

**THE POLICE & CRIME COMMISSIONER FOR CLEVELAND****DECISION RECORD FORM**

REQUEST: For PCC approval.

Title: Investment in Enterprise Resource Planning System

Executive Summary:

In 2010 at the outset of the contract with Sopra Steria, part of the service improvement programme was the upgrading of the existing Origin HR system to Oracle E-Business Suite (EBS), an Enterprise Resource Planning (ERP) system for HR, iRecruitment, iLearning, all aspects of Finance and Procurement which incorporated our Capita Origin Duty Management System (DMS). At an early stage decisions were taken not to progress with some functionality such as iRecruitment and Self Service training course bookings, alternative methods are used for these processes.

The platform is now aged and coming towards the end of its expected useful life and requires significant investment and work to either upgrade or replace. It is not possible to upgrade the software on the current hardware and a project to deliver the required change is necessary to ensure continuity of service and support.

Support from Sopra Steria will end on the 1st October 2020 when the responsibility for IT services transfers back to the Force/PCC and this is being managed as part of that project. In addition to this the current version of Oracle EBS will no longer be fit to receive updates and patches beyond December 2021 resulting in potential security risks alongside organisational risks, in terms of the ability to pay staff and invoices should something go wrong.

A decision is now required in respect of the following options to deliver an extensive 12 month project and to ensure service continuity of an ERP system beyond 2020/2021. This is a programme of work that was anticipated and some budget provision has been made within the Capital budget amounting to £1.5m, in terms of Capital expenditure over 2 years, with a further £632k set aside for the resources required to deliver the project.

The options considered are as follows:

- Option 1 – Do Nothing
- Option 2 – On premises Hardware and Software refresh
- Option 3 – Move to a new cloud solution – Oracle Fusion
- Option 4 – Migrate and Re-Platform to Oracle
- Option 5 – Direct Award with a preferred supplier

These options are discussed further in the attached supporting paper which has a clear recommendation for Option 4.

Decision:

The PCC is asked to support and approve that Option 4, to migrate and re-platform to Oracle Cloud is progressed with in line with the proposals from the Force. To support this recommendation is it worth recognising that Option 4 fits with the Forces' strategy to move to Cloud based products; it sits within the financial envelope available and will provide minimal impact on service users' both on the frontline and in support services. This option also provides

a route to a longer term road map which should be completed after initial implementation.			
OPCC Lead Officer: Michael Porter			
Contractor Details (if applicable):			
Implications:			
Has consideration been taken of the following:	Yes	No	
Financial	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Legal	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Equality & Diversity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Human Rights	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Sustainability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Risk	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
(If yes please provide further details below)			

Decision Required – Supporting Information

Financial Implications: (Must include comments of the PCC's Chief Finance Officer where the decision has financial implications)

The option being proposed is expected to be supported and updated by Oracle until at least 2030 and therefore in 10 years' time a similar exercise is likely, the Force will therefore add this to their future Capital Plans.

This is a planned piece of investment that was expected once the current system had been in place for nearly 10 years. The advantage of progressing with this work now is that there is a proposal from Sopra Steria to deliver this programme for the Force as part of a change to the current contract.

The indication of the cost for this project is £1.62m, including the external resources required to deliver this, and therefore it provides an affordable solution that minimises the need for significant business and process change while mitigating a number of significant risks that are likely to materialise in the coming years.

Legal Implications: (Must include comments of the Monitoring Officer where the decision has legal implication)

Having read this report and having considered such information as has been provided at the time of being asked to express this view, the Chief Executive is satisfied that this report does not ask the PCC to make a decision which would (or would be likely to) give rise to a contravention of the law.

Equality and Diversity Implications

None arise from this decision.

Human Rights Implications

None arise from this decision.

Sustainability Implications

The proposed solution should provide the organisation with a supported ERP system until at least 2030 that meets the current business needs of the organisation, without investment of some sort then the current system will not be updated from 2021 onwards.

Risk Management Implications

If the organisation was to choose the 'Do Nothing' option then it would need to take a risk based approach to use the system without support and the business impact of running a complex system such as this without support could be significant, the system was installed in 2012 and is therefore on an ageing platform, as time passes there is an increasing risk of failure and increased security risk. In addition to these risks repair costs will be at a premium and will gradually increase over time.

Beyond 2021 Oracle system updates, including security to the payroll element of the current platform will cease at which point the risks will increase significantly. Implementing the proposal set out within the Decision Record Form will mitigate these risks.

OFFICER APPROVAL

Monitoring Officer

I have been consulted about the decision and confirm that financial, legal, and equalities advice has been taken into account. I am satisfied that this is an appropriate request to be submitted to the Police and Crime Commissioner.

Signed  Date 16/10/19

Police and Crime Commissioner:

The above request HAS my approval.

Signed  Date 20/10/19