

STATES OF JERSEY



RELOCATION OF POLICE HEAD QUARTERS TO GREEN STREET CAR PARK (S.R.19/2012): ADDENDUM – (S.R.19/2012 Add.) – RESPONSE OF THE MINISTER FOR HOME AFFAIRS

**Presented to the States on 22nd February 2013
by the Minister for Home Affairs**

STATES GREFFE

**RELOCATION OF POLICE HEAD QUARTERS TO GREEN STREET CAR
PARK (S.R.19/2012): ADDENDUM – (S.R.19/2012 Add.) –
RESPONSE OF THE MINISTER FOR HOME AFFAIRS IN CONJUNCTION
WITH THE ASSISTANT MINISTER FOR TREASURY AND RESOURCES**

Ministerial Response to:	S.R.19/2012 Add.
Review title:	Relocation of Police Head Quarters to Green Street Car Park (S.R.19/2012): addendum
Scrutiny Panel:	Education and Home Affairs

INTRODUCTION

We would like to thank the Panel for undertaking this review as an addendum to P.92/2012 and we are sure its findings will help to contribute to the success of this much-needed project.

Before considering our response, the following issues should be considered which we believe are important in setting the Panel's report in context:

1. As part of the development of the scheme, a comprehensive consultation process has been undertaken between Taylor Young Architects and the States of Jersey Police (SOJP). Between October 2011 and August 2012, numerous consultation workshops were held with teams, senior managers, middle managers and individuals which have been a key contributor in the development of the proposals. As part of this, on 2 occasions (in February and August 2012), all staff were provided with the opportunity to review the plans and details of the scheme were on display within Police Headquarters throughout this period. It should be noted that that extensive engagement with staff occurred well before the issues identified in November 2012.
2. The development of a large capital project for an organisation of 330 people means that it is not possible to take the views of every single member of staff into consideration. The process of engaging managers and teams and providing the opportunity for broader comments from across the organisation is entirely appropriate to such a scheme, as is the requirement for the design to be signed off by the senior management team.
3. As the Panel's report makes clear, should the scheme achieve planning consent, considerable further design work and consultation with users will be undertaken to finalise the design (Stage E of the design process) for the more detailed bye-laws submission and the construction process. With this in mind, some of the issues identified in this report would naturally be the subject of more detailed design and development as the scheme is refined.
4. Whilst this report has helpfully identified some issues to be addressed during the detailed design process, as identified in the appendices to the report, the majority of the issues raised have been addressed or explained to the satisfaction of those responding. This is illustrated by the response from the Police Association in Appendix 1 of the Panel's report.

FINDINGS

Findings	Comments
<p>Key Finding 1 – The reservations expressed by Police Officers to their Association have been addressed in discussions with the Deputy Chief Officer and Project Team. Many specific concerns can be resolved in the next detailed stage of the design process. The principal outstanding issues around parking provision for police officers and for visitors to the Enquiry Desk remain. These have been acknowledged and work remains to be done by the States of Jersey Police and the Project Team to define a solution.</p>	<p>As identified in the body of the report and Appendix 1, nearly all the issues identified by the Police Association have been resolved to the satisfaction of the Association. Despite the extensive consultation process, the Association recognise in the report that a number of the concerns were raised through lack of knowledge, rather than because the design was deficient.</p> <p>The key issues identified as outstanding will be considered as part of the detailed design stage (see below).</p>
<p>Key Finding 2 – Feedback from civilian staff raised very similar concerns to those given to the Police Association, the issues of parking for staff and visitors and the lack of expansion possibilities featuring strongly. The Panel believes that in the main the specific concerns expressed by civilian staff can be addressed through appropriate discussion and interchange with management in the same way that police officer concerns have been addressed.</p>	<p>As identified in the report, the Deputy Chief of Police has responded to the issues raised and a further opportunity for all staff to review the plans and make comments to the architects was provided in December 2012.</p> <p>Again, many of the points have been addressed or clarified in the response of the Deputy Chief of Police and the key issues outstanding will be considered as part of the detailed design process (see below).</p>
<p>Key Finding 3 – Further detailed refinement of plans for the Police Station will take place at the next stage of the design process and will be able to respond to specific issues raised by staff.</p>	<p>As stated above, should the scheme achieve planning consent, detailed design will take place which will again involve engagement with staff. This will provide an opportunity to address outstanding issues relating to building design.</p> <p>In terms of internal design, this will include –</p> <ul style="list-style-type: none"> • Addressing the issue raised regarding access to the custody suite from reception • Where required, reviewing internal layouts to ensure they provide the right environment for those occupying these areas.

Findings	Comments
	<p data-bbox="730 297 1241 461">In terms of the broader issue of parking for Police officers, including those recalled to work at short notice, this has been covered in the response to S.R.19/2012.</p> <p data-bbox="730 499 1241 701">It is recognised that this is one of the key issues raised by staff, and there will be a need to work with the States of Jersey Police staff in terms of travel to work and to identify solutions to the specific parking issues identified.</p> <p data-bbox="730 734 1241 898">This will be undertaken as part of the next stage of design, and will be included as part of the development of a Workplace Travel Plan. However, this is not a reason to delay the progress of the project.</p>
<p data-bbox="185 940 705 1167">Key Finding 4 – In the Panel’s view the figures for police establishment and crime figures over the last 10 years appear to give weight to its belief that the Police Station should take account of potential requirements for future expansion in response to developing services.</p>	<p data-bbox="730 940 1241 1200">The fact that staff total numbers have risen by c. 6% over the last 17 years is not evidence to suggest that this will continue into the future. In addition, evidence provided to the Panel suggests that it is the way the building is used, rather than total numbers which will dictate accommodation requirements.</p> <p data-bbox="730 1238 1241 1637">It is also questionable whether such a conclusion can be drawn simply from total staff numbers. The staff numbers provided make it clear that they include part-time staff. In recent years, like many organisations, the Police have increased the numbers of those who work part-time or job-share. Whilst this does contribute to an increase in total headcount, the nature of part-time and job-share roles serve to lessen the impact on accommodation.</p> <p data-bbox="730 1675 1241 1935">Furthermore, the Panel’s report identifies the evidence provided by the States of Jersey Police about the nature of future policing, in particular the emphasis on embedding officers in the community, and the use of technology in the future which will result in a reduced requirement for traditional accommodation in the future.</p>

Findings	Comments
	<p>The Panel also received evidence about the flexibility and expansion capabilities built in to the new building (10% in office areas) which are designed to support a workplace strategy which will continue to promote more flexible working and facilities.</p> <p>Adoption of modern technology, such as mobile data terminals, will reduce the requirement for permanent desk spaces as ‘out of the office’ mobile working becomes more commonplace.</p> <p>Far from suggesting the need for additional accommodation in the future, the above supports the current building design which is flexible and adaptable to meet the changing demands of a modern Police force.</p> <p>As identified in the response to S.R.19/2012, the Panel’s beliefs that there will be a need for additional accommodation in the future are not accepted.</p>
<p>Key Finding 5 – The Minister believes that there may be a future possibility to expand the building depending on future redevelopment of the existing Green Street car park.</p>	<p>In the unlikely event that expansion was required in the next 30 years, the new Police HQ would adjoin Green Street car park, which is owned by the public and is scheduled to be redeveloped sometime over the next 10–15 years. The site does therefore provide scope for expansion space in the future.</p>
<p>Key Finding 6 – The office space within the new building has been designed with an overall expansion flexibility of 10% in theory. This will allow concerns about specific office accommodation to be considered at the next stage of the design process.</p>	<p>The expansion flexibility is not theoretical; it has been included within the design.</p> <p>The Panel has been informed that 10% spatial tolerance has been incorporated into all office areas. This means desk configurations can be reorganised to provide space for an additional increase of workstation numbers, whilst still meeting the requirements of Health and Safety minimum standards and British Council of Offices guidance.</p>

Findings	Comments
	The above refers to office areas, and the Panel was also provided with evidence of the flexibility provided in other specialist areas, such as the control room, which provide greater tolerance.
Key Finding 7 – Direct consultation with Honorary Police Officers will take place at the next stage of the design process.	This consultation has been planned for the next stage of design. As the Panel notes in its report, provision has been made in the design for facilities for professional partners.

CONCLUSION

We would like to reiterate our thanks to the Panel for its work on this review.

We note the Panel has not made recommendations as part of this addendum, but can assure members that work on the outstanding issues identified will take place as part of the next stage of the design process.

Whilst the issues identified will no doubt be helpful to the success of the scheme, nothing has been identified that should delay the progress of this important project.