



Appendix A
Agenda Item No: 18

CPS North East Area Re-organisation

Formal Consultation Stakeholders

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1 Purpose

The purpose of this document is to provide information to stakeholders regarding the CPS North East Area Strategy Board's proposals to re-locate the Magistrates' Courts team currently located in North Shields and Sunderland Offices to the Newcastle Office based at St Ann's Quay; and the Crown Court and Magistrates' Courts Teams in Durham, Elvet House, to the Cleveland Office based at Hudson Quay, Middlesbrough. In addition there would be a move to centralise the North East Daytime Direct and London Charging Teams in Elvet House in our Durham office.

The report details the operational and structural changes and the future locations of the teams in the above mentioned offices. The overriding issue for the Area is that of the resilience of the teams and the Area's ability to continue to operate small teams at multiple sites against predicted shrinking resources.

2 Introduction

From 1 April 2011 the CPS structure moved from 13 Groups comprising 42 Areas, to 13 Areas each led by a Chief Crown Prosecutor and Area Business Manager.

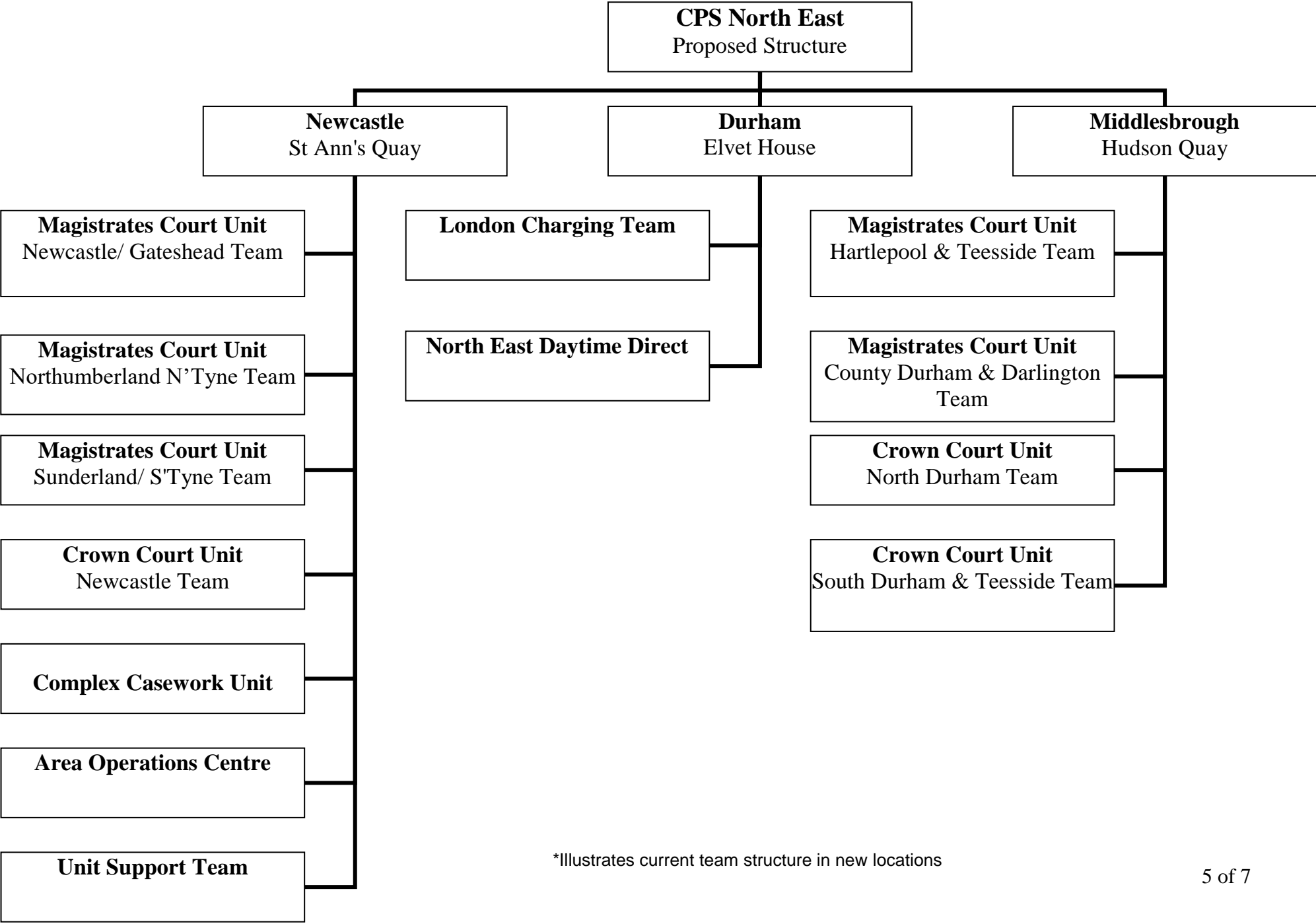
One of the key reasons for these changes relates directly to the way we will deliver our business in the future. Future business delivery will be focused on organising more functions on an Area-wide basis; the Area has already embraced this through the implementation of regional charging and introduction of a central advocacy team, leaving the local offices to deal with the volume business. These changes are providing much more opportunity for the Area to manage and match resources to its business. The continued breaking down of geographic boundaries through for example, the transfer to the Middlesbrough office of Durham cases to be heard at Teesside Crown Court, which originate from Darlington, has begun to add greater efficiency and flexibility.

The CPS strategic direction indicates that the CPS NE Area needs to have structures fit for purpose to maximise operational delivery and efficiency, whilst mitigating risk. Structures and systems need to be in place which are efficient and are geared to delivering high quality services to victims and witnesses. This is in line with, for example, our national policies on the Optimum Business Model¹, Streamlined Digital Working and Modernising Charging.

3 The proposed structure

The following organograms profile the current structure and the proposed structure. The proposed structure is the one the Area Strategy Board considers most suited to meet future challenges and assist us with continuing improvements. This structure maximizes digital working and its continued roll out across the Area.

¹ The Optimum Business Model is the system by which cases are managed and progressed by teams in the office rather than by allocation to individual members of staff



*Illustrates current team structure in new locations

4 CPS North East Re-organisation Proposals

Taking all factors into account the following details the Area Strategy Board's preferred outcomes, **subject to consultation**: -

1. We propose to retain the thematic structure of Crown Court and Magistrates' Courts Units;
2. We propose to retain a presence in Durham It is proposed that the whole of the Charging Team both North East Daytime Direct and London Charging will be based at Durham;
3. We propose to retain space we currently use at various court buildings;
4. We propose to adopt flexible approaches to staff deployment wherever possible. This will mean using existing CPS rooms at court centres, home/remote and flexible working to support digital working, maximising staff resources and minimising travel time, as well as the impact on staff. This will be considered with individual and business needs in mind;
5. We propose to establish a centralised Magistrates' Courts Unit at Hudson Quay and St Ann's Quay working on behalf of all three police forces;
6. We propose that colleagues at the North Shields and Sunderland offices will move to St Ann's Quay during October 2012;
7. We propose to move Durham magistrates' court work to Hudson Quay by March 2013;
8. Crown Court Units will remain at Hudson Quay and St Ann's Quay;
9. We propose to move CPS Durham Crown Court's caseload to Hudson Quay, with the exception of the very small number of Durham cases which are heard at Newcastle Crown Court, which will go to St Ann's Quay.
10. We propose to re-balance resources between our two principal sites. This will incorporate DCP, B2 and Flexible working reviews; however opportunities to redress the balance will apply to all staff;
11. We propose to look at the benefits of larger, centralised Optimum Business Model pods in both the Crown and Magistrates' Courts Units.

The detailed discussions around a range of options have been conducted at Area Strategy Board level. The reasoning behind the selection of the proposed options is set out below: -

1. Larger Teams provide for increased resilience, having casework operations performed from two offices increases flexibility across the teams within those offices; for instance covering team extractions is made easier with a larger pool of staff to deploy across the range of functions.
2. The options allow for a better balance of staff numbers across the Area offices, so that they are not so heavily weighted towards Newcastle.
3. The proposals maximise the opportunities for economies of scale, allowing for a focus to be placed upon urgent work as a whole, rather than on an individual team priorities. This allows for functions to be targeted more effectively whilst also ensuring that any daily tasks are managed.

4. The proposals place the Area in a better position to deal with current and future spending reviews. This will put the Area in the optimum position for the future.
5. The pressure on our teams is evident now; the smaller teams in North Tyneside/Northumbria, Sunderland/South Tyneside are least resilient.
6. In Durham the teams are small, and the spending review requires a robust approach both now and in the future.

We will of course consult with Durham police to ensure that their officers have appropriate access to CPS prosecutors.

5 Equality Impact Assessment

An Equality Impact Assessment of the proposed reorganisation has been completed.

6 Consultation

We are currently consulting with our staff and Departmental Trade Union partners and we have provided staff with the full business case and consultation document. This provides information not contained here, detailing the human resource and financial implications of the moves.

Prior to the conclusion of formal consultation, it is important that partners and stakeholders are able to contribute with feedback and comments on our proposals.

Once formal consultation has been completed the Area Strategy Board will finalise the new structure and confirm it in writing to the Departmental Trade Unions and staff. We will also advise stakeholders of the outcome, in writing.

We welcome comments from stakeholders on our proposals and invite you to respond to the proposals **before 4th September**.

7 Contacts

Please respond with comments to the Chief Crown Prosecutor, Wendy Williams, CPS North East, St Ann's Quay, 122 Quayside, Newcastle upon Tyne, NE1 3BD.

Or via email at wendy.williams@cps.gsi.gov.uk

15 August 2012
CPS North East