consideration will be given throughout to designing a building that is fully accessible.

E. REVIEW ARRANGEMENTS

The building is designed in such a way that it could be used by any department as there are very little in-built specialist requirements. This ensures longevity of the building should anything change in the future. The plans consider a degree of futureproofing by ensuring a general office space large enough to house additional wellbeing support staff.

It is recommended that a review is undertaken after 12-months of the team being on site to ensure that there are no foreseen future issues or adjustments. The proposed plan does not fill the entire available footprint and therefore further expansion could take place in the future, if necessary.

F. RISK MANAGEMENT

The following risks have been identified:

- Any changes to plans that may be identified during construction may increase the delivery timeframe, costs, and impact on those already using the building.
- Risk to the health and safety of those undertaking the construction and those using other offices in the building must be considered and mitigated in accordance with H&S recommendations.
- Escalation in cost due to the current economic climate. Procurement via tender process would provide definite costs once the process is complete, reducing this risk.

There is little that can be proactively done to manage or mitigate risks associated with the changing economic environment and costs. The proposed building could be made substantially larger, but the decision has been taken to look at a modest extension that would house the current staff and have scope for additional wellbeing support, safeguarding the medium/long-term position of the unit, whilst not overspending when costs are at a premium. There is not deemed to be anything further that could be done

to manage or mitigate this risk and therefore it should be accepted. Costs have been estimated based on the Senior Building Surveyor's views and are therefore subject to change as the plans develop anyway.

Risks relating to those working on site and in the surrounding area (Federation and Unison staff) will be addressed to ensure the site is safe and there is access to facilities to support wellbeing (e.g. toilets, drinks etc). The Health & Safety Business Partner has been consulted in relation to the proposals and will be involved.

G. PUBLIC ACCESS TO INFORMATION

Information in this form along with any supporting material is subject to the Freedom of Information Act 2000 and other legislation. Part 1 of this form will be made available on the PCC's website within one working day of approval. However, if release by that date would compromise the implementation of the decision being approved, publication may be deferred. An explanation for any deferment must be provided below, together with a date for publication.

Is the publication of this form to be deferred? No

If Yes, for what reason:

Until what date:

Any facts/advice/recommendations that should not be made automatically available on request should not be included in Part 1 but instead on the separate part 2 form.

Is there a part 2 form? Yes

If Yes, for what reason:

The business case and costings for the proposed accommodation options are attached, including information that is commercial in confidence and not available to the public.

DECLARATIONS

| | Initial to confirm |
|---|--------------------|
| Originating Officer: Lauren Oliver recommends this proposal for the reasons outlined above | LO |
| The CC's Chief Finance Officer has been consulted on this proposal | SC |
| The Chief Constable has been consulted on this proposal | CH |
| The PCC's Chief Finance Officer has been consulted on this proposal | JF |
| The PCC's Monitoring Officer has been consulted on this proposal | MB |

OFFICER APPROVAL

Chief Executive

I have been consulted about the proposal and confirm that financial, legal and equalities advice has been taken into account in the preparation of this report. Consultation outlined above has also taken place. I am satisfied that this is an appropriate request to be submitted to the Police and Crime Commissioner for Lincolnshire.

Signature:



Date: 21/02/2023