


West Midlands Police

Fast, Hot, Flat, Better

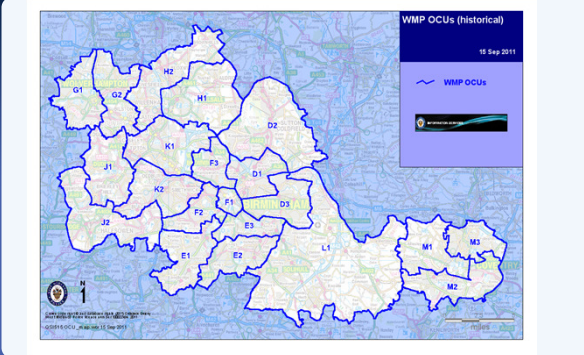
DCC Dave Thompson
West Midlands Police

Serving our communities, protecting them from harm



WMP OCUs (historical)

Serving our communities, protecting them from harm



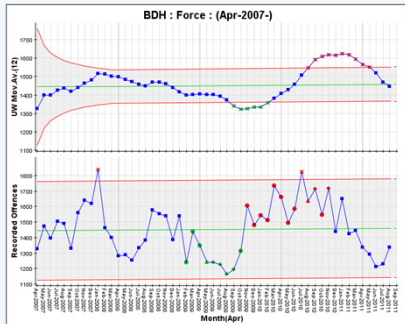
Programme Paragon: Quick!

Serving our communities, protecting them from harm

- Total restructure
- Financial Savings
- Local Policing: Bigger span, narrower mission
- Enhanced protective services
- Numbers to confidence
- Programme to move on to changing how we work post structure

OUCH!

Serving our communities,
protecting them from harm



Lessons ?

Serving our communities,
protecting them from harm



- How does your force really work?
- Deep rooted cultural norms?
- Do you have business process / systems to match aspirations?
- Programme control
- Communication
- What stays the same in change
- People, People, People

Round 2 : Flat and hot!

Serving our communities,
protecting them from harm



- CSR: £126m : 20%
- Performance
- Operating practice and processes
- Programme Management

Continuous Improvement: Quest

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- KPMG
- 2 x LPUs, Intelligence, Change Control
- Performance and lower operating costs
- Entire CSR police officer savings
- Culture shift on performance and change
- Emphasis on skills transfer

Continuous Improvement: Quest

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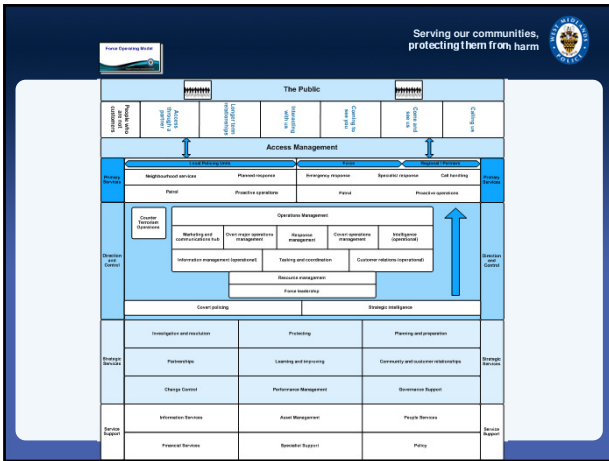
- Savings of approx £48
- 200+ posts available for redirection
- Entire A19 posts

Priority Based Budgeting

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- Entire organisational review
- Service purpose
- Volume, method and service level challenge
- Round 1 savings of £25M from £135M
- Total programme in one year
- Revise performance control



Business Partnering

- Legacy infrastructure
- Scale and complexity of changes needed
- Skills and capability of the market place to cut it differently and work back from the citizen
- Business Partnering Programme for Transformation



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