

Essex Police and Crime Panel

14:30	Thursday, 01 August 2013	Committee Room 2, County Hall, Chelmsford, Essex
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Quorum: 5 Membership

Councillor Malcolm Buckley
Councillor Graham Butland
Councillor Chris Hossack
Councillor Godfrey Isaacs
Councillor Bob Shepherd MBE
Councillor Tim Young
Councillor Gary Waller
Councillor John Jowers
Councillor Paul Sztumpf
Councillor Penny Channer
Councillor Jo McPherson
Councillor Tony Cox
Councillor Peter Halliday
Councillor Angie Gaywood
Councillor Robert Chambers

Ann Haigh

Representing

Basildon Borough Council (Vice-Chairman)
Braintree District Council
Brentwood Borough Council
Castle Point Borough Council
Chelmsford Council
Colchester Borough Council
Epping Forest District Council
Essex County Council
Harlow District Council
Maldon District Council
Rochford District Council
Southend Borough Council
Tendring District Council
Thurrock Borough Council
Uttlesford District Council

Co-opted Member

For information about the meeting please ask for:

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Essex County Council

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Part 1

(During consideration of these items the meeting is likely to be open to the press and public)

		Pages
1	Apologies and Substitution Notices The Secretary of the Panel to report the receipt (if any)	
2	Minutes of the meetings held on 26 March, 9 May and 18 July 2013 To follow	
3	Declarations of Interest Members are invited to declare any interest in any item on the agenda. Members may still declare an interest in an item at any time prior to its consideration	
4	Questions to the Chairman from Members of the Public The Chairman to respond to any questions relevant to the business of the Panel from members of the public.	
5	The Annual Report	5 - 26
6	Establishing Effective Performance Management Arrangements	27 - 32
7	Progress on Allocating Community Safety Grants 2013/14	33 - 40
8	Confirmatory Hearings Paperwork	41 - 42
9	Planning the Business of the Panel	43 - 94
10	The Police and Crime Commissioner to update the Panel on On-going Issues (if any)	
11	Urgent Business To consider any matter which in the opinion of the Chairman should be considered in public by reason of special circumstances (to be specified) as a matter of urgency.	

Exempt Items

(During consideration of these items the meeting is not likely to be open to the press and public)

To consider whether the press and public should be excluded from the meeting during consideration of an agenda item on the grounds that it involves the likely disclosure of exempt information as specified in Part I of Schedule 12A of the Local Government Act 1972 or it being confidential for the purposes of Section 100A(2) of that Act.

In each case, Members are asked to decide whether, in all the circumstances, the public interest in maintaining the exemption (and discussing the matter in private) outweighs the public interest in disclosing the information.

12 Stage 2 Transfer Plan

- Information relating to any consultations or negotiations, or contemplated consultations or negotiations in connection with any labour relations matters arising between the Authority or a Minister...

13 Urgent Exempt Business

To consider in private any other matter which in the opinion of the Chairman should be considered by reason of special circumstances (to be specified) as a matter of urgency.

Essex Police and Crime Panel	EPCP/09/13
Date: 1 August 2013	

The Annual Report

Report by Heléna Richardson, Operating Manager Office of the PCC

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Purpose of report

To present the Annual Report to the Panel for its review and recommendations.

Background

The Police and Social Responsibility Act (2011), states that:

12(1) Each elected local policing body must produce a report (an “annual report”) on—

- (a) the exercise of the body’s functions in each financial year, and
- (b) the progress which has been made in the financial year in meeting the police and crime objectives in the body’s police and crime plan.

and:

28 (4) A police and crime panel must—

- (a) arrange for a public meeting of the panel to be held as soon as practicable after the panel is sent an annual report under section 12,
- (b) ask the police and crime commissioner, at that meeting, such questions about the annual report as the members of the panel think appropriate,
- (c) review the annual report, and
- (d) make a report or recommendations on the annual report to the commissioner.

Attached to this report is the Annual Report of the PCC. The Panel is invited to review the Annual Report and consider what if any recommendations it wishes to make.

Annual Report 2012/13

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Tribute to PC Ian Dibell

On July 9th 2012 PC Ian Dibell was killed in Clacton. He had intervened while off duty in an extremely dangerous and fast moving situation seeking to protect the community in which he lived. PC Dibell's actions were in the very best traditions of policing and we are very proud of his courage and selflessness.

Introduction

Welcome to my first Annual Report as Police and Crime Commissioner for Essex.

I was humbled and honoured to have been elected in November 2012 to act and speak on behalf of all those who live and work in Essex.

This annual report covers the period between April 2012 and March 2013. During that time there has been a significant change in the way we hold the police to account. I would want first to acknowledge the work of the former Essex Police Authority.

Until November last year, the Authority was responsible for setting the budget and priorities for Essex Police and for holding the force to deliver against those priorities. For the months leading up to November, the Police Authority prepared for the handover to the new Police and Crime Commissioner, and oversaw the significant changes made by Essex Police to meet the requirement to save £44 million from its budget over 4 years.

Following my election as the first Police and Crime Commissioner for Essex, I set a simple overriding objective and that is:

To do all I can to ensure that crime continues to fall in our county so that there are fewer victims of crime.

I believe my role as Police and Crime Commissioner requires that I always listen to the concerns of the public across Essex. I will set the direction for Essex Police which reflects our local priorities, while also balancing the wider responsibilities of the force to meet its national responsibilities. Ultimately, on your behalf, I then hold the Chief Constable to account for the performance of the force.

As this report will set out, the past year has not been easy for Essex Police. However I am confident that over the next months and years Essex Police will continue to grow in professionalism and effectiveness as it meets the challenges of growing demand and more limited resources.

My promise to everyone who lives and works in Essex is that I will ensure that Essex Police and all those engaged in community safety work together efficiently and effectively to reduce crime and keep our county safe.

Nick Alston CBE
Police and Crime Commissioner for Essex

Transition from Essex Police Authority to the Office of the Police and Crime Commissioner

Until November 2012, Police Authorities were the governing bodies for policing in England and Wales. Prior to November 2012 Essex Police Authority (EPA) had responsibility for setting policing objectives, performance targets and holding the Chief Constable to account. The Police Reform and Social Responsibility Act 2011 established the Office of the Police and Crime Commissioner, replacing Police Authorities.

With the introduction of PCCs all the assets and liabilities, including staff, transferred to the Office of the Police and Crime Commissioner (OPCC). The Chief Constable maintains operational independence, through his direction and control over resources for operational purposes.

On 15 November 2012 the first ever elections for PCCs were held with Nick Alston taking office on 22 November 2012. This was the first time that the people of Essex had the opportunity to elect someone who would listen to their views, represent them, and challenge the Chief Constable on their behalf.

Over the course of 2012, the Police Authority had to take steps to prepare for transition to and for the election of Police and Crime Commissioners (PCC). During the summer of 2012 HMIC completed a review of the former Essex Police Authority's preparedness for the move to the OPCC. The report, published in July 2012, recognised the work that was underway; however, it identified the need for a more focussed approach to be taken. The work of the EPA culminated in a transition week where responsibility was handed to the newly elected PCC. This week also saw new powers and responsibilities being given to the PCC in addition to those held by the former Police Authority.

Responsibilities of the Police and Crime Commissioner

Since taking office on 22nd November 2012 the PCC has fulfilled his statutory duties in accordance with The Police Reform and Social Responsibility Act (2011) and the Police Act (1996) as amended. The responsibilities are:

- To secure the maintenance of an efficient and effective police force for the area
- The PCC must hold the Chief Constable to account for the exercise of the Chief Constable's functions and those under his direction and control
- To exercise powers in relation to bringing together Community Safety and criminal justice partners, to co-operate with PCCs and formulate and implement crime reduction strategies across the county
- Issue a Policing and Crime Plan
- The PCC must hold the police fund and other grants from central or local government. PCCs must set the council tax policing precept for the county
- The PCC must obtain the views of local people and victims of crime before the Policing and Crime Plan is issued
- The PCC may appoint, suspend or remove the Chief Constable and must be consulted by the Chief Constable on the appointment of Deputy and Assistant Chief Constables.
- The PCC has direct responsibility for complaints against the Chief Constable, and indirect oversight of how the Chief Constable deals with force complaints.
- The PCC has a general power of competence (e.g. may do anything calculated to facilitate his/her own functions), may enter into contracts, and collaboration agreements, and must have regard to the views of local people and the Police and Crime Panel in exercising his/her functions.

All of these responsibilities have the over-arching responsibility of reducing crime and disorder in Essex.

22nd November 2012 to 31st March 2013

The PCC continued to work towards the aims and objectives of the inherited EPA plan for 2012/13, maintaining continuity by adopting the savings plan and Policing Plan, while developing the Police and Crime Plan.

Since taking up the post of PCC in November 2012, Nick Alston has set the Essex Police budget for 2013/14, issued a Police and Crime Plan and appointed a new Chief Constable. He has been busy attending meetings and listening to the people of Essex, hearing about their local policing issues for which he will be holding the Chief Constable to account.

The PCC has met with colleagues and key stakeholders whose responsibility is to keep the communities safe as well as leading forums where opportunities for working in collaboration are discussed.

The PCC has built on existing partnership working involving volunteers, businesses and public sector organisations and is committed to leading even closer constructive collaboration.

Holding the Chief Constable to account

One of the most important roles of the PCC is hold the Chief Constable to account for the delivery of an effective and efficient policing service. The PCC challenges and supports, where appropriate, the decisions and actions of the Chief Constable within this professional relationship.

Working together the PCC and Chief Constable have developed a framework to monitor the force's performance in all areas. Weekly scrutiny meetings are held between the PCC and Chief Constable. A regular schedule has been formulated to ensure all areas are scrutinised. The areas discussed are grouped into the following categories:

- Operational performance - analysing data, looking at performance trends in the PCC's areas of focus.
- Financial scrutiny – examining the Medium Term Financial Strategy, considering the impact of any future budget reductions, looking at future investment and scrutinising force expenditure
- Current issues – looking at issues affecting the day to day running of the force
- Future issues – discussions concerning any matters that will impact on the force in the longer term

Essex Police has set the highest standards of professionalism and conduct, and expects its officers and staff to work to these standards at all times. It is essential that the public has trust in the force and the relationship between the police and the public is fundamental.

The PCC works closely with the force to ensure that the highest level of conduct and integrity of officers is maintained. The Professional Standards Department provide quarterly reports to the PCC which highlight trends of complaints. The PCC actively monitors complaint cases against the force. The report also covers any referrals made to the Independent Police Complaints Commission (IPCC) alongside details of commendations awarded to officers and staff for exemplary work.

The force has been criticised by the IPCC in relation to several domestic homicides in 2008 and 2011. The scale and impact of domestic abuse and criticisms of Essex Police mean this has to remain a continuing area of focus for the PCC.

In 2012 the PCC and the Chief Constable invited HMIC to review the force's approach to managing cases of domestic abuse. Their report highlighted areas where the force could significantly improve its performance.

Engaging with the people of Essex

The election of the PCC has been the first time the people of Essex have been given the opportunity to select someone to represent them and hold the Chief Constable to account on their behalf. It is the first time that this important responsibility has been placed in a single person rather than in a committee.

The PCC has a key responsibility to listen to the views of the public and is determined to meet with the public regularly. He committed to holding two public meetings in every district across Essex in 2013. He has held 15 meetings since January 2013, with a full schedule planned for the remainder of 2013.

Public meetings

The public meetings are open to everyone and members of the community are encouraged to challenge the PCC, the local police commander and local officials. The events represent an important opportunity for the public to meet and engage with the PCC, their local councillors and members of the local policing teams, including their District Commander. The purpose of these meetings are to:

- Enable the public to be provided with factual information on crime and policing in their local area
- Allow the public to voice their concerns to the police
- Consider options for reducing crime further

Issues raised at these meetings are collected from the community to help inform and update the Police and Crime Plan as well as taking priorities of the local police and community partners into account.

Forums

The PCC continues to hold separate forums with members of the business community, rural community and victims of crime. The forums have brought together people from specific groups to discuss and develop ways of combatting crime that directly affect these areas, sharing best practise and looking at new and innovative ways of reducing crime.

Partners

The PCC works closely with Safer Essex, Essex Partnership Board, Essex Criminal Justice Board and Health and Wellbeing Boards to identify best practise in reducing crime and make our communities safer. The PCC supports excellent work by many other partners and projects across the county; including Neighbourhood Watch, organisations which support victims of crime, and all those groups that offer help and guidance to the people of Essex.

Community Safety Commissioning

The Police Reform and Social Responsibility Act (2011) gave PCCs powers to award grants to any organisation or body they consider will support their community safety priorities. The Community Safety Fund (CSF), previously awarded directly to local authorities was paid directly the PCC in April 2013. For those that were funded last year the PCC made a firm pledge that he would continue to fund and support the initiatives already in place with the £1.246m from the CSF for 2013/14.

Furthermore, the PCC agreed that the £290k previously assigned to the Whole Essex Community Budget would enable the programme to continue to fund the cross agency initiatives supporting families with complex needs, health and wellbeing, reducing domestic abuse and reducing reoffending .

As part of the budget setting process the PCC set aside £0.5m for establishing a New Initiatives Fund to be delivered during 2013/14. The PCC welcomed proposals to support local crime reduction initiatives which aimed to reduce crime and disorder in Essex.

Government plans for reshaping criminal justice, will mean more responsibility for criminal justice funding will transfer to the PCC. For example, funding such as the Home Office drug intervention programme will be paid direct to PCCs and in October 2014, PCCs will commission victims' services locally.

Throughout the year partners will be required to provide evidence that the allocated funds have produced the results they aspired to within their original bids. Should projects not be seen as achieving the required outcomes the PCC reserves the right to withdraw some of the funds, diverting them to alternative crime reduction schemes.

The PCC has made reducing domestic abuse one of his main priorities. He has sought specialist advice to consider the allocation of grants from his New Initiatives Fund to improve the support offered to victims, and working towards the prevention of reoffending.

Appointment of a new Chief Constable

The previous Chief Constable, Jim Barker-McCardle announced in October 2012 his intention to retire from policing in 2013. Following his election in November, Nick Alston agreed a departure date of 3 May 2013 which enabled time for a thorough search for a replacement and a smooth handover to the new Chief Constable.

On his departure the PCC praised Mr Barker-McCardle's achievements and leadership as Chief Constable. He noted Mr Barker-McCardle's effective budget management and work with the criminal justice agencies as he strived to deliver the best possible policing service to all the communities of Essex. The PCC also recorded his thanks that Mr Barker-McCardle agreed to continue to lead Essex Police well into 2013, with a direct transition on the appointment of the new Chief Constable, Stephen Kavanagh.

Mr Alston was delighted to appoint Stephen Kavanagh after a demanding selection process from a field of high calibre candidates who applied to be Chief Constable. His previous extensive experience as both a detective and a territorial policing officer had been in the Metropolitan Police where he held the rank of Deputy Assistant Commissioner.

The Budget

The budget for 2012/13, set in February 2012 by the Police Authority, was inherited by the PCC. Essex Police's budget comprises of two main funding streams: government funding and the council tax policing precept.

One of the early responsibilities for the PCC was to set the budget for 2013/14, which included an increase in the precept for policing. While this was a difficult decision, the PCC recognised the need to maintain the service provided by Essex Police, when faced with tough financial challenges.

Whilst the increase amounted to just over a penny per day for a Band D householder, Essex still has one of the lowest precepts in all of the shire forces. However, there is a need to recognise that the low precept means that the budget is built on a low funding base, making future financial challenges increasingly difficult.

The PCC wanted a greater emphasis on crime prevention and part of this money raised by the increase in the precept has been used to create a New Initiatives Fund to support those wanting to make their local communities safer.

Police and Crime Plan: Areas of Focus

The Police and Crime Plan for 2013/14 (The Plan) developed in January 2013, outlines the PCC's vision in working together with police and wider partners to reduce crime more effectively, improve community safety and to support victims of crime across Essex.

Following consultation with the public, wider partners, and the police during February 2013, the main areas of focus became:

- Ensuring local solutions meet local problems
- Reducing domestic abuse
- Supporting victims of crime
- Reducing youth offending and re-offending in general
- Tackling the consequences of alcohol and drug abuse, and mental health issues
- Improving road safety
- Improving crime prevention
- Increasing efficiency in policing through collaborative working and innovation

The Plan can be viewed on the website at www.essex.pcc.police.uk

Police and Crime Panel

The Police Reform and Social responsibility Act (2011) created a Police and Crime Panel (PCP) to hold the PCC to account by scrutinising and reviewing his actions and appointments. The PCP was formally appointed on 22 November 2012.

The PCP must hold at least four meetings per year and its main functions are:

- Police and Crime Plan - Review the draft Police and Crime Plan, and make a report with recommendations.
- Annual report - Arrange a public meeting to review the annual report, ask the PCC questions and make recommendations.
- Chief Constable appointments - The power of veto in relation to Chief Constable appointments
- Oversight of council tax policing precepts - The power of veto in relation to setting the precepts
- Reports and recommendations - Publish any report or recommendations to the PCC.
- Complaints against the PCC - To oversee complaints against PCCs and ensure serious complaints are referred to the Independent Police Complaints Commission.

Essex Police in 2012/13

Policing Plan 2012/13

When Essex Police Authority (EPA) set the policing and financial objectives for the year 2012/13 it did so with the knowledge that the incoming PCC would inherit the responsibility of overseeing their delivery. There were a number of major projects in place, many of which have impacted on the day to day business. The force continues through a £44m change programme, scheduled for delivery by 31st March 2015. Prior to November 2012 the force had achieved significant savings, with a programme endorsed by Her Majesty's Inspectorate of Constabulary (HMIC) to deliver the remaining amount on target. Savings of £35m were achieved by March 2013.

Reform

As part of this change programme the former EPA and Chief Constable reviewed the way in which the force was structured and how business was completed. Through careful planning, a major organisational change programme known as 'Blueprint' was drawn up and implemented in March 2012.

The Blueprint , which has evolved since its implementation, led to the restructure of the policing services in Essex, with areas of business being combined wherever possible and a number of police station front counters being closed or having their opening hours reduced.

Early indications showed that the initial locations considered for the Response and Patrol hubs were not operationally suitable and alternative locations were identified. The units based at these hubs were relocated in May 2012 operating from eight strategic locations around the county. They provide a police response to all emergency and priority calls from the public.

Area Investigation Teams (AIT) were formed to deal with high volume criminal investigations and associated prisoners. It was identified soon after their implementation that the skills of the officers within the AITs would be better placed within the Neighbourhood Policing Teams (NPT), providing greater resilience within the NPTs and thus delivering a better service to the public. The AITs were successfully merged with the NPTs at the start of 2013.

The investigation of serious sexual crime remained a significant issue both nationally and for the force. This was addressed by the creation of a Serious Sexual Offences Team (SOIT), based in Brentwood, Colchester and Rayleigh, and became fully operational in September 2012. The SOIT contains officers specialising in investigating and dealing with victims of sexual assault.

Performance Summary for 1st April 2012 to 31st March 2013

There were 4933 fewer offences committed in Essex in 2012-13¹ representing a reduction of 4.7%. In particular, there were reductions recorded for the following offence types:

- criminal damage (12.9% decrease, 2137 fewer offences),
- other burglary (8.8% decrease, 617 fewer offences),
- serious violent crime (9.8% decrease, 84 fewer offences),
- assaults with less serious injury (2.3% decrease, 195 fewer offences).

Essex Police also made significant progress in reducing the threat of harm to our communities by tackling serious criminality. 48 organised crime groups operating in Essex were dismantled in 2012-13 (31 were dismantled in the previous year). In 2012-13 Essex Police seized over £2.2 million in funds and assets gained through criminal activity.

During 2012-13 there were some considerable challenges, particularly in the area of serious acquisitive crime. Dwelling burglary offences increased by 12.2% (860 offences), robbery increased by 3.4% (39 offences), and vehicle crime increased by 1.3% (164 offences). The 'all crime' solved rate decreased in 2012-13; 27.0% compared to 29.8% the previous year. Work is on-going to address these challenges, and already showing encouraging improvements.

In early 2012 the force underwent a significant restructure designed to improve efficiency and productivity and make the necessary cost savings to meet the spending cuts required by the police service. This transformational change in policing style, together with significant policing challenges, in particular the London 2012 Olympic and Paralympic Games which diverted resources away from their normal policing activities, had an impact on the all-crime solved rate. Following detailed analysis the policing model for Essex was reconfigured in January 2013, since when there has been an improvement in the solved rate.

During the year the force continued to focus on improving the service it provided to victims of crime. The number of 999 calls answered within 10 seconds increased (92.7% vs. 90.5%) and emergency response incidents attended within standard² increased to 86.0% from 84.1%.

¹All comparisons shown are for 1st April 2012 to 31st March 2013 compared to the same period in 2011-12.

²Officers are required to attend emergency incidents within 15 minutes in urban areas and 20 minutes in rural areas.

However, feedback from victims of crime³ about their interactions with Essex Police highlighted that satisfaction with being kept informed of progress and overall satisfaction with the service provided decreased in 2012-13. The feedback gained from crime victims is being used to learn and to improve the service the force provides.

Collaborative work involving education, engagement and enforcement has helped to make the roads of Essex safer. In 2012-13 there was a reduction of 9.6% in the number of people (71) killed or seriously injured in road collisions. Through the Casualty Reduction Board, Essex Police continued to work closely with partners and other agencies across the county, including Essex County Council and Thurrock and Southend Unitary Authorities, to further reduce casualties on the road network. With a strong focus on education, the force continued to interact with a range of road users, in particular those at greatest risk such as young drivers and motorcyclists.

KSI Casualties April 2012 to March 2013 v. April 2011 to March 2012

	Apr-11 to Mar-12	Apr-12 to Mar- 13	% dif.
Motorcycle/Powered two Wheel Vehicles	197	169	-14.2
Vehicle 1 Young Driver (at Fault)	165	104	-37.0
Pedestrians	137	113	-17.5
Cyclists	77	72	-6.5
Children/Young People (0-17yrs)	127	122	-3.9
Drink Drivers	24	15	-37.5
Total	740	669	-9.6

NB The sub-categories will not add up to the total

During the summer of 2012, significant policing operations took place to ensure the delivery of a safe and secure London 2012 Olympic and Paralympic Games. The policing of these events involved the use of considerable resources to ensure that Essex received the same high level of policing whilst delivering a safe games.

The Olympic Torch Relay passed smoothly through Essex with no incidents of protest or disorder . There were no Olympic-related crimes recorded or arrests made during the policing of the Olympic Mountain Bike event at Hadleigh.

Through the Reform Programme the force made recurring savings of £16.7 million during 2012-13 which brought the total savings achieved since the start of the current savings programme to £34.9 million by year end.

³Victims of the following crime types are surveyed: violent crime (excluding domestic abuse), dwelling burglary, vehicle crime and racial crime

2012-13 End of Year Performance Summary

Performance against the Essex Police 2012-13 objectives

A total of 11 objectives were set for Essex Police in 2012-13. There was a target set against each of the objectives.

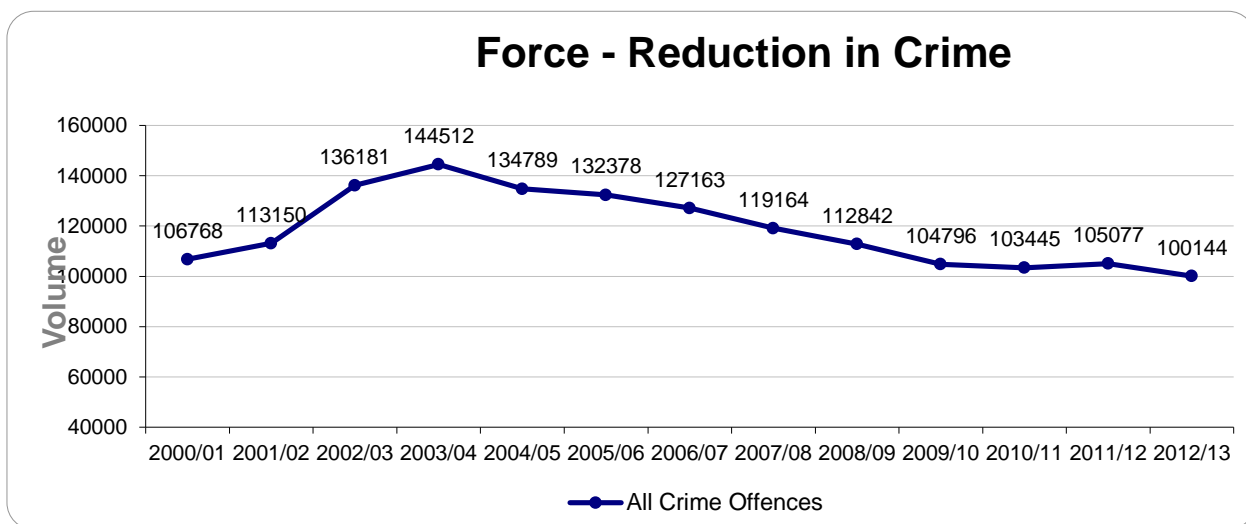
Essex Police performance was better than the target in 6 out of the 11 objective areas. Furthermore, performance in 2012-13 (April 12 – March 13) was better than the same period the previous year in 6 out of the 11 objective areas.

The actual performance data are shown in the table below:

Essex Policing Plan Objectives 2012/13		1) Tackle Crime and Anti-Social Behaviour			2) Protect People from Serious Harm			3) Improve Satisfaction in Policing				
		All recorded crime	Incidents of anti-social behaviour	All Crime Solved Rate	Dismantle Organised Crime Groups across Essex	Prevent road collisions where people are killed or seriously injured	Increase in the number of detections for serious sexual crimes	Satisfaction with being kept informed of progress	Satisfaction with the overall service provided	Attendance at emergency response incidents (90% attended within 15 mins - urban, 20 mins - rural areas)	Answering emergency (999) calls (90% within 10 seconds)	Answering non-emergency (switchboard) calls (90% within 30 seconds)
Cumulative APR - MAR	This year (2012 - 2013)	100144	56447	27.00	48	669	177	71.8	79.3	86.0	92.7	90.9
	Target (2012 - 2013)	104026	60520	31.00	30	739	277	80.0	87.0	90.0	90.0	90.0
	Better/ worse than Target (% or % point difference)	-3.7	-6.7	-4.00	60.0	-9.5	-36.1	-8.2	-7.7	-4.0	2.7	0.9
	Last year (2011 - 2012)	105077	61755	29.77	31	740	235	75.4	82.7	84.1	90.5	91.4
	Better/ worse than last year (% or % point difference)	-4.7	-8.6	-2.77	54.8	-9.6	-24.7	-3.6	-3.4	1.9	2.2	-0.5

Crime trends

The number of crimes recorded by Essex Police reduced in 2012/13. The 2012/13 end of year figure for total crime was the lowest recorded for at least 13 years. The trend in crime is shown in the chart below:



Volunteers

The PCC recognises the huge value that the many volunteers bring in working alongside the regular officers and staff of Essex Police. The Special Constabulary supports the regular officers in the core areas of policing, giving up their free time to work with the police to serve and build safe communities where they live and work. The PCC supports the continuing development of skills of the officers within the Special Constabulary, for deployment in specialist roles where possible.

The Independent Custody Visiting Scheme is overseen by the OPCC and enables appointed volunteers to visit police stations to check on the treatment of detainees, the conditions in which they are held and that their rights and entitlements are being observed.

The Animal Welfare Lay Visit Scheme, also administered by the OPCC, appoints members of the local community to observe and report the conditions under which police dogs are trained, transported, deployed and cared for. The primary function of the scheme is to protect the police dogs. In so doing it provides Essex Police with an independent monitoring body that will advise and make recommendations about the care of animals.

Decisions made between November 15th 2012 and 31st March 2013

Decisions made by the PCC are published on the PCC's website. These can be found at www.essex.pcc.police.uk/scrunity/decision-making/

The key decisions made by the PCC are:

- Approved a revenue budget of £271.8m for 2013/14 of which £268.1m has been delegated to the Chief Constable to fund his operational delivery plan. The remainder is held by the PCC both to fund the office of the PCC and Community Safety funds, £1.15m and £2.5m respectively.
- Developed the Scheme of Delegation outlining the roles of the PCC and his staff, and the functions delegated to the Chief Constable.
- Proposed a precept increase of 3.49%, the equivalent to a £4.77 a year on a Band D property that was subsequently approved by the Police and Crime Panel in January 2013.
- Agreed the Revenue and Capital Programmes for 2013/14.
- Set up the new PCC Community Safety Fund to resource crime reduction initiatives through a commissioning process.
- Guaranteed the Community Safety Grant funding of £1.246m to the relevant projects and initiatives that have an impact on reducing crime and disorder.
- Continued funding for Victim Support with the extension of the Independent Domestic Violence Advisor contract, through 2013/14, thus enabling the PCC to fulfil his statutory obligation to put victims of crime at the centre of the Police and Crime Plan and to meet his key priorities to reduce domestic abuse incidents and support victims of crime.

Contact details

Contact the PCC

You can contact the PCC by writing to:

The Office of the Police and Crime Commissioner
3 Hoffmanns Way
Chelmsford
Essex CM1 1GU

Or by calling:

01245 291600

Or by email:

pcc@essex.pnn.police.uk

Website:

www.essex.pcc.police.uk

Twitter:

@essexPCC

Contact Essex Police

In case of an emergency dial **999**

For all non-emergency calls made from within Essex call **101**, or outside of Essex dial **01245 491491**

Crimestoppers

The scheme allows you to give information anonymously about crimes that affect you and your local community.

You can contact them online at www.thecrimestoppers.co.uk or on **0800 555 111**

Essex Police and Crime Panel	EPCP/10/13
Date: 01 August 2013	

Establishing Effective Performance Management Arrangements

Report by the Deputy Police and Crime Commissioner to the Panel

Enquiries to Lindsay Whitehouse, DPCC 01245 291612

lindsay.whitehouse@essex.pnn.gov.uk

Purpose of report and background

The purpose of this report is to provide the Panel with an overview of the performance management arrangements being established by the Commissioner and his Office.

The performance management arrangements currently being developed are designed to meet a range of needs as follows:

- 1) To allow the Commissioner to give an account to the Panel and others on
 - a) progress in delivering the Police and Crime Plan
 - b) the effective allocation and use of Community Safety Funding and
 - c) evidence of what works and the case for strategic shifts in resourcing, e.g., prevention and early intervention
- 2) To allow the Commissioner to hold the Chief Constable to account, and
- 3) To support local engagement activity, enhancing understanding of local needs and issues

This paper outlines the progress being made in addressing each of these.

1) Giving an account to the Panel

a) Progress in delivering the Police and Crime Plan

Headline indicators are being identified for each of the key areas of focus in the Plan through discussion with service leads. These discussions are also helping to develop a qualitative narrative about the current position and confirm which data the Commissioner's Office will receive from lead partners on a regular basis.

A summary of the currently defined headline indicators is appended (**Annex A**).

It is proposed that a report showing the 2013/14 Q1 position across this suite of indicators, where data is available, will be brought back to the Panel for review in

September/October. The emphasis will be on establishing a baseline, understanding trends and reasons for historic changes, providing context, highlighting where there could be systemic problems and where there may be issues in particular parts of Essex.

b) The effective allocation and use of Community Safety Funding

A separate paper provides an update on decisions made about funding allocations to date.

Each recipient of Community Safety funding is required to complete a Funding Agreement, which sets out the terms and conditions including reconfirming key deliverables. There is also an expectation that formal reports will be submitted at the mid and end of year stages. A standard format for reporting is being finalised and will capture evidence of success and help provide assurance that funds are being spent as agreed.

c) Evidence of what works and the case for strategic shifts in resources

Part of this evidence could come from the learning from the more innovative projects being funded by the Commissioner, and a Conference is proposed for the late autumn which will provide an opportunity to reflect on the experience of the first 12 months to inform the strategic direction for the future.

A Research and Analysis Network has also been created under the auspices of Safer Essex, and brings together research and analytical expertise and capacity from partners, including the University of Essex. The Network is developing a prioritised list of 'topic reports' which will form the basis of a rolling research and analysis work programme. The topic reports would also form part of the wider JSNA (Joint Strategic Needs Assessment), helping to strengthen links with health.

Initial ideas for research areas are appended (**Annex B**). The emphasis is on getting evidence to support moving resourcing, effort and expenditure 'upstream' to preventative initiatives, and finding out what works.

2) Holding the Chief Constable to account

The Commissioner holds weekly scrutiny meetings with the Chief Constable and his senior team. Monthly performance updates are presented by Essex Police covering a range of management information on police activity, with quarterly reports providing contextual narrative. Financial, human resource and other information is also considered.

Discussions are also taking place on a number of related areas, to provide supplementary assurance for the Commissioner:

- Further review of the strategic operational information used internally by Essex Police, to understand how it links to the Police and Crime Plan
- Looking at how financial reporting can be improved by drawing links with performance and outcomes
- Reviewing how recommendations from audits and inspections are responded to

The *Essex Police Challenge* is a new initiative, designed to allow scrutiny of the Chief Constable to take place in public, every quarter, in locations around the county. The first Challenge will be held in Chelmsford on 5 August.

Questions have been invited, with the three best and most pertinent ones posed to the Chief Constable at the meeting. Key agenda items are:

- Crime trends and police performance, with an emphasis on house burglary and street robbery
- Area of Focus *Improving Road Safety* - information on the number of people killed or seriously injured on the roads of Essex and how driver behaviour can be addressed
- Area of Focus *Increasing efficiency in policing through collaborative working and innovation* – three major IT projects and implementation challenges Essex Police face:
 - Mobile Data Terminals for officers to access real time information on patrol or at a crime scene
 - SAP, the force's new financial, HR and procurement software
 - Athena, a regional IT initiative designed to modernise policing software

3) Supporting local engagement activity

The Commissioner made a commitment to hold two local public engagement events in each area of the county in his first year of office.

The key issues for discussion in each area are chosen by the Commissioner from the District Commander's view of community concerns, crime and anti-social behaviour data, local CSP priorities and review of media and neighbourhood policing coverage on local issues. Briefing notes, with relevant data, are produced to inform all those attending the public meeting. Questions and concerns are addressed at the meeting where possible, with actions followed up and reported back to subsequent meetings. Greater insights about local issues and what works should emerge from the development of the wider performance management arrangements outlined in this report.

The intention is to review whether the Public Engagement events as they are currently held are the most cost-effective way of engaging with local communities, and the Panel's views on this are welcomed.

Reduce Crime

Reduce domestic abuse

Number of incidents of domestic abuse

Number of repeat incidents of domestic abuse

Number of repeat offenders of domestic abuse

Domestic abuse solved rate

Support victims of crime

Number of repeat victims of crime

Satisfaction of victims of dwelling burglary, vehicle crime or violent crime with:

- making contact with the police
- action taken by the police
- being kept informed of progress
- treatment by staff
- overall service

Reduce youth offending and all types of re-offending

First time entrants to the youth justice system

% of offenders aged under 18 who go on to reoffend

% of adult offenders who go on to reoffend

Re-offending rates for those under YOS supervision

Re-offending rates for those under Probation supervision

Tackle consequence of alcohol and drugs abuse and mental health issues

Engaging in effective alcohol and drugs treatment

Leaving alcohol and drugs treatment in a planned way

Prison to community - continuity of alcohol and drugs care

Number of victim-based night-time economy crimes

Number of S136 enactments

Improve road safety

Number of people killed and seriously injured in road collisions

- Total
- Motorcycle/ powered two wheel vehicles
- Young car drivers (17-25)
- Pedestrians

And if significant numbers ...

- Cyclists
- Children and young people (0-17)
- Drink drivers

Improve crime prevention

Number of recorded crime offences

Solved crime rate

% of people who think the Police are doing a good job in their area

% of residents feeling safe outside in their local area (by day and night)

% spend on crime prevention (tbc)

Supported by other monitoring data and a research programme; available by Ward, district, unitary where possible to help with understanding of hotspots

Police and Crime Plan: how the Research & Analysis network can help inform

Area of Focus	Possible research areas/questions
Reducing domestic abuse	<p>Understanding of how long it is before Police have good quality interaction with the victim, including appropriate levels of risk assessment and handovers, and how the response might vary depending on where someone lives</p> <p>Less than 40% incidents are reported to the Police – what happens from a health setting perspective? (Ruth Weir's PhD focus)</p>
Supporting our victims of crime	<p>Effectiveness of Neighbourhood/Community Resolution disposals from victim perspective (analysis of satisfaction by disposal?)</p> <p>Better understanding of the number of repeat victimisations of vulnerable people and the time taken to break the cycle</p>
Reduce youth offending and all types of reoffending	<p>Develop a better predictive model for youth and adult offending and reoffending, identifying opportunities for prevention and providing early help.</p> <p>Effectiveness of Neighbourhood/Community Resolution disposals in preventing young people from reoffending?</p>
Tackle consequences of alcohol and drugs abuse and mental health issues	<p>Better understanding of volumes and patterns of Home Office defined 'trigger offences' in Essex, as national research (and experience of Drug Testing on Arrest pilot in Chelmsford?) suggests 30-35% will test positive for Class A drugs. Measure pre and post implementation?</p> <p>Value of further analysis of Treatment Outcome Profiles, available for drug and alcohol treatments from age 16 and over – includes offending, although self-reported, and the impact of treatment on this.</p> <p>Assurance that anyone coming to the Police's attention with MH issues is appropriately dealt with, gets the right treatment and doesn't harm themselves or others.</p>
Improve road safety	<p>Are there groups of people who are more likely to have accidents because of other things happening in their life, e.g., offending activity, mental health issues, and can their road safety behaviour be influenced through other partnership interventions?</p>
Improve crime prevention	<p>Do the public know where to go to for good advice? Quality of information on Police website, number of hits etc (although often in response to national event/issue).</p> <p>Further work to identify repeat victims of business crime.</p> <p>Coverage and quality of Neighbourhood Watch; use of Crimestoppers?</p> <p>Review what it is important to record in crime incidents – care not over bureaucratic.</p> <p>Evaluation of the effectiveness of crime prevention activity – level/proportion of resources compared with crime figures (including trend data showing impact of specific campaigns) and resident perceptions</p>

Essex Police and Crime Panel	EPCP/11/13
Date: 01 August 2013	

Progress on allocating Community Safety Grants 2013/14

Report by the Treasurer of the PCC to the Panel

Enquiries to either Charles Garbett 01245 291613 charles.garbett@essex.pnn.gov.uk or
Lindsay Whitehouse, DPCC 01245 291612 lindsay.whitehouse@essex.pnn.gov.uk

Purpose of report

To provide the Panel with an update on the progress of the PCC in allocating community safety grant monies. The Panel is requested to discuss the report providing the PCC with any views that may be appropriate.

Background information on the allocation of grants

Section 9 of the Police Reform and Social Responsibility Act 2011 provides the PCC with the power to provide a crime and disorder reduction grant to any person. Moreover, the act specifies that a crime and disorder reduction grant is a grant, which in the opinion of the PCC, will secure or contribute to securing, crime and disorder reduction in Essex. The grant may be made subject to any conditions that the PCC thinks appropriate.

The Elected Local Policing Bodies (Specified Information) Order 2011 requires information as to each crime and disorder reduction grant made by the PCC, including any conditions attached to the grant, the recipient of the grant, its purpose and the reasons why the PCC considers that the grant would secure, or contribute to securing, crime and disorder reduction in Essex to be published.

2013/14 PCC budget and allocation of Community Safety Grants

In total £2.528m was allocated in the 2013/14 revenue budget for community safety funding. This budget has been increased to £2.845m as further amounts of community safety grants made by the Force have transferred to the PCC. The progress to date made in the PCC deciding to allocate funds is shown in Appendix 1 alongside the budgeted amounts contained in the Police and Crime Plan.

To allocate all funds available the PCC needs to make a decision on the following items:

1. Wave 2 bids with £139k available
2. Amounts previously allocated to Safer Essex amounting to £180k

3. Net balance of funds available amounting to £33k largely spent on one-off items of support in the previous year.

A comparison of the grant monies allocated against the budget included in the Police and Crime Plan is shown in Appendix 3

The first wave of bids for the New Initiatives Fund attracted 131 bids totalling over £2.3m. In short, the total value of bids was almost five times the budget allocation of £500k. This was the first time that bids were invited for an allocation from this fund to support innovative community projects. Given the large interest shown the process of sifting the bids took longer than expected. However, the process was supported by the CSP Managers and professional advice from the Reference Group. The Reference Group consists of:

Domestic Abuse	-	Janice Logie /Alan Ray – ECC
Youth Offending	-	Tania Gillet, Head of Essex YOS
Re-Offending	-	Alex Bamber, Essex Probation
Alcohol & Drug Abuse	-	Ben Hughes, Essex DAAT
Victims	-	Victims Alliance
Roads	-	Casualty Reduction Board

Despite the large number of bids a robust approach was adopted in order to ensure that monies allocated met the criteria. As such, only £116k has been allocated to date although there is further work being undertaken on a range of bids submitted around domestic abuse. A provisional sum of £120k has been set aside for this purpose.

Given that only a small proportion of wave 1 bids have to date been successful it is useful to highlight the reasons for not taking forward applications for funding at this stage:

- Some bids simply did not address the priorities within the Police & Crime Plan
- Concerns that some bids reflected the bidding organisations core business
- That the bid duplicated existing arrangements
- That the bid was not sufficiently targeted or the need was not evidenced
- The bid was not innovative
- The activity not felt to be sustainable; and
- That while the bid maybe a good idea, the PCC NIF is not the most appropriate route e.g. bid for capital projects may be better suited to funding from the Proceeds Of Crime Act

It is hoped that feedback that is being provided to unsuccessful applicants does not discourage them from future attempts if they have a worthwhile initiative. Considerable knowledge and expertise on the grants process has been gained over a short period of time. To assist the entire process of application and selection of initiatives in the future points of good practice and areas to improve are being noted. A strategic Autumn conference is being planned which, in part, will also provide an opportunity to both explain

the intentions of the PCCs community grant awards and also to receive feedback from applicants in order to improve future grant allocation processes.

There are plans to support a number of initiatives in addition to the ones highlighted above. These initiatives are currently being examined and include:

- i) Crime Stoppers. Last year the Force supported the running costs of the 24/7 Bureau and made a contribution to the Eastern Region Manager's costs totalling a contribution of almost £37k. This resource will transfer from the Force. In addition, the PCC may provide a further contribution of £60k from the New Initiatives Fund.
- ii) Special Constabulary policing. £40k for rural crime & building stronger communities
- iii) A community messaging system in order to enhance the communication between Police and neighbourhood community groups. The plan is to share the £40k cost on a 50/50 basis between the New Initiative Fund and Proceeds of Crime Act monies.
- iv) 'Only Cowards Carry' knife crime initiative £5k.

Wave 2 bids for the New Initiatives Fund have begun with a closing date of 1st August. Based on activities to date the amount available for wave 2 is highlighted below:

New Initiative Fund Budget	£500k
Less:	
- Funds allocated	-£116k
- Provisional set asides:	
o Domestic Abuse bids	-£120k
o Crime Stoppers	-£60k
o Specials	-£40k
o Community messaging system	-£20k
o Only Cowards Carry	-£5k
Amount available for Wave 2	£139k

Integrity of Process

The processes followed for the complete cycle of grant awards comply with all legislative requirements. All grant awards are publicised and funding agreements are in place with recipients. Mechanisms for the monitoring of the use of grant monies are being implemented

Progress made to date in the allocation of grant monies

Appendix 1

Fund	Budget £'000	Recipients	Allocation £'000
Community Safety Fund Plus reinstatement of CSF shortfall	1,246 130	14 Community Safety Partnerships Victims Support Essex Drug & Alcohol Action Team (EDAAT) – Westminster drugs project EDAAT – Choices contract Drugs Intervention Programme – Southend Drugs Intervention Programme - Thurrock Positive Future youth engagement programme Youth Offending Service (YOS) - Essex YOS – Southend YOS – Thurrock Amounts to be allocated: - Previously Safer Essex - One off in 2012/13	268 222 268 131 54 49 45 85 19 19 180 33
Community safety total	1,376		1,373
Whole Essex Community Budget	290	Reducing re-offending Strengthening Communities Domestic Abuse Strategic Resource Pool	110 71 92 17
Whole Essex total	290		290
2012/13 Force grants brought into the PCC	362	CSP's YOS – Essex Police YOS – Southend YOS – Thurrock	41 168 91 62
Neighbourhood Watch	7	Neighbourhood Watch	10
Crime Stoppers	37	Crime Stoppers	37
Sexual Assault Referral Clinic (SARC)	88	SARC	88
Essex/Southend/Thurrock Safeguarding Children's Board and Vulnerable Adults Protection Committee	175	Children/vulnerable adults	175
Victims Support	10	Victims Support	10
Force grants to PCC total	679		682
New Initiative Fund	500	See Appendix 2 Earmarked amounts provisionally set aside Amount available for Wave 2	116 245 139
New Initiative Fund total	500		500
Grand Total	2,845		2,845

Note: Items shown in 'red' represent decisions that are currently being processed.

In Principle Agreed Applications

Appendix 2

Applicant	Idea	Amount
YOUTH OFFENDING		
Essex Youthbuild	To provide a short 5 week taster maintenance course to young offenders or those at risk of offending	£10,906
Essex Boys & Girls Club	Deliver 4 diversionary boxing projects aimed at 11-19 year olds who are NEET (not in employment, education or training) or at high risk of becoming NEET	£8,550
Family Solutions – West Essex	Pilot Family Boot Camp Day at Lamburne End where ASB is a major factor. Parents and children involved in workshops to those families currently in the Family Solutions Service	£4,000
Only Cowards Carry	Training programme on weapons awareness and the consequences targeted at primary, secondary schools & young adults via presentations, videos and printed literature.	£5,000
Wakering Young People's Community Project	Activities for young people during school holidays.	£10,000
Witham Boys Brigade	Pilot to run a sports engagement programme for young people. Build self-confidence, engagement and create routes into education	£6,044
ALCOHOL & DRUGS		
Essex DAAT	RiskAvert Programme for young vulnerable people from complex families	£18,040
57 West	Fund a community worker to train volunteers, co-ordinate weekly activities e.g. drop in for young people, offer educational awareness of drug/alcohol	£10,895
CRIME PREVENTION		
Maldon CSP	Project targeted for 60 young people for 12 weeks. Diversionary activities to address ASB	£5,640
Epping Forest CSP	'Operation Home Safe' pilot initiative targeting estate agents/burglary dwelling hot spot areas. Circulate Home Safe packs to estate agent to give out to new home owners on completion of sale	£1,485
Epping Forest CSP	'Crucial Crew event for older people focussing on crime prevention in and out of their home.	£2,800
Castle Point & Rochford CVS	'Befriending Service-Safer Homes, Safer Lives. Up skill existing volunteers, funding for additional training	£6,653
Basildon Borough Council	Organise 3x1 day seminars for 90 community safety practitioners outlining new tools/powers for ASB	£2,985
Saffron Walden Street Pastors	To establish a Street Pastor group in Saffron Walden	£1,250
VICTIMS		
Southend Association of Voluntary Services	10 month pilot programme 'Safe as Houses' home visits targeting elderly vulnerable residents following a series of incidents. Achieve safer neighbourhood	£18,685
DOMESTIC ABUSE		
Braintree DC	'Pilot Domestic Abuse 'Cut it Out' campaign in hairdressers/beauty salons for female victims and their children. Deliver a series of training events plus posters, information cards and contact details	£3,290
Total		£116,223

New PCC community safety commissioning

Appendix 3

PCC Priority Area	Location	Provisional Allocation £'000	Actual £'000	Notes
Ensuring local solutions meet local problems	All Essex	10	0	No funding has been allocated through the New Initiatives Fund. Funding has already been allocated to Community Safety Partnerships to support localised projects and initiatives.
Victims of crime	All Essex	80	18	One bid has been approved from the PCCs New Initiatives Fund.
Youth offending and re-offending	All Essex	50	45	6 bids have been approved from the PCCs New Initiatives Fund.
Drugs and alcohol	All Essex	50	29	2 bids have been approved from the PCCs New Initiatives Fund.
Crime prevention	All Essex	30	21	6 bids have been approved from the PCCs New Initiatives Fund.
Road Safety	All Essex	20	0	0 bids were successful to the PCCs New Initiatives Fund.
Building research capacity	All Essex	40	0	No funding allocated to date. The Safer Essex Research Network has met twice and will be putting research proposals to the PCC in the Autumn.
Safer Essex Partnership	All Essex	60	0	Funding has been allocated to Safer Essex Partners through existing routes, including CSPs, the three Drug and Alcohol Action Teams and the three Youth Offending services.
Southend	Southend	10	0	No funding has been allocated through the New Initiatives Fund. Funding has already been allocated to the Southend Community safety Partnership to support localised projects and initiatives
Thurrock	Thurrock	10	0	No funding has been allocated through the New Initiatives Fund. Funding has already been allocated to the Thurrock Community safety Partnership to support localised projects and initiatives
Criminal Justice	All Essex	50	0	No funding allocated to date. This funding was intended to support criminal justice initiatives, particularly restorative justice, swift and sure justice, witness and protection care.
Whole Essex Community Budget	All Essex	290	290	Funding has been allocated to support the WECB work around Domestic

(WECB)				Violence, Reducing Reoffending and Strengthening Communities.
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Essex Police and Crime Panel	EPCP/12/13
Date: 1 August 2013	

Confirmatory Hearings: Paperwork to be requested

Report by the Secretary to the Panel

Enquiries to Colin Ismay 01245 430396 e mail: colin.ismay@essex.gov.uk

Purpose of report

To consider whether any changes would be beneficial to the paperwork provided by the Commissioner's Office in support of a Confirmatory Hearing.

Background

The Panel has held three Confirmatory Hearings in quick succession in relation to appointments made by the Commissioner. The Panel has agreed a process for undertaking the Hearings based on guidance issued by the LGA. At the last two Hearings there has been concern expressed about whether the Panel has the right papers available to it make a considered judgement on the competence of the candidates to undertake the role and to understand their reasons for applying for the post.

Section 9 (2) of Schedule 1 to the Police Reform and Social Responsibility Act states that the commissioner must also notify the panel of the following information –

- (a) the name of the person whom the commissioner is proposing to appoint ("the candidate");
- (b) the criteria used to assess the suitability of the candidate for the appointment;
- (c) why the candidate satisfies those criteria;
- (d) the terms and conditions on which the candidate is to be appointed.

The Commissioner satisfies this requirement by providing the following information:

- An information pack covering the following points:
 - Scoping the role and requirements
 - The advertisement
 - Interview and selection
 - Statutory requirements
 - Terms and Conditions

- Job Description
- Advert
- Application Pack
- Career Summary of the candidate
- A copy of Schedule 1 of the Act

The Commissioner is certainly complying with the requirements of the Act by providing all of this information: however, the Panel feel that there is something missing in being able to come to a reasoned judgement on the Candidate's suitability without being able to see the information provided to the Commissioner on the candidate's application form. With this information the Panel can see the candidate's response to the supplementary questions and form a better understanding as to their suitability for the role and why they have applied.

Hopefully there should not be a need for another Confirmatory Hearing in the near future, but the Panel would wish the Commissioner to consider for the future making this additional information available to it in such a way as to avoid putting personal information about the candidate into the public arena.

AGENDA ITEM 9

Essex Police and Crime Panel	EPCP/13/13
Date: 1 August 2013	

Planning the Business of the Panel

Report by the Secretary to the Panel

Enquiries to Colin Ismay 01245 430396 e mail: colin.ismay@essex.gov.uk

Purpose of report

To consider the development of the Panel's forward plan of work and meetings.

Background

The Panel has had a number of meetings in shadow form and as a full-blown Panel looking at how it might work and fulfilling the statutory set pieces of its role. So it has considered and approved the Commissioner's precept proposals, commented on the police and crime plan and held three confirmatory hearings in a row. At the same time it has been an interesting time for the Commissioner getting to understand his role and putting in place the Office and processes he needs to be able to undertake his role.

This has meant that whilst there has been some discussion about how to undertake other aspects of the Panel's role of holding the Commissioner to account it has been difficult to pin down how this will be achieved in practice. This is the additional work, complementing the set piece events being carried out to deliver the statutory functions, to help the Panel support the work of the Commissioner. The Panel should be acting as a critical friend, a supportive but independent voice seeking to investigate the Commissioner in the interests of recommending – not directing or seeking to co-ordinate – changes and improvements.

Agreement to item 6 on the Agenda will mean that the Commissioner should in future be able to provide quarterly updates on performance management to the Panel. This could be enhanced by similar updates on performance against the budget. Proposed dates for a programme providing quarterly progress meetings and meetings in January and February to meet statutory requirements in relation to the precept and budget will be available in time for the meeting. Is there any other information the Panel might want to request from the Commissioner's Office on a regular basis?

Suggestions for subjects for further investigation

In terms of thinking about what areas of work the Panel might want to give more in depth investigation into the following suggestions have already been made and no doubt there will be others. This needs to be considered in the context of the Panel not being able to involve itself directly in operational matters and in terms of how this relates to the Commissioner holding the Chief Constable to account.

From previous meetings

An overarching report on how policing is being delivered to give the Panel a strategic overview of policing in Essex.

Monitoring performance against delivering the Police and Crime Plan and the Budget
Specific issues selected from the Policing Plan for further consideration by getting to understand the baselines.

“Legal Highs”.

From Councillor Angie Gaywood:

the top five areas from Thurrock’s perspective that we would like to scrutinise against the crime plan:

Sexual Violence

Domestic Abuse

Anti-social Behaviour

Hate Crime

Domestic Burglary

As the crime plan outlines a distinct focus for victims of crime we would want to see how within these areas victims are fully supported.

From Councillor Bob Shepherd:

the lengthy closures of our major roads when accidents happen.

From the Labour members on the Panel:

We have specific concerns with regard to the following: - Partnership working with Kent and other forces, the numbers of Community police officers, and the methodology of allocation of grants.

House of Commons Home Affairs Committee Report printed on 16 May 2013

Attached for consideration as part of the discussion of the work of the Panel is a copy of the Select Committee’s Report. The Report makes the point that:

“In between elections, the Police and Crime Panel is, in all but the most extreme circumstance, the only check on a PCC’s power over local policing. All three of the PCP chairs we heard from believed that their Panels did not have strong powers to hold a PCC

to account. Parliament has defined the power of PCPs and it is the responsibility of the PCPs to exercise their powers. We are concerned that incompetent legal advisers appear to have sought to prevent PCPs from even meeting to scrutinise key and highly questionable decisions by PCCs, for instance the suspension of the chief constable in Lincolnshire and the fiasco concerning the appointment of a “Youth Commissioner” in Kent. It is in such circumstances that a PCP chair needs to ensure that the PCP meets urgently. If they fail to do so, on the basis of wholly inappropriate legal advice or otherwise, the process of local scrutiny of the PCP role falls into disrepute.”

The report sets out some interesting findings concerning the Committee’s initial scrutiny of the role of the Commissioner.

Training and Development

The Panel might want to think about whether it needs and further training and development or expert advice in order to carry out its role. Resources are available from the Home Office that could be used for this purpose if necessary.

Is there any information or situation the Panel would find it helpful to have / or have a better understanding for instance would a sharpened awareness and insight of community safety issues be of assistance?

Such events need not be undertaken as part of a formal meeting.

The Panel is asked to consider how it might want its Forward Plan to develop.



House of Commons
Home Affairs Committee

Police and Crime Commissioners: Register of Interests

First Report of Session 2013–14



House of Commons
Home Affairs Committee

**Police and Crime
Commissioners**

First Report of Session 2013–14

*Volume I: Report, together with formal
minutes*

*Ordered by the House of Commons
to be printed 16 May 2013*

Home Affairs Committee

The Home Affairs Committee is appointed by the House of Commons to examine the expenditure, administration, and policy of the Home Office and its associated public bodies.

Current membership

Rt Hon Keith Vaz MP (*Labour, Leicester East*) (Chair)
Nicola Blackwood MP (*Conservative, Oxford West and Abingdon*)
James Clappison MP (*Conservative, Hertsmere*)
Michael Ellis MP (*Conservative, Northampton North*)
Lorraine Fullbrook MP (*Conservative, South Ribble*)
Dr Julian Huppert MP (*Liberal Democrat, Cambridge*)
Steve McCabe MP (*Labour, Birmingham Selly Oak*)
Bridget Phillipson MP (*Labour, Houghton and Sunderland South*)
Mark Reckless MP (*Conservative, Rochester and Strood*)
Chris Ruane MP (*Labour, Vale of Clwyd*)
Mr David Winnick MP (*Labour, Walsall North*)

The following Members were also members of the Committee during the parliament.

Rt Hon Alun Michael MP (*Labour & Co-operative, Cardiff South and Penarth*)
Karl Turner MP (*Labour, Kingston upon Hull East*)

Powers

The Committee is one of the departmental select committees, the powers of which are set out in House of Commons Standing Orders, principally in SO No 152. These are available on the Internet via www.parliament.uk.

Publication

The Reports and evidence of the Committee are published by The Stationery Office by Order of the House. All publications of the Committee (including press notices) are on the Internet at www.parliament.uk/homeaffairscom.

Committee staff

The current staff of the Committee are Tom Healey (Clerk), Dr Richard Benwell (Second Clerk), Eleanor Scarnell (Committee Specialist), Andy Boyd (Senior Committee Assistant), Michelle Garratty (Committee Assistant), Iwona Hankin (Committee Support Officer) and Alex Paterson (Select Committee Media Officer).

Contacts

All correspondence should be addressed to the Clerk of the Home Affairs Committee, House of Commons, 7 Millbank, London SW1P 3JA. The telephone number for general enquiries is 020 7219 3276; the Committee's email address is homeaffcom@parliament.uk.

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Introduction

1. Police and Crime Commissioners (PCCs) are a central feature in the new landscape of policing, alongside the new National Crime Agency (NCA) and the College of Policing. The first elections for Police and Crime Commissioners were held on 15 November 2012 and the Commissioners took office on 22 November 2012. Elections will take place every four years.

2. The role of the PCC is to ensure an efficient and effective police force and hold the Chief Constable to account for the delivery of the PCC's "police and crime plan", which sets the strategic direction for each force. The Police and Crime Commissioner is tasked with the maintenance of an effective and efficient force in their area, while the force remains under the direction and control of the Chief Constable. PCCs are responsible for the appointment, suspension and dismissal of the Chief Constable and for the police budget within their area, including setting the local council tax precept for policing.

3. There will also be four Commissioners on the Board of the College of Policing, where they will be expected to represent the interests of the public, giving them a powerful stake in police standards and training at the national level.¹

4. The Government told us that "the post of Police and Crime Commissioner is one that holds singular responsibility for the delivery of policing and crime reduction within a force area".² **In areas such as Greater Manchester, police and crime commissioners will represent the interests of millions of people. With so much power concentrated in the hands of a single individual, it is vital that there is clear and objective scrutiny and an effective system of checks to ensure that the role is performed to the highest standards of integrity and competence. The Government has created a system that relies on local scrutiny and the main check is at the ballot box. In this Report, we show that regular, national comparisons are important for public confidence and draw together the first register of PCCs interests.**

¹ Home Affairs Committee, *Leadership and standards in the police service*, 12 February 2013, HC 617-iii, Q 206 [Alex Marshall]

² Home Affairs Committee, *Police and Crime Commissioners: Government Response to the Committee's Second Report of Session 2010–11*, Seventh Special Report of Session 2010–12, 28 March 2011, HC 862, para 4

1 Scrutiny of PCCs

5. The appointment of a single individual to pioneer policing practices over large force areas has many potential benefits, offering flexibility, a single point of contact and the potential for improved leadership. However, apportioning so much power to one individual also brings risks of maverick behaviour, which may be magnified for the first police and crime commissioners who wish to make their mark in the new role. In order to make the best of the PCCs, it is necessary to have effective checks and balances without tying the commissioners' hands.

6. Ultimately, the PCCs are held to account by the electorate and the Home Secretary was keen to distance herself from any responsibility to assess the performance of the PCCs. For instance, on 18 December 2012 we asked the Home Secretary whether she held information about PCCs with second jobs, but she responded that "I do not have somebody who puts that sort of information in front of me because that is information that I believe is for the electorate to make a decision on".³ However, as the Association of Police Authorities noted, "they will be the subject of few, if any effective checks in between election".⁴

7. At the local level, Police and Crime Panels (PCPs) scrutinise the work of PCCs. In line with our recommendations, PCPs are comprised of locally elected representatives from each local authority (including district councils), plus two independent members.⁵ A Panel may require the attendance of the PCC at any time and has the power to suspend a commissioner from office where he or she is charged with a serious criminal offence, or exercise a "veto" over a proposed precept or candidate for chief constable. This level of local scrutiny is likely to be very important. As the Chair of Association of Police Authorities, Rob Garnham, told us "you have to have a panel that is strong enough and has enough influence with the PCC so that they're not the maverick; so that they do not run away with their ideas".⁶

8. There are early indications that Police and Crime Panels may need to take a quicker and more decisive approach. One of the most potent powers afforded to commissioners is suspension of a chief constable. We were concerned by the suspension of Chief Constable Neil Rhodes by Alan Hardwick, police and crime commissioner for Lincolnshire. This kind of intervention is potentially operationally disruptive and costly, and damaging to the reputation of the police force and individuals concerned; it should be undertaken only on the most rigorous grounds or where the risks of leaving the chief constable in office are high. In this case, the decision was overturned at judicial review by Mr Justice Stuart Smith who noted "serious error" by the PCC in his "failure to engage in any assessment" and disregard for the chief constable's character and record.⁷ Following the decision to suspend the chief constable, the PCP failed to meet for over two months, with the Chair citing legal advice as the reason he was unable to convene a meeting. In the end, the powers and jurisdiction of his Panel were so unclear that he resorted to writing to

³ Home Affairs Committee, *The work of the Home Secretary*, 18 December 2012, HC 563-ii, Q 170

⁴ Association of Police Authorities, *Pay proposals for PCCs*

⁵ Home Affairs Committee, *Police and Crime Commissioners: Government Response to the Committee's Second Report of Session 2010–11*, Seventh Special Report of Session 2010–12, 28 March 2011, HC 862, para 11

⁶ Home Affairs Committee, *Policing: Police and Crime Commissioners*, Second Report of Session 2010–11, HC 511, Q 104

⁷ Policing for All

the Home Secretary for clarification, at least to the East Lindsey District Council legal adviser apparently concerned.

9. Where a police and crime commissioner exercises his power to suspend a chief constable, it is the PCC's responsibility under Schedule 8 to the Police Reform and Social Responsibility Act 2011 to inform the Police and Crime Panel. In the Lincolnshire case, however, the public was left in the dark about the reasons for the suspension and the Police and Crime Panel took no action to avert or even review an intervention that was ultimately thrown out of court. The Police and Crime Panel seemed totally incapacitated by erroneous legal advice that it was unable to investigate the Commissioner's course of action, so that the PCC did not even appear before the Panel for over 2 months.

10. We recommend that where a PCC proposes to exercise his power to suspend a chief constable under section 38 of the Police Reform and Social Responsibility Act, there must be immediate review of the action by the Police and Crime Panel. In addition, the Police and Crime Commissioner must give the Panel and the chief constable a written explanation of the reasons for the suspension.

11. In between elections, the Police and Crime Panel is, in all but the most extreme circumstance, the only check on a PCC's power over local policing. All three of the PCP chairs we heard from believed that their Panels did not have strong powers to hold a PCC to account. Parliament has defined the power of PCPs and it is the responsibility of the PCPs to exercise their powers. We are concerned that incompetent legal advisers appear to have sought to prevent PCPs from even meeting to scrutinise key and highly questionable decisions by PCCs, for instance the suspension of the chief constable in Lincolnshire and the fiasco concerning the appointment of a "Youth Commissioner" in Kent. It is in such circumstances that a PCP chair needs to ensure that the PCP meets urgently. If they fail to do so, on the basis of wholly inappropriate legal advice or otherwise, the process of local scrutiny of the PCP role falls into disrepute.

12. Local scrutiny relies on the engagement of the public in the force area. With this in mind, we note the comments of Jenny Watson, Chair of the Electoral Commission, in its report on the PCC elections, that "the extremely low turnout – at just 15.1%– must be a concern for anyone who cares about democracy". We have not yet taken evidence on this issue, but will return to the matter in our forthcoming inquiry later this year.

13. At the national level there is little if any provision for scrutiny of PCCs' work. Despite our recommendations, there is no central register of information about PCCs that can inform any comparison. As the Home Secretary stated to us on 18 December 2012, information about PCCs' interests is "not co-ordinated in one register because in each police force area individuals will want to know their PCC rather than all the national PCCs".⁸

14. Police and Crime Commissioners are required to publish the information that they consider necessary to enable the local public to assess their performance and that of the Chief Constable. As the Home Secretary noted, this ought to provide the basis upon which the public is able to judge their PCC.⁹ In addition they are required to publish particular information specified by the

⁸ Home Affairs Committee, *The work of the Home Secretary*, 18 December 2012, HC 563-ii, Q 176

⁹ Home Affairs Committee, *The work of the Home Secretary*, 18 April 2013, HC 563-iii, Q 300

Home Secretary in regulations issued under section 11 of the Police Reform and Social Responsibility Act 2011. So far the relevant regulations are the Elected Local Policing Bodies (Specific Information) Order 2011 SI 2011/3050. The required information is set out in Annex I. However, as we note in the conclusions below, **a number of PCCs have so far failed to publish the required financial information, or disclose the details of their own interests and allowances. The Home Office must monitor compliance with legal responsibilities to publish information and publish a list of non-compliant PCCs.**

15. By contrast, in response to Lord Leveson's recommendations, the Home Secretary announced on 12 February 2013 that a national registers of chief officers' pay and perks packages, gifts and hospitality, outside interests including second jobs, and their contact with the media would be published on-line.¹⁰

16. It has already emerged that Richard Rhodes, police and crime commissioner for Cumbria, had claimed £700 for two chauffeur-driven trips, which had not been declared. Following this revelation, three individuals have been arrested, including two police staff, and a third member of staff has been suspended. Mr Rhodes has apologised for the episode and claims that he does not know why the arrests have been made. The Police and Crime Panel is investigating.¹¹

17. We wrote to the new PCCs in January and in March 2013 to call for information that will assist Parliament and the public in holding the commissioners to account. In this Report, we draw together a set of indicators to provide a much-needed national perspective.

18. **We are disappointed to note that not all Police and Crime Commissioners are meeting the standards of openness that we would expect. We conducted a survey of Police and Crime Commissioners' websites to investigate whether the necessary information was being published clearly. On 19 April 2013, we found that 10 PCCs had met their statutory obligations and published the full financial data required. Those were Avon and Somerset (Sue Mountstevens), Bedfordshire (Olly Martins), Cambridgeshire (Sir Graham Bright), Cheshire (John Dwyer), Hampshire (Simon Hayes), Merseyside (Jane Kennedy), Surrey (Kevin Hurley), Warwickshire (Ron Ball), West Mercia (Bill Longmore) and West Yorkshire (Mark Burns-Williamson).**

19. **Our search suggested that 12 PCCs have yet to publish their annual budget data online: Cleveland (Barry Coppinger), Cumbria (Richard Rhodes), Derbyshire (Alan Charles), Devon and Cornwall (Tony Hogg), Essex (Nick Alston), Hertfordshire (David Lloyd), Humberside (Matthew Grove), Leicestershire (Sir Clive Loader), Norfolk (Stephen Bett), South Yorkshire (Shaun Wright), Suffolk (Tim Passmore) and North Wales (Winston Roddick).**

20. **Following our evidence session with the Home Secretary on 18 April 2013, we understand that PCCs were contacted to encourage them to publish this data. However, on 3 May 2013, five PCCs still had not published annual budget data online—Humberside (Matthew Grove), Leicestershire (Sir Clive Loader), Norfolk (Stephen Bett), North Wales (Winston Roddick CB QC) and Suffolk (Tim Passmore).**

¹⁰ HC Deb, 12 February 2013: Column 713

¹¹ <http://www.nwemail.co.uk/home/update-11-55am-cumbria-police-and-crime-chief-breaks-silence-over-whistle-blower-investigation-1.1050402?referrerPath=home>

21. Where Police and Crime Commissioners are considered to have exceeded their powers or otherwise behaved inappropriately, it is unacceptable that those who expose the matter should be at risk of losing their jobs, or face other reprisals.

22. We do not accept that a national register of PCCs' interests is not necessary. There was unanimous agreement among the Police and Crime Commissioners we called for evidence that such a register would be a fair and helpful way to hold PCCs to account. If a national register is being compiled for chief constables, it makes clear sense to do the same for their elected counterparts.

23. While it should be for the local electorate to determine a PCC's suitability for the role, an informed choice would be facilitated by a reliable central register which would provide a ready comparison and a reliable source. The lack of such information centrally will inevitably encourage rumours, media speculation and suspicion, which may well be totally unfounded. We strongly recommend that an independent national body such as Her Majesty's Inspectorate of Constabulary compile and publish a central register of police and crime commissioners' financial interests, pay and perks packages, gifts and hospitality, outside interests including second jobs on an annual basis. In the absence of such a register, we will attempt to do so, but it would be far preferably for an independent national body to undertake this essential function. Until this happens, we will undertake this task.

2 Who are the Police and Crime Commissioners?

24. Police and Crime Commissioners are intended to represent the people of each force area in their leadership. In order to be eligible to stand candidates must:

- i. be British, Commonwealth or EU citizen
- ii. be 18 or over
- iii. be resident in the Police Force area
- iv. have a £5000 deposit (recoverable if they receive 5% or more of the vote)
- v. have signatures of 100 people who are registered to vote in the police force area

and the following were not able to stand:

- i. Anyone who has been convicted of an imprisonable offence
- ii. Any serving civil servant, judge, police officer, member of the regular armed forces, employee of a council within the force area, employee of a police related agency, employee of another government agency, politically restricted post-holder, member of police staff (including PCSOs) or member of a police authority
- iii. MEPs, MSPs, AMs and MPs will be able to stand as PCCs, but will need to stand down from their existing post before being able to accept the post of PCC
- iv. A Police Authority member would need to stand down as member before being able to stand as a PCC
- v. Members of the House of Lords will not be able to sit or vote in the House whilst serving as a PCC

25. The Labour Party supported Labour candidates and funded their £5,000 deposits. The Conservative Party did not provide funding for Conservative candidates, although some were funded by local Conservative associations. Labour and Conservative candidates stood in all 41 elections. The Liberal Democrat did not provide funding for candidates and 24 candidates stood as Liberal Democrats. 54 candidates stated that they stood independently of any political party.¹² The results of the elections were as follows:

¹² The Police Foundation

Police force	Winning party	Winning candidate	Electorate (000)	Votes cast	Turnout (%)
Avon & Somerset	Ind	Sue Mountstevens	1623.2	234,514	18.77
Bedfordshire	Lab	Olly Martins	614.8	82,129	17.75
Cambridgeshire	Con	Sir Graham Bright	789.7	88,603	14.77
Cheshire	Con	John Dwyer	1009.3	108,902	13.74
Cleveland	Lab	Barry Coppinger	563.5	61,783	14.73
Cumbria	Con	Richard Rhodes	494.4	62,249	15.63
Derbyshire	Lab	Alan Charles	1010.6	112,908	14.35
Devon & Cornwall	Con	Tony Hogg	1680.4	190,665	14.65
Dorset	Ind	Martyn Underhill	715.0	96,149	16.34
Durham	Lab	Ron Hogg	611.6	70,141	14.41
Dyfed-Powys	Con	Christopher Salmon	506.1	64,660	16.38
Essex	Con	Nick Alston	1738.0	168,234	12.81
Gloucestershire	Ind	Martin Surl	593.5	78,502	15.96
Greater Manchester	Lab	Tony Lloyd	2629.4	272,153	13.59
Gwent	Ind	Ian Johnston	561.4	59,366	13.97
Hampshire	Ind	Simon Hayes	1884.2	211,886	14.53
Hertfordshire	Con	David Lloyd	1107.5	119,158	14.1
Humberside	Con	Matthew Grove	921.2	133,762	19.15
Kent	Ind	Ann Barnes	1684.1	204,917	15.99
Lancashire	Lab	Clive Grunshaw	1449.3	168,069	15.05
Leicestershire	Con	Sir Clive Loader	993.9	123,710	15.92
Lincolnshire	Ind	Alan Hardwick	703.0	83,736	15.28
Merseyside	Lab	Jane Kennedy	11.7	126,171	12.41
Norfolk	Ind	Stephen Bett	1353.4	97,157	14.51

North Wales	Ind	Winston Roddick	7813.5	77,753	14.83
North Yorkshire	Con	Julia Mulligan	862.3	82,213	13.25
Northamptonshire	Con	Adam Simmonds	678.5	101,167	19.5
Northumbria	Lab	Vera Baird	802.2	178,807	16.45
Nottinghamshire	Lab	Paddy Tipping	687.3	132,973	16.42
South Wales	Lab	Alun Michael	1431.5	142,434	14.68
South Yorkshire	Lab	Shaun Wright	1086.6	145,294	14.53
Staffordshire	Con	Matthew Ellis	1260.5	98,826	11.63
Suffolk	Con	Tim Passmore	1328.3	85,168	15.41
Surrey	Other	Kevin Hurley	1071.4	131,632	15.36
Sussex	Con	Katy Bourne	719.5	189,236	15.33
Thames Valley	Con	Anthony Stansfeld	1127.3	219,071	12.88
Warwickshire	Ind	Ron Ball	1574.0	64,289	15.23
West Mercia	Ind	Bill Longmore	2253.5	134,850	14.54
West Midlands	Lab	Bob Jones	536.0	238,384	11.96
West Yorkshire	Lab	Mark Burns-Williamson	1192.7	214,728	13.34
Wiltshire	Con	Angus Macpherson	2655.1	78,794	15.3
Total turnout					15.1

3 Salaries and offices

26. We wrote to the new PCCs in January and in March 2013 to call for information that will assist the electorate in casting their vote for police and crime commissioner and holding the incumbent PCC to account. In the table below, we present their responses.

Region	Salary	Weekly Hours	Other roles	Staff	Staff profiles
Avon & Somerset <i>Sue Mountstevens</i>	No information provided				
Bedfordshire <i>Olly Martins</i>	£70000	Flexible	Territorial Army Soldier (Territorial Army pay and allowances)	10 FTE	<ul style="list-style-type: none"> Tafheen Sharif, Deputy Police and Crime Commissioner £36,000 Simon Bullock, Assistant Police & Crime Commissioner £55,000 Chief Executive £72,400 Deputy Chief Executive £62,200
Cambridgeshire <i>Sir Graham Bright</i>	£70000	Flexible	Director, Dietary Foods Ltd	14	<ul style="list-style-type: none"> Brian Ashton, Deputy PCC, 28,000
Cheshire <i>John Dwyer</i>	£75000		None		
Cleveland <i>Barry Coppinger</i>	No information provided				
Cumbria <i>Richard Rhodes</i>	£65000	35–40	None	11	<ul style="list-style-type: none"> Mr S Edwards, CEO and Monitoring Officer, £87,000 Mrs R Hunter, CFO/deputy CEO, £74,103 Ms G Shearer, Communication and Engagement Executive, £50,000 Mrs N Broomfield, Policy and Performance Manager Commissioning and Contracts manager Mrs J Head, Governance and Victim Services Manager Mrs L McGinley, Executive Support Officer Community Engagement/Press Officer Ms F Carr, Administrative Assistant Mr J Askew, Independent Custody Visiting Scheme Administrator Ms D Cowperthwaite, Budget and Finance Assistance
Derbyshire <i>Alan Charles</i>	£75000	60	County Councillor (end of term May)	10	<ul style="list-style-type: none"> Commissioner £75k Deputy Commissioner £56,250

			2013) Parish Councillor School Governor		<ul style="list-style-type: none"> • Chief Executive 70k • Chief Finance Officer 0.8 FTE 64k • Head of Service Compliance and Engagement 48k • Personal Assistant 25k • Administrative Assistant 20k • Meetings and Information Officer 0.6 FTE 18k • Performance Officer 0.4 FTE 16,800k • Partnership and Engagement Officer 0.8 FTE 24k
Devon & Cornwall <i>Tony Hogg</i>	£85000	60	Director of Polaris South West Ltd	16.3 FTE	<ul style="list-style-type: none"> • Chief Executive Sue Howl, £97,686 • Treasurer, Duncan Walton, £82,262
Dorset <i>Martyn Underhill</i>	£70000	37	Unpaid trustee of two charities	8	<ul style="list-style-type: none"> • Martin Goscomb, CEO, £66,714–74,430 • Siobain Hann, Commissioning and Partnership Manager, £43,693–45,506 • Fiona Napier, Media and Communications Manager, £37,908–41,697 • Jason Mumford, Information Research Officer and Data Analyst, £33,033–36,963 • Susan Bickle, Community Engagement Officer, £28,947–32,226 • Cathy Barfoot, PA to PCC, £21,099–24,606 • Yvonne Fenwick, Executive Support Officer, £21,099–24,606 • Administrative Support Officer, £17,188–£18,343
Durham <i>Ron Hogg</i>	£70000	60	Police pension	8	<ul style="list-style-type: none"> • Chief Executive £61,530 • Treasurer £49,224 • Deputy Chief Executive £40,388 • Principal Administrator £34,549 • Partnership Officer £23,218 • Policy & Communications Officer £26,636 • Communications & Engagement Asst £21,519 • Administrative Assistant £15,595
Dyfed Powys <i>Christopher Salmon</i>	£65000	Flexible	None	8	<ul style="list-style-type: none"> • CEO, £90,726 • Assistant CEO, £48,573 • CFO, £10,000 • Policy officer £34,005 • Policy officer £33,033 • Policy officer £31,437 • Support officer £21,747 • Support officer £21,747

Essex <i>Nick Alston CBE</i>	£85000 ¹³			13	<ul style="list-style-type: none"> • Acting Chief Executive and Monitoring Officer, Charles Garbett, salary £90,000 • Treasurer, Charles Garbett • Deputy PCC, £50-60,000 • 3 x Operating Managers • 1 x Assistant Operating Manager • 1 x Press & PR Officer • 1 x PA and diary secretary for the PCC • 1 x Office Administrator • 1 x Special Advisor (contract ends May 2013, £22,000 pa. pro rata) • 2 x temporary administrative staff • 1 x research officer
Gloucestershire <i>Martin Surl</i>	£65000	60+	None	8	<ul style="list-style-type: none"> • No info
Greater Manchester <i>Tony Lloyd</i>	£100000	40+	None	45	<ul style="list-style-type: none"> • Russell Bernstein, Chief Executive • Clare Regan, Policy Adviser • Alison Connelly, Head of Governance and Policy • Laura Mercer, Policy Development Manager • Melanie Moores, Strategic Support Officer • Marie Richardson, Strategic Support Officer • Rachael Storey, Strategic Support Officer • Michelle Waugh, Strategic Support Officer • Nigel Battersby, Solicitor • Linda Guy, Legal Assistant • Peter Kidd, HR and Compliance Officer • Nikki Park, Head of Executive Services • Jenna Lancaster, Senior Executive Services Officer • Amy DaviesSenior, Executive Services Officer • Lis Hindle, Executive Services Office • Lucy Phelan, Executive Services Officer • Danielle Whitworth, Executive Services Assistant • Adam Morris, Executive Services Assistant • Karen Carrington, Executive PA to the PCC and Chief Executive • Sam Frenz, Head of Scrutiny and

¹³ Mr Alston does not currently draw his full salary

					<p>Engagement</p> <ul style="list-style-type: none"> • Roland Howard, Scrutiny Development Manager • Dave Byrne, Strategic Support Officer • Karen Edwards, Strategic Support Officer • Rose Grubert, Analyst • Uzma Babb, Engagement Manager • Gaynor Edwards, Engagement Officer • Lisa Korczynski, Engagement Officer • Rick Whitehead, Engagement Officer • Hannah Carrington, Engagement Support Officer • Lisa Hindle, Volunteer Schemes Development Officer • Janet Wood, Volunteer Schemes Coordinator • Nicola Scarr, Volunteer Schemes Assistant • Claire Smith, Communications Officer • Smyth Harper, Communications Support • Kate Leach, Web Content Officer • Laura Moody, Web Content Officer • Alan Westwood, Chief Finance Officer • Bob McIntyre, Assistant CFO • Frances Beswick, Principal Group Accountant • Mike White, Senior Assistant Group Accountant • Cath Folan, Principal Auditor • Julie Perry, Principal Auditor • David Smith, Principal Auditor • Karen Wilson, Principal Auditor • Bhavna Patel, Senior Auditor
Gwent <i>Ian Johnston</i>	£70000	50	None	9	<ul style="list-style-type: none"> • Shelley Bosson, Chief Executive and Monitoring Officer (£90,756) • Neil Phillips, Treasurer and Deputy Chief Executive (£32,517 PT - 0.4) FTE is £81,293 • Senior Business Manager POf • Senior Policy Manager POf • Policy Officer SO2 • Information Officer SO2 • Business Support Officer Scale 5 • PA to Chief Executive (PT – 0.8) Scale 5 • All Wales Policy Officer (shared with other OPCCs in Wales) POf
Hampshire <i>Simon Hayes</i>	£85000	60	Chair of Crimestoppers	7	<ul style="list-style-type: none"> • Chief Executive 90,000 • Strategy & Delivery Manager 36,921 -

					<p>41,550</p> <ul style="list-style-type: none"> • Finance & Business Support Officer 23,343 - 26,277 • Scrutiny and Analysis Officer 29,895 - 33,648 • Personal Assistant 23,343 - 26,277 • Administrative Officer 18,846 - 21,213
Hertfordshire <i>David Lloyd</i>	£75000	no info	<p>Hertfordshire County Councillor Dacorum Borough Councillor</p> <p>£9,588 p.a. as Herts County Councillor £4,951 p.a. as Dacorum Borough Councillor £4,951 p.a. as Chairman of the Borough Council Development Control Committee. Renewal commission from former role as an Independent Financial Adviser, less than £1,000 p.a.</p>	12	<ul style="list-style-type: none"> • My Deputy, Dr Rachel Frosh will be paid an annual salary of £50,000, but as Rachel will be working 2 days per week her actual salary will be 2/5th's annual salary or £20,000 per annum. • My Senior Officers are Andrew White and James Hurley. Andrew White is my Chief Executive. Andrew's role is to ensure that my office runs smoothly and that I carry out my functions within the law and code of practice. Andrew's salary is £97,378 per annum, which was set by the Police Authority of which he was Chief Executive. • James Hurley is my Chief Financial Officer. James is responsible for the proper administration of my financial affairs. In Hertfordshire, the Commissioner and the Chief Constable have agreed to appoint the same person as their respective Chief Financial Officer. James Hurley's salary is to be advised.
Humberside <i>Matthew Grove</i>	£75000	60-70	<p>Councillor on East Riding of Yorkshire Council until March 2013</p>	14	<ul style="list-style-type: none"> • Deputy Police & Crime Commissioner (P/T) Paul Robinson £45,000 • Chief Executive Kevin Sharp £88,000 • Assurance Manager £50,000-£54,999 • Strategy/ Planning Manager £50,000-£54,999 • Public Manager £50,000-£54,999 • Deputy Chief Executive/ Chief Finance Officer John Bates £79,000 • Assurance Officer (P/T) £30,000-£34,999 • Strategy / Planning Officer £35,000-£39,999 • Communications Officer £25,000-£29,999 • Governance & Administration Manager £35,000-£39,999 • Administration Supervisor (P/T) £20,000-£24,999 • Caretaker £10,000-£14,999 • Administration Officer £15,000-£19,999

					<ul style="list-style-type: none"> Administration Officer £15,000-£19,999
Kent <i>Ann Barnes</i>	£85000		None	16	<ul style="list-style-type: none"> Acting Chief Executive: Sean Nolan Chief Finance Officer: vacant PA to the Kent Police and Crime Commissioner: Natalie Lockwood PA to Chief Finance Officer: Sophy Jennings Communications Manager: Alison Hammond Temporary Digital Communications Officer: Sarah Tucker Communications Assistant: Mirella Falcone Policy Officer: Kayleigh Nicholson Policy Officer: Laura Steward Correspondence and Support Officer: Daniel Millen Governance and Policy Support Officer: Sue Willis Temporary Caseworker: Teresa Crane Support Clerk: Jade Stanford Advisors: Howard Cox, Peter Carroll and Tim Thompson
Lancashire <i>Clive Grunshaw</i>	£85000	Full time	Elected member of Wyre Borough Council (intends to stand down) and Lancashire County Councillor (will not stand again).	15.3 FTE	A revised staff structure is currently being produced and will be presented to the Home Affairs Committee when completed and published on the Commissioner's website in the near future.
Leicestershire <i>Sir Clive Loader</i>	£75000	Full time	Parish councillor	13	<ul style="list-style-type: none"> Chief Executive Officer, Paul Stock, £90,000 Chief Finance Officer, Peter Lewis, £80,000.
Lincolnshire <i>Alan Hardwick</i>	£65000	60+	None	8	
Merseyside <i>Jane Kennedy</i>	No information provided				
Norfolk <i>Stephen Bett</i>	£70000	Full time	Company director Farmer Non-remunerated trustee	13	no info provided
North Wales <i>Winston Roddick</i>	No information provided				
North Yorkshire <i>Julia Mulligan</i>	£70000	65+		6.5 FTE	<ul style="list-style-type: none"> Jeremy Holderness, Chief Executive, £80,988 Judith Heeley, Chief Finance Officer

					<ul style="list-style-type: none"> William Naylor, Head of Policy and Projects Gina Allen, External Relations Manager Sally Dyer, PA to PCC Claire Askew, ICV Scheme Administrator Marisa DiDomenico, Clerical Assistant
Northants <i>Adam Simmonds</i>	£70000	Full time	None	13	<ul style="list-style-type: none"> Iain Britton, Assistant Commissioner for Justice, £65,000 Kathryn Buckle, Assistant Commissioner for Governance, £65,000 Peter Heaton, Assistant Commissioner for Public Involvement, £65,000 John Raisin, Assistant Commission for Resources
Northumbria <i>Vera Baird</i>	£85000	40 + 20	None	4	No info
Notts <i>Paddy Tipping</i>	£75000	37+	Non Executive Chair of Notts LIFT companies Director or REalliance (National Regional organisation) £18,000	9	<ul style="list-style-type: none"> Deputy PCC Chris Cutland £36,000 Chief Executive Kevin Dennis £85,000-£92,500 Chief Finance Officer Charlotte Radford £80,988 Performance and Policing Officer P1 (£33,033-£36,030) Volunteer Manager P4 (£23,799-£27,267) Community Engagement and Partnership Officer P1 (£33,033-£36,030) Member Services and Office Manager P4 (£23,799-£27,267) Administrator/PA A1 (£21,099-£23,046) Administrator/PA A1 (£21,099-£23,046)
South Wales <i>Alun Michael</i>		60+	None	15	
South Yorkshire <i>Shaun Wright</i>	£85000	60+	Councillor	10	<ul style="list-style-type: none"> Erika Redfearn, Chief Executive, £85,000
Staffordshire <i>Matthew Ellis</i>	£75000	c.50	None	10	<ul style="list-style-type: none"> Damon Taylor, Chief Executive - £78,000 Paul Brindley, Chief Financial Officer - £49,500 (pro-rata to full-time salary of £82,500) Head of Policy, Performance and Communications, up to £73,500 and Head of Commissioning and

					Partnerships, up to £73,500 <ul style="list-style-type: none"> Sue Arnold, Deputy PCC, £25,000 (part-time – 3 days) Alyson Holmes, Principal Officer – Grade I (between £40,755 and £46,509) Veronica Powell, Executive Assistant – Grade F (between £23,046 and £28,107) Jane Milgate, Lindsey Morgan, Emily Astles – Administrative Officers – Band E – (between £19,128 and £23,046) Julie Croft, Administration Assistant (part-time) – Grade D (between £16,167 and £18,471 pro-rata)
Suffolk <i>Tim Passmore</i>	£70000	Over 40	1. Self-employed Agri Business Consultant. 2. Member Mid Suffolk District Council. 3. Member of Management Committee of Central Suffolk & North Ipswich Conservatives. 4. Member of Conservative Party. 5. Member of Eastern Counties & Norfolk Rugby Union Referees Society. 6. Director of Customer Services Direct, a joint public/private venture company (Suffolk County Council, Mid Suffolk District Council, British Telecom). As a member of Mid Suffolk District Council, allowances agreed by the Council	9	<ul style="list-style-type: none"> Christopher Jackson, Chief Executive (and Monitoring Officer), £102,777 Claire Swallow, Deputy Chief Executive (and Deputy Monitoring Officer), £77,082 Chris Bland, Chief Finance Officer (0.8 FTE), £64,375 Barry Bailey, Head of Business Management, £56,664 Ian Rands, Business Manager, £46,243 Vanessa Scott, Policy Officer, £36,232 Sandra Graffham, Public Affairs Officer (0.6 FTE), £17,388 Sarah Carter, Business Co-ordinator, £26,954 Glennis Dyes, PA to PCC and senior officers, £24,320.
Surrey <i>Kevin Hurley</i>	£70000	60	Private landlord Director of Inspirational	8	<ul style="list-style-type: none"> Deputy Police & Crime Commissioner, £50,000

			Security Solutions Ltd Director of JK Chinese Healthcare Ltd.		
Sussex <i>Katy Bourne</i>	£85000	no info	None	12	no info provided
Thames Valley <i>Anthony Stansfeld</i>	No information provided				
Warwickshire <i>Ron Ball</i>	No information provided				
West Mercia <i>Bill Longmore</i>	No information provided				
West Midlands <i>Bob Jones</i>	£100000	Full time	Paid office Councillor – Wolverhampton City Council (no expenses are claimed from Wolverhampton City Council) Paid office - Non-executive Director – Black Country Cluster Primary Care Trust Property		<ul style="list-style-type: none"> Yvonne Mosquito, West Midlands Deputy Police and Crime Commissioner, £65,000
West Yorkshire <i>Mark Burns-Williamson</i>	£100000	Full time	None	26	<ul style="list-style-type: none"> Isabel Owen, Deputy PCC, £53,000 Chief Executive and Monitoring Officer, Fraser Sampson, £117,762 Chief Finance Officer, Judith Heeley, £84,909
Wiltshire <i>Angus Macpherson</i>	£70000	Full time	Angus Macpherson Ltd Stainless Design Services Ltd (company secretary) Stainless Design Holiday Services Ltd (company secretary) Haven Heights (Canford Cliffs) Ltd (Director) San Cepriano (Developments) Ltd (company	11	

			secretary) The Filling Station (Swindon) Dauntsey's School Broadgreen Breakfast Club Wiltshire and Swindon Community Foundation		
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The office of the Police and Crime Commissioner

27. As set out by the Police Reform and Social Responsibility Act 2011, Police and Crime Commissioners' salaries were determined by the Home Secretary on the advice of the Senior Salaries Review Board. The Government has allowed PCCs a considerable degree of laissez-faire in setting up their own offices, saying that "we do not intend to prescribe what support PCCs should have, other than the appointment of a head of paid staff and chief finance officer".¹⁴ The money for PCCs' offices is drawn from the same funds as the overall policing budget for the area. It goes without saying that all appointments to these vital roles should be subject to rigorous background checks.

28. For comparison, we set out chief constables' pay in Annex 2.

29. PCCs are required to appoint a Chief Executive and a Chief Finance Officer in order to assist them in the fulfilment of their responsibilities. The reported salaries of CEOs range widely from £61,530 in Durham to £117,762 in West Yorkshire. PCCs are also at liberty to appoint other staff, on merit, as appropriate. We note the Government's stated intentions for the neutrality and objectivity of PCCs' staff:

Whilst the PCC will be able to appoint staff to advise and assist them, all staff must be appointed on merit and will be politically restricted posts. Party political office holders and active party members will not be able to be appointed to the PCC's staff.¹⁵

30. However, the position of Deputy is not a politically restricted post. Some PCCs have consequently recruited political or personal contacts:

- In Greater Manchester the PCC has appointed his former constituency worker, Clare Regan, as his Policy Adviser without advertising the role.
- In Northamptonshire the PCC appointed three interim Assistant Commissioners on £65,000 each, two of whom were in his campaign team. The roles have been made permanent after an open recruitment process.
- The Labour PCC for West Midlands Police, has appointed three Assistant Commissioners on £22,500 each. All are Labour councillors.¹⁶

¹⁴ Home Office, *Policing in the 21st Century: Reconnecting police and the people: Summary of consultation responses and next steps*, December 2010, paragraph 2.11

¹⁵ Home Office, *Policing in the 21st Century: Reconnecting police and the people: Summary of consultation responses and next steps*, December 2010, paragraph 2.12

- The PCC for Kent has appointed her Liberal Democrat campaign manager with no apparent policing experience as an adviser with a salary of over £70,000.
- The PCC for Surrey has appointed a former colleague in the Metropolitan Police as his deputy, with a salary of £50,000.
- The PCC for West Yorkshire has appointed Isabel Owen as Deputy PCC with a wage of £53,000 a year. She is a former Labour parliamentary candidate with no policing experience. The role was only advertised to Labour Party colleagues.

¹⁶ Mail Online, *New police chiefs (who you didn't vote for) pay cronies thousands: Crime tsars give friends and allies jobs worth up to £73,000*, 23 March 2013 <http://www.dailymail.co.uk/news/article-2298205/New-police-chiefs-didnt-vote-pay-cronies-thousands-Crime-tsars-friends-allies-jobs-worth-73-000.html?ito=feeds-newsxml>

Police force	Police precept 2013/14 (£ for a Band D property)	Police precept 2012/13 (£ for a Band D property)	% precept change	Overall police budget 2013/14 (£m)	Budget for the Office of the PCC 2013/14 (£m)	OPCC% of budget
Avon & Somerset	168.03	168.03	0	277.3	1.4	0.50
Bedfordshire	153.49	150.49	2	102.877	0.885	0.86
Cambridgeshire	177.93	174.51	1.9	131.579	0.866	0.66
Cheshire	153.21	150.22	1.99	205	0.96147	0.47
Cleveland	198.28	194.41	2	133.8	0.9	0.67
Cumbria	204.66	200.79	1.95	122.3	0.891	0.73
Derbyshire	166.95	163.74	1.96	171.442913	0.971216	0.57
Devon & Cornwall	162.92	159.73	2	288.628	1.611	0.59
Dorset	183.51	180	1.95	120.337	0.8701	0.72
Durham	156.47	153.41	2	118.696646	1.103	0.93
Dyfed-Powys	206.28	198.54	3.9	98.178	0.794310	0.81
Essex	141.48	136.71	3.49	271.677	1.15	0.42
Gloucestershire	203.68	199.69	2	103.7	0.675	0.65
Greater Manchester	149.33	144.3	3.46	571.488	2.9	0.51
Gwent	198.23	193.09	2.66	130.123	0.9877	0.76
Hampshire	146.25	151.25	3.4	310.35	1.491 ¹⁷	0.48
Hertfordshire	147.82	147.82	0	181.845	1.0	0.55
Humberside	173.12	173.12	0	182.563	1.4	0.77
Kent	141.47	138.68	2	316.7	1.5	0.47
Lancashire	152.92	149.93	2	258.733	2.1	0.81
Leicestershire	173.875	173.875	0	173.446	1.077	0.62
Lincolnshire	190.08	186.39	2			
Merseyside	153.63	150.62	2	332.623932	1.411521	0.42
Norfolk	200.76	196.92	1.97	149.8	1.282125	0.86
North Wales	<i>No response/information online</i>		3.98			
North Yorkshire	204.55	204.55	0	140.022	0.5355	0.38
Northants	193.2	193.2	0	122.48	1.09	0.89
Northumbria	86.91	83.68	3.5	278.107	Not decided	
Nottinghamshire	169.65	166.41	1.95	196.9	1.2	0.61
South Wales	181.28	169.42	7	258.6	0.845	0.33
South Yorkshire	142.55	137.55	3.5	252.728,773	3.144,717	1.24
Staffordshire	177.61	177.61	0	185.386	1.161	0.63
Suffolk	166.77	166.77	0	124	1.759175 ¹⁸	0.14
Surrey	207.55	203.49	1.99	207.7	1.94035 ¹⁹	0.93
Sussex	138.42	138.42	0	256.607	1.184	0.46
Thames Valley	157.38	154.3	2	393.981	1.664	0.42
Warwickshire	180.96	180.96	0	92.121	0.9067	0.98
West Mercia	178.72	178.72	0	207.3	1.2	0.58

¹⁷ Not including one-off allocation of £2,001m. See below.

¹⁸ Includes Community Safety Fund

¹⁹ Includes Community Safety Fund

West Midlands	99.45	102.43	2.98	558.791	1.884	0.34
West Yorkshire	135.5	130.5	3.8	417.447	1.736	0.42
Wiltshire	157.77	157.77	0	106.693	0.964	0.90

31. We note that a number of Police and Crime Commissioners are maintaining other roles and jobs alongside their commitments as PCC. Kevin Hurley, the PCC for Surrey on a salary of £70,000, told us that alongside his role as PCC he was a private landlord, Director of Inspirational Security Solutions Ltd and Director of JK Chinese Healthcare Ltd. It will be for voters to judge how able he is to maintain two directorships alongside the role of PCC, but we are concerned about the apparent conflict of interest between the office of PCC and a directorship in a company that offers “to call upon a network of people with proven abilities in their field of expertise” in areas including “National and International Crime, including areas with l[a]w enforcement”.²⁰

32. Several Police and Crime Commissioners indicated to us that they would not be seeking re-election to other offices, such as local councils. The three PCCs who gave evidence to us attested to the severe demands on their time and believed that juggling the office of PCC with other jobs would be impossible. On the other hand, other Police and Crime Commissioners are retaining second jobs such as directorships of large companies, which may not easily be compatible with a full time and demanding office.

²⁰ <http://www.inspirationalsecuritysolutions.com/about-iss/>

Costs to the public

33. The precept is the portion of council tax contributed to funding the local police force. The level of the precept is now set by Police and Crime Commissioners. For 2013–14, the Government has offered areas that set a 0% increase in the police precept an additional one-off grant equal to a council tax rise of 1%.

Areas where the OPCC budget 2013/14 is more than the Police Authority budget 2012/13

Police force	Police Authority Budget 2012/13 (£million) ²¹	Office of the PCC Budget 2013/14 (£million) ²²	Change in budget (£million)	Percentage change
Hampshire	1.496	3.492 ²³	1.996	133.4% increase
South Yorkshire	2.307	3.144717 ²⁴	0.84	36.4% increase
Leicestershire	0.860	1.077	0.255	29.7% increase
Lancashire	1.845	2.1	0.255	13.8% increase
Staffordshire	0.911	1.161 ²⁵	0.25	27.4% increase
Gwent	0.797	0.9877	0.19	23.8% increase
Avon & Somerset	1.216	1.4	0.184	15% increase
Nottinghamshire	1.026	1.2	0.174	17% increase
Humberside	1.364	1.4	0.036	2.6% increase
Bedfordshire	0.873	0.885	0.012	1.4% increase
Sussex	1.175	1.184	0.01	0.9% increase
Wiltshire	0.958	0.964	0.01	1% increase
Kent	1.498	1.5	0.002	0.1% increase
Cumbria	0.887 ²⁶	0.891	0.004	0.45% increase

²¹ Taken from Police Estimates 2012/13, Chartered Institute of Public Finance and Accountancy, unless otherwise indicated. These figures are derived from questionnaires submitted by the police forces. Finalised data is not due to be published until late summer

²² These figures have been provided by the Office of the PCCs. Differences in definitions may make direct comparison between PCCs and previous budget figures difficult.

²³ This includes a one-off budget of £2.001m for the attainment of the PCC's priorities. Without this extra budget, the underlying change is a 0.3% decrease.

²⁴ Including commissioning services, specific grants and capital financing.

²⁵ This figure includes a contingency budget of £150,000.

²⁶ Provided by OPCC

Suffolk	1.187	1.187175	0.57	No change
Greater Manchester	2.938	2.9	0	No change
Hertfordshire	1.000	1.0	0	No change

Areas where the OPCC budget 2013/14 is less than the Police Authority budget 2012/13

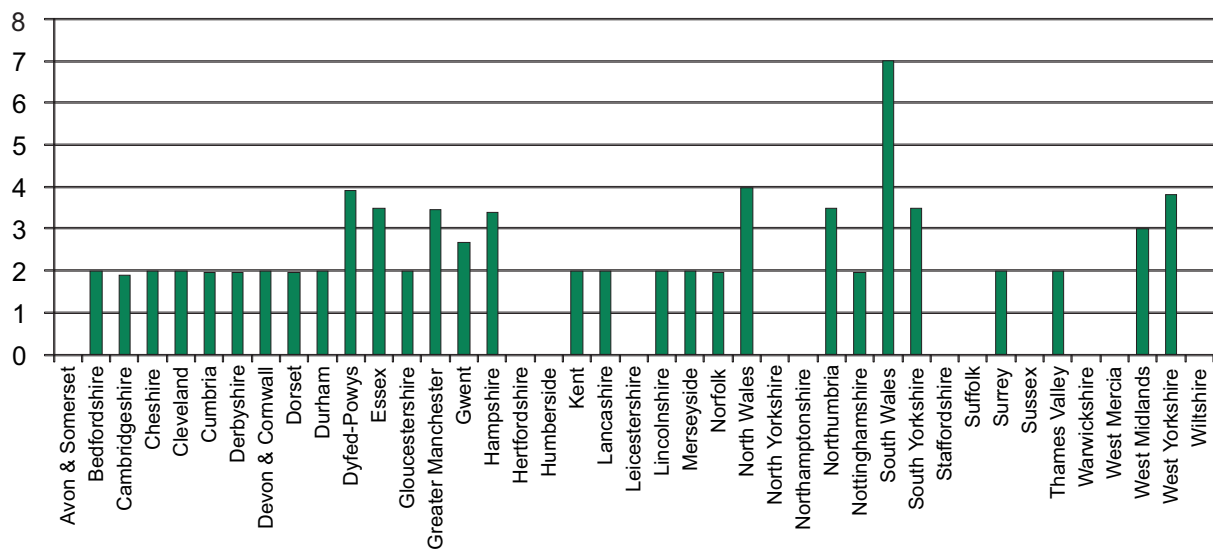
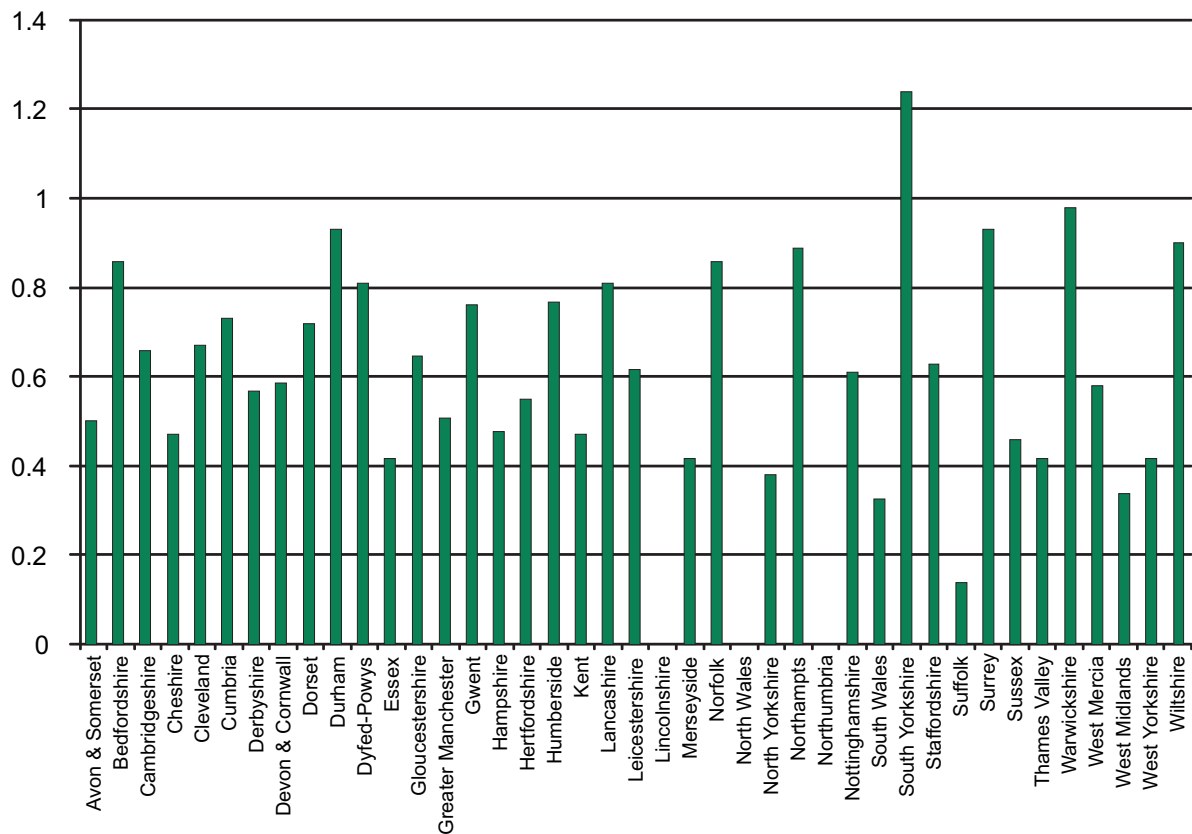
Merseyside	2.088	1.411521	-0.68	32.6% decrease
West Mercia	1.761	1.2	-0.56	31.8% decrease
North Yorkshire	1.080	0.5355	-0.54	50% decrease
Cleveland	1.201	0.9	-0.301	25.1% decrease
West Yorkshire	1.761	1.736	-0.25	14% decrease
Cheshire	1.195	0.96147	-0.23353	19.5% decrease
Thames Valley	1.818	1.664	-0.15	8.3% decrease
West Midlands	1.991	1.884	-0.11	5.5% decrease
Dyfed-Powys	0.906	0.794310	-0.11	11.5% decrease
Essex	1.259	1.15	-0.11	8.7% decrease
Derbyshire	1.071	0.971216	-0.1	9.3% decrease
Durham	1.203	1.103	-0.1	8.3% decrease
Gloucestershire	0.765	0.675	-0.1	13.1% decrease
Warwickshire	0.958	0.9067	-0.05	5.2% decrease
Dorset	0.902	0.8701	-0.032	3.5% decrease
Surrey	1.305	1.28135 ²⁷	-0.02365	1.8% decrease
Devon & Cornwall	1.588	1.611	-0.023	1.4% decrease
Norfolk	1.289	1.282125	-0.007	0.5% decrease
South Wales	0.849	0.845	-0.004	0.5% decrease

²⁷ Where a PCC has indicated that he/she has returned a figure including the Community Safety Fund, this amount has been subtracted

Incomplete information

Cambridgeshire		0.866		
Lincolnshire	1.050			
North Wales	0.749			
Northamptonshire		1.09		
Northumbria	2.416			

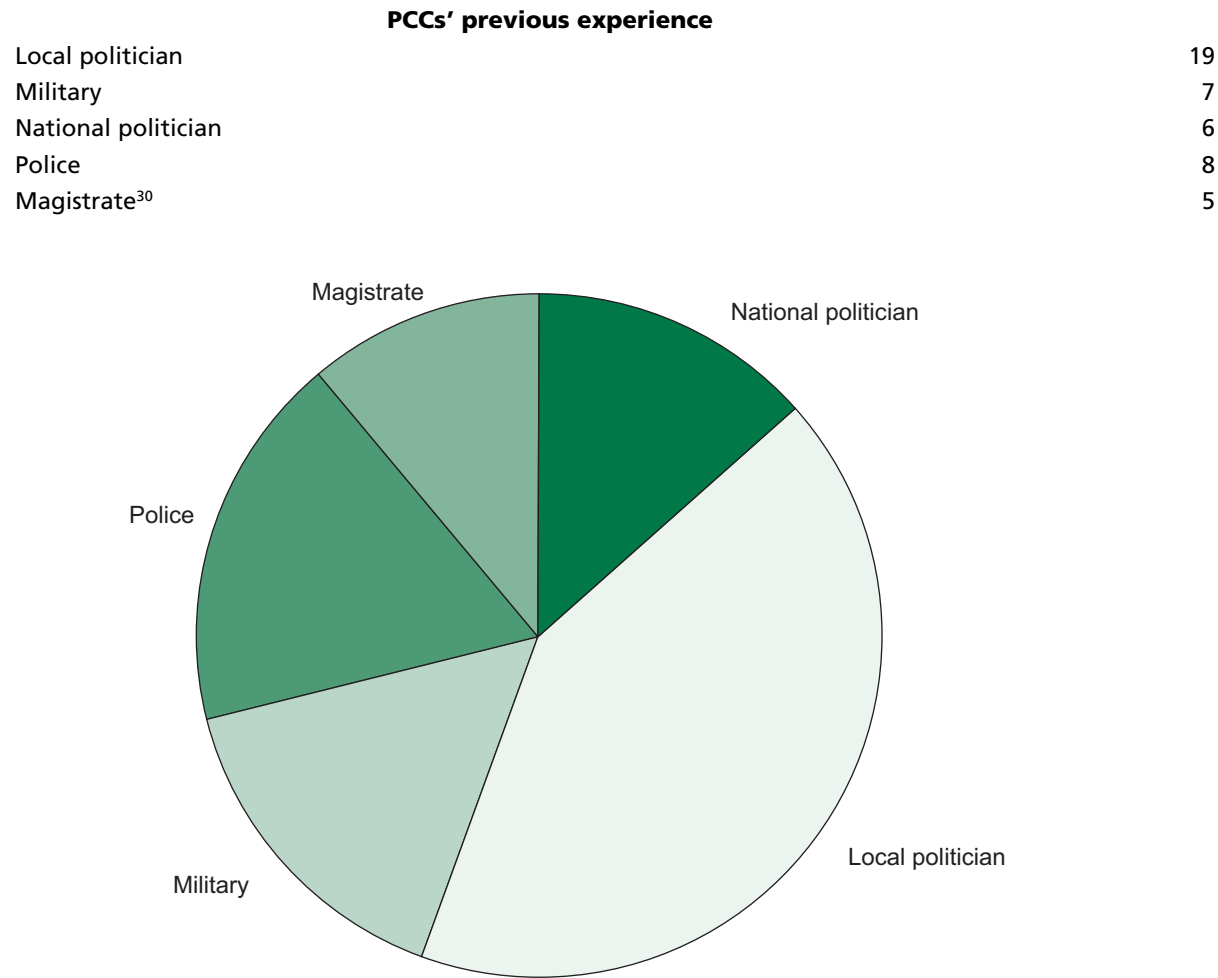
34. The 2013/14 budget is the first set by police and crime commissioners themselves. This entails substantial new responsibilities. For example, nine Home Office funding streams—for drugs, crime and community safety—were replaced on 1 April 2013 by the Community Safety Fund, a budget for PCCs to commission services in these areas. **In order to ensure that PCCs allocate their budgets effectively and fairly and that OPCC budgets continue to be comparable across the country, we recommend that the Government publishes a list of the costs of each OPCC compared with previous years.**

% change in precept: 2012/13-2013/14²⁸OPCC budget as a percentage of overall police area budget²⁹²⁸ Where no bar is shown, there was no change in precept from year to year.²⁹ Where no bar is shown, not enough information was available to derive a figure.

4 PCCs' Profile

35. Analysis of the professional experience, gender and ethnicity of police and crime commissioners is relevant for assessing whether they genuinely reflect the diverse public whom they are elected to represent.

36. Thirty-five of the new police and crime commissioners are male, six are female. 15 seats were contested by an all-male line-up of candidates. We note that the small number of women elected stems from the fact that 18% (35) of candidates were women, rather than an expression of voter preference.



- 51.56% of candidates (99 candidates) had been elected politicians (councillors, MPs, MEPs, Assembly Members). Of those that were elected, 25 had a background in politics.
- Over 50% of candidates had experience of working in the fields of policing or criminal justice.

³⁰ Some may fall into more than one category; for example, the office of magistrate is a part-time office often held alongside other employment.

- Thirty nine (20.3%) candidates are known to have served on a police authority.
- Thirty two (16.6%) candidates are known to have been employed by or served within the police service (predominantly former officers but also some Special Constables). Eight of those elected were former officers.
- Sixteen (8.3%) candidates are known to have served in the armed forces. Seven were elected.
- Sixteen (8.3%) candidates are known to be, or to have been a Magistrate. Five of those elected were magistrates.
- Thirty five (18%) candidates are women. Six of those elected were women.
- Twenty candidates were from ethnic minorities. No elected PCCs are from an ethnic minority.³¹

37. The diversity of candidates may have been affected by the election entry requirements. To stand for election as a police and crime commissioner, 100 signatures were required to support a nomination to stand, along with a £5,000 deposit. In an election for the House of Commons, candidates need ten signatures and a £500 deposit to validate their nomination. Candidates themselves believed that these barriers to entry were a problem, especially for independent candidates of whom three quarters (74%) considered that this had been a barrier.³²

38. The election was also marked by a significant number of disqualifications. No one convicted of any imprisonable offence was allowed to stand for election, even if they were not actually imprisoned or the conviction had been spent. This included offences that took place as a juvenile.³³ The Electoral Commission highlighted that the PCCs election was characterised by stricter disqualification rules for people with certain previous convictions than most elections and it suggested that the rules were not well-understood by candidates.³⁴ Two candidates withdrew their candidature before the deadline for withdrawal passed and one candidate later declared himself disqualified.

39. The first police and crime commissioners are a monoculture. Only 1 in 7 are women and there is a complete lack of representation of ethnic minorities amongst the commissioners. All national political parties have made a virtue of the importance of diversity, but this does not seem to have extended to the candidates for police and crime commissioners. There was clear cross-party support for the conclusions of the Speakers Conference on Parliamentary Representation, which highlighted the barrier to diversity created by costly election processes—the implications for diversity of a high-cost election should not have come as a surprise.

³¹ Association of Police and Crime Commissioners—data derived from election addresses

³² Electoral Commission, *Police and Crime Commissioner elections in England and Wales: Report on the administration of the elections held on 15 November 2012*, March 2013

³³ Police Reform and Social Responsibility Act 2011

³⁴ Electoral Commission, *Police and Crime Commissioner elections in England and Wales: Report on the administration of the elections held on 15 November 2012*, March 2013

40. In future, where local parties are involved in the selection of candidates for police and crime commissioner, they should certainly take an active role in increasing the recruitment pool at the start of the electoral process to reflect the diversity of the electorate.

41. High barriers to entry—the requirement for 100 signatures and a £5,000 deposit—are intended to uphold the integrity of the office of Police and Crime Commissioner and to discourage frivolous candidacies. Although this may well be appropriate, it might also have an effect on competition and diversity in the PCC elections. Therefore, it is our intention to return to this question later this year, in our inquiry on PCCs. While we recognise that PCCs must be of the highest integrity, we also believe that the rules barring anyone from standing who has a criminal conviction for an imprisonable offence, even as a juvenile, are excessive and should be brought into line with the rules for other public offices.

Further scrutiny

42. Police and crime commissioners are a lynchpin in the new landscape of policing. The next PCC elections in three years (2016) will be an appropriate time for an overall assessment of what has actually been achieved by the Commissioners, and whether the change which has occurred could be considered a successful alternative to the previous arrangements. In the meantime, we will return to this issue in a major Report a year on from their appointment: we will be looking at the effectiveness of the current commissioners and how their work is contributing to crime reduction and cost efficiency.

43. In order to hold the Commissioners to account, this Report sets out the first register of PCCs' interests. It is clear that this kind of national picture will be valuable to the electorate and to the commissioners themselves. In future, we expect an independent national body such as HMIC to take on the responsibility for compiling a complete register. This will complement and strengthen the system of local accountability that is already in place.

Annex I: information PCCs are required to publish

Elected Local Policing Bodies (Specific Information) Order 2011 SI 2011/3050	What?	When?
Paragraph 3 (a)-(e) of schedule 1	In relation to the income and expenditure of the elected local policing body— (a) the total budget of the elected local policing body; (b) where the elected local policing body is a police and crime commissioner, the precept issued by the commissioner; (c) information as to each anticipated source of revenue of the elected local policing body (other than, in the case of a police and crime commissioner, the precept); (d) information as to the proposed expenditure of the elected local policing body; (e) a copy of the annual investment strategy of the elected local policing body;	In respect of each financial year, before the beginning of the financial year to which it relates.
Paragraph 3 (f)-(g) of Schedule 1	(f) information as to each crime and disorder reduction grant made by the elected local policing body, including the conditions (if any) attached to the grant, the recipient of the grant, the purpose of the grant and the reasons why the body considered that the grant would secure, or contribute to securing, crime and disorder reduction in the body's area; [(g) information as to each item of expenditure of— (i) the elected local policing body, or (ii) the chief officer of the police force maintained by the body, exceeding £500 (other than a crime and disorder reduction grant made by the elected local policing body), including the recipient of the funds, the purpose of the expenditure and the reasons why the body or the chief officer (as the case may be) considered that good value for money would be obtained.	Each month, as soon as practicable after the end of the month to which it relates.
Paragraph 4 (a) of Schedule 1	4. In relation to the property, rights and liabilities of the elected local policing body— (a) the identity of any premises or land owned by, or occupied for the purposes of, the elected local policing body;	As soon as practicable after an election, and shall be reviewed each year thereafter and any variation published
Paragraph 4 (b)-(c) of schedule 1	[(b) a copy of each contract with a value exceeding £10,000 to which— (i) the elected local policing body, or (ii) the chief officer of the police force maintained by the body, is or is to be a party; (c) a copy of each invitation to tender issued by— (i) the elected local policing body, or (ii) the chief officer of the police force maintained by the body, in relation to a contract which the body or chief officer (as the case may be) expects will have a value exceeding £10,000;	As soon as practicable after it becomes available to the elected local policing body—
Paragraph 4(d)	(d) a list of every contract with a value not exceeding £10,000 to which— (i) the elected local policing body, or	Quarterly, as soon as

	(ii) the chief officer of the police force maintained by the body, is or is to be a party, including the value of the contract, the identity of every other party to the contract and the purpose of the contract.	practicable after the end of the quarter to which it relates.
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Annex II: Chief Constables' pay

The salaries of senior officers vary according to the size of the force. New rules will allow PCCs to vary the existing starting salaries for Chief Constables by up to 10%. Under this arrangement the new chief constable of Essex, Stephen Kavanagh, will be paid £192,163—a basic wage of £148,000, an allowance of £22,000 and a housing subsidy of £7,000.

Pay Structure from 1st September 2010

Forces	Chief Constable Salary	Deputy C C Salary
Metropolitan Police	£260,088	£214,722
West Midlands Greater Manchester	£181,455	£139,119
Strathclyde	£178,431	£139,119
West Yorkshire	£169,359	£135,489
Thames Valley	£160,290	£132,237
Merseyside Northumbria	£157,260	£129,744
Hampshire	£154,233	£127,248
Kent Lancashire Devon & Cornwall	£151,215	£124,749
South Yorkshire Essex Avon & Somerset Sussex South Wales	£148,194	£122,256
Nottinghamshire Lothian & Borders	£142,143	£117,264
Hertfordshire West Mercia Cheshire Humberside Staffordshire Leicestershire Derbyshire	£139,119	£114,771
Surrey Norfolk	£136,092	£112,278
Cleveland Durham Cambridgeshire North Wales North Yorkshire Gwent	£133,068	£109,782

Grampian Northamptonshire Suffolk Dorset Wiltshire Bedfordshire		
Gloucestershire Lincolnshire Cumbria Warwickshire Dyfed-Powys Tayside	£130,044	£108,873

Conclusions and recommendations

Introduction

1. In areas such as Greater Manchester, police and crime commissioners will represent the interests of millions of people. With so much power concentrated in the hands of a single individual, it is vital that there is clear and objective scrutiny and an effective system of checks to ensure that the role is performed to the highest standards of integrity and competence. The Government has created a system that relies on local scrutiny and the main check is at the ballot box. In this Report, we show that regular, national comparisons are important for public confidence and draw together the first register of PCCs interests. (Paragraph 4)

Scrutiny of PCCs

2. Where a police and crime commissioner exercises his power to suspend a chief constable, it is the PCC's responsibility under Schedule 8 to the Police Reform and Social Responsibility Act 2011 to inform the Police and Crime Panel. In the Lincolnshire case, however, the public was left in the dark about the reasons for the suspension and the Police and Crime Panel took no action to avert or even review an intervention that was ultimately thrown out of court. The Police and Crime Panel seemed totally incapacitated by erroneous legal advice that it was unable to investigate the Commissioner's course of action, so that the PCC did not even appear before the Panel for over 2 months. (Paragraph 9)
3. We recommend that where a PCC proposes to exercise his power to suspend a chief constable under section 38 of the Police Reform and Social Responsibility Act, there must be immediate review of the action by the Police and Crime Panel. In addition, the Police and Crime Commissioner must give the Panel and the chief constable a written explanation of the reasons for the suspension. (Paragraph 10)
4. In between elections, the Police and Crime Panel is, in all but the most extreme circumstance, the only check on a PCC's power over local policing. All three of the PCP chairs we heard from believed that their Panels did not have strong powers to hold a PCC to account. Parliament has defined the power of PCPs and it is the responsibility of the PCPs to exercise their powers. We are concerned that incompetent legal advisers appear to have sought to prevent PCPs from even meeting to scrutinise key and highly questionable decisions by PCCs, for instance the suspension of the chief constable in Lincolnshire and the fiasco concerning the appointment of a "Youth Commissioner" in Kent. It is in such circumstances that a PCP chair needs to ensure that the PCP meets urgently. If they fail to do so, on the basis of wholly inappropriate legal advice or otherwise, the process of local scrutiny of the PCP role falls into disrepute. (Paragraph 11)
5. Local scrutiny relies on the engagement of the public in the force area. With this in mind, we note the comments of Jenny Watson, Chair of the Electoral Commission, in its report on the PCC elections, that "the extremely low turnout – at just 15.1% – must be a concern for anyone who cares about democracy". We have not yet taken

evidence on this issue, but will return to the matter in our forthcoming inquiry later this year. (Paragraph 12)

6. a number of PCCs have so far failed to publish the required financial information, or disclose the details of their own interests and allowances. The Home Office must monitor compliance with legal responsibilities to publish information and publish a list of non-compliant PCCs. (Paragraph 14)
7. We are disappointed to note that not all Police and Crime Commissioners are meeting the standards of openness that we would expect. We conducted a survey of Police and Crime Commissioners' websites to investigate whether the necessary information was being published clearly. On 19 April 2013, we found that 10 PCCs had met their statutory obligations and published the full financial data required. Those were Avon and Somerset (Sue Mountstevens), Bedfordshire (Olly Martins), Cambridgeshire (Sir Graham Bright), Cheshire (John Dwyer), Hampshire (Simon Hayes), Merseyside (Jane Kennedy), Surrey (Kevin Hurley), Warwickshire (Ron Ball), West Mercia (Bill Longmore) and West Yorkshire (Mark Burns-Williamson). (Paragraph 18)
8. Our search suggested that 12 PCCs have yet to publish their annual budget data online: Cleveland (Barry Coppinger), Cumbria (Richard Rhodes), Derbyshire (Alan Charles), Devon and Cornwall (Tony Hogg), Essex (Nick Alston), Hertfordshire (David Lloyd), Humberside (Matthew Grove), Leicestershire (Sir Clive Loader), Norfolk (Stephen Bett), South Yorkshire (Shaun Wright), Suffolk (Tim Passmore) and North Wales (Winston Roddick). (Paragraph 19)
9. Following our evidence session with the Home Secretary on 18 April 2013, we understand that PCCs were contacted to encourage them to publish this data. However, on 3 May 2013, five PCCs still had not published annual budget data online—Humberside (Matthew Grove), Leicestershire (Sir Clive Loader), Norfolk (Stephen Bett), North Wales (Winston Roddick CB QC) and Suffolk (Tim Passmore). (Paragraph 20)
10. Where Police and Crime Commissioners are considered to have exceeded their powers or otherwise behaved inappropriately, it is unacceptable that those who expose the matter should be at risk of losing their jobs, or face other reprisals. (Paragraph 21)
11. We do not accept that a national register of PCCs' interests is not necessary. There was unanimous agreement among the Police and Crime Commissioners we called for evidence that such a register would be a fair and helpful way to hold PCCs to account. If a national register is being compiled for chief constables, it makes clear sense to do the same for their elected counterparts. (Paragraph 22)
12. While it should be for the local electorate to determine a PCC's suitability for the role, an informed choice would be facilitated by a reliable central register which would provide a ready comparison and a reliable source. The lack of such information centrally will inevitably encourage rumours, media speculation and suspicion, which may well be totally unfounded. We strongly recommend that an independent national body such as Her Majesty's Inspectorate of Constabulary

compile and publish a central register of police and crime commissioners' financial interests, pay and perks packages, gifts and hospitality, outside interests including second jobs on an annual basis. In the absence of such a register, we will attempt to do so, but it would be far preferably for an independent national body to undertake this essential function. Until this happens, we will undertake this task. (Paragraph 23)

Salaries and offices

13. Several Police and Crime Commissioners indicated to us that they would not be seeking re-election to other offices, such as local councils. The three PCCs who gave evidence to us attested to the severe demands on their time and believed that juggling the office of PCC with other jobs would be impossible. On the other hand, other Police and Crime Commissioners are retaining second jobs such as directorships of large companies, which may not easily be compatible with a full time and demanding office. (Paragraph 32)

Costs to the public

14. In order to ensure that PCCs allocate their budgets effectively and fairly and that OPCC budgets continue to be comparable across the country, we recommend that the Government publishes a list of the costs of each OPCC compared with previous years. (Paragraph 34)

PCCs' profile

15. High barriers to entry—the requirement for 100 signatures and a £5,000 deposit—are intended to uphold the integrity of the office of Police and Crime Commissioner and to discourage frivolous candidacies. Although this may well be appropriate, it might also have an effect on competition and diversity in the PCC elections. Therefore, it is our intention to return to this question later this year, in our inquiry on PCCs. While we recognise that PCCs must be of the highest integrity, we also believe that the rules barring anyone from standing who has a criminal conviction for an imprisonable offence, even as a juvenile, are excessive and should be brought into line with the rules for other public offices. (Paragraph 41)

Further security

16. Police and crime commissioners are a lynchpin in the new landscape of policing. The next PCC elections in three years (2016) will be an appropriate time for an overall assessment of what has actually been achieved by the Commissioners, and whether the change which has occurred could be considered a successful alternative to the previous arrangements. In the meantime, we will return to this issue in a major Report a year on from their appointment: we will be looking at the effectiveness of the current commissioners and how their work is contributing to crime reduction and cost efficiency. (Paragraph 42)
17. In order to hold the Commissioners to account, this Report sets out the first register of PCCs' interests. It is clear that this kind of national picture will be valuable to the

electorate and to the commissioners themselves. In future, we expect an independent national body such as HMIC to take on the responsibility for compiling a complete register. This will complement and strengthen the system of local accountability that is already in place. (Paragraph 43)

Formal Minutes

Thursday 16 May 2013

Members present:

Keith Vaz, in the Chair

James Clappison
Michael Ellis
Lorraine Fullbrook

Steve McCabe
Mark Reckless
Mr David Winnick

Draft Report (*Police and Crime Commissioners: Register of Interests*), proposed by the Chair, brought up and read.

Ordered, That the draft Report be read a second time, paragraph by paragraph.

Paragraphs 1 to 43 read and agreed to.

Annexes agreed to.

Resolved, That the Report be the First Report of the Committee to the House.

Ordered, That the Chair make the Report to the House.

Ordered, That embargoed copies of the Report be made available, in accordance with the provisions of Standing Order No. 134.

[Adjourned till Tuesday 4 June at 2.30 p.m.]

List of Reports from the Committee during the current Parliament

Session 2012–13

First Report	Effectiveness of the Committee in 2010–12	HC 144
Second Report	Work of the Permanent Secretary (April–Dec 2011)	HC 145
Third Report	Pre-appointment Hearing for Her Majesty's Chief Inspector of Constabulary	HC 183
Fourth Report	Private Investigators	HC 100
Fifth Report	The work of the UK Border Agency (Dec 2011–March 2012)	HC 71
Sixth Report	The work of the Border Force	HC 523
Seventh Report	Olympics Security	HC 531
Eighth Report	The work of the UK Border Agency (April–June 2012)	HC 603
Ninth Report	Drugs: Breaking the Cycle	HC 184
Tenth Report	Powers to investigate the Hillsborough disaster: interim Report on the Independent Police Complaints Commission	HC 793
Eleventh Report	Independent Police Complaints Commission	HC 494
Twelfth Report	The draft Anti-social Behaviour Bill: pre-legislative scrutiny	HC 836
Thirteenth Report	Undercover Policing: Interim Report	HC 837
Fourteenth Report	The work of the UK Border Agency (July–September 2012)	HC 792

Session 2010–12

First Report	Immigration Cap	HC 361
Second Report	Policing: Police and Crime Commissioners	HC 511
Third Report	Firearms Control	HC 447
Fourth Report	The work of the UK Border Agency	HC 587
Fifth Report	Police use of Tasers	HC 646
Sixth Report	Police Finances	HC 695
Seventh Report	Student Visas	HC 773
Eighth Report	Forced marriage	HC 880
Ninth Report	The work of the UK Border Agency (November 2010–March 2011)	HC 929
Tenth Report	Implications for the Justice and Home Affairs area of the accession of Turkey to the European Union	HC 789
Eleventh Report	Student Visas – follow up	HC 1445
Twelfth Report	Home Office – Work of the Permanent Secretary	HC 928
Thirteenth Report	Unauthorised tapping into or hacking of mobile communications	HC 907

Fourteenth Report	New Landscape of Policing	HC 939
Fifteenth Report	The work of the UK Border Agency (April-July 2011)	HC 1497
Sixteenth Report	Policing large scale disorder	HC 1456
Seventeenth Report	UK Border Controls	HC 1647
Eighteenth Report	Rules governing enforced removals from the UK	HC 563
Nineteenth Report	Roots of violent radicalisation	HC 1446
Twentieth Report	Extradition	HC 644
Twenty-first Report	Work of the UK Border Agency (August-Dec 2011)	HC 1722

