

DEVON AND CORNWALL POLICE AND CRIME PANEL

Subject: Scrutiny of the Police and Crime Commissioner's staff and consultancy appointments and expenses and allowances.

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Executive Summary:

The Police and Crime Panel (PCP), is responsible for scrutinising and supporting the actions and decisions of the Police and Crime Commissioner (PCC). The PCP meeting of 11 July 2013 agreed its first 'reactive' Scrutiny topic would be the "Police and Crime Commissioner's staff and consultancy appointments and expenses and allowances."

Attached is a report from the Police and Crime Commissioner (Appendix I and Annex I) including a current organisational chart, a description of team roles and responsibilities, salary scales and the number of staff in each 'band', information on the roles of consultants and their length of time in employment and associated costs, and information on recruitment and selection processes.

The Host Authority, in liaison with the Chair and Vice Chair, has provided additional information to assist the PCP in scrutinising this topic.

Recommendations & Reasons for recommended action:

It is recommended that the PCP scrutinises the PCC's staff and consultancy appointments and expenses and allowances, and makes recommendations arising from this, to the PCC.

The above reflects the PCP role to effectively and robustly scrutinise the PCC's decisions in an open and transparent manner and ensure that issues of mutual concern or interest can be shared in a way that is both constructive and supportive. The chosen topic has been subject of much media and public interest.

Alternative options considered, and reasons for recommended action:

An alternative would be not to undertake a reactive scrutiny role which would limit the PCP's influence on the PCC's staff and consultancy appointments and expenses and allowances. This would mean the PCP is not fulfilling its function in legislation¹ to carry out investigations into decisions made by the PCC and into topics of particular interest, or public concern.

Background Papers:

- Police and Crime Commissioner's Office Expenditure and Staffing Report (Appendix I)
- OPCC Structure (Annex I)

¹ Police Reform and Social Responsibility Act 2011 s28(6)

1.0 INTRODUCTION

1.1 On 11 July 2013 the PCP agreed its first 'reactive' scrutiny topic would be "the PCC's staff and consultancy appointments and expenses and allowances". This topic has been subject of much media and public interest both locally and nationally since the election of PCCs in November 2012, and has often been a subject raised by members of the PCP at Panel meetings. Therefore, it was considered appropriate and timely not only to publically scrutinise the PCC in this regard, but to also offer support and act as a critical friend.

2.0 BACKGROUND

- 2.1 On 11 July 2013, the PCP adopted some principles for selection of scrutiny topics. The Chair and Vice Chair are satisfied that the topic meets those criteria in particular:-
- **Public Interest:** the concerns of local people should influence the issues chosen for scrutiny
 - **Ability to Change:** priority should be given to issues that the PCP can realistically change
- 2.2 The Chair and Vice Chair agreed with the Host authority that, in light of the wealth of other information provided on this occasion, witnesses would not add further value and witnesses have, therefore, not been called.
- 2.3 The Chair and Vice Chair and officers from the Host Authority met with the OPCC prior to this Panel meeting, in order seek relevant information that would add context and assist the Panel to conduct a robust and effective scrutiny of this topic.
- 2.4 The OPCC agreed to provide a report, attached (Appendix I and Annex I) which includes:
- A description of team roles and responsibilities, including salary scales and the number of staff in each band;
 - A structure chart with 'acronyms' written out in full (Annex I);
 - Information on the roles of consultants, what they do/have done, their length of time in employment, including costs;
 - Information on the recruitment and selection processes used by the PCC.
- 2.5 The Host Authority has accessed and appended further information from the OPCC and Police Authority websites as follows:
- Structure Chart for Devon and Cornwall Police Authority (Appendix 2);
 - Extract from Devon and Cornwall Police Authority's Statement of Accounts for year ended 31 March 2012² showing the total expenditure for running the Police Authority, at year ending March 2012, as £1.525M (Appendix 3). There does not appear to be an equivalent note in the Police and Crime Commissioner for Devon and Cornwall's Statement of Accounts 2012-13³;

- Structure Charts for each PCC/OPCC's in the HMIC most similar group. (Appendices 4-10);
- The PCC's Over £500 expenditure reports November 2012 to October 2013 (Appendix 11) which shows a total expenditure on Consultancy Fees of £229,940.60 and a total expenditure on Agency Fees of £40,996.75;
- Secretary of State Authorised Allowances for PCCs (Appendix 12);
- Devon & Cornwall PCC Scheme of Allowances for PCCs (Appendix 13);
- PCC Expenses Record November 2012 to October 2013 to (Appendix 14).
- Contact List for the OPCC (Appendix 15)

2.6 The HMIC recently released a "Value for Money Profile 2013 - Devon & Cornwall Constabulary" which was circulated to PCP Members on 18 November 2013. This report compares Devon & Cornwall against other Police Force Areas, along with comparisons with Forces deemed by the HMIC as the most similar to Devon & Cornwall which are; Wiltshire, Suffolk, Warwickshire, North Wales, West Mercia, Norfolk and North Yorkshire.

Relevant extracts (pages 17, 18, 40 and 47 - Appendix 16) of the main document⁴ make references to comparisons in respect of PCCs. The report is supplemented with summary⁵ and calculations⁶ documents⁷.

These extracts show, for example, that:

- The PCC's workforce⁸ has increased in number from 12 in 2012/13 to 19 in 2013/14.
- The expenditure of the PCC's office is £1.52M which is more than the average running costs of all 41 PCC's across the country (£1.26M) and more than the average running costs of the PCCs grouped as most similar to Devon and Cornwall (£1.38M).

2.7 In light of this report and the information supplied, the PCP may wish to probe for example:

- The differences between the Police Authority and the PCC staffing arrangements and running costs and how any increases in either are justified;
- The reasons why the PCC's running costs appear to be more than the average of those in all other forces and the most similar family group;
- The cost of consultants, their length of contract and their roles;
- Whether the PCC's recent recruitment of certain staff negates the need for some consultants;
- What opportunities there are for reviewing options to make savings in respect of staffing arrangements;
- The transparency of the PCC's recruitment and selection processes;
- Any differences between the Secretary of State Authorised Allowances and the PCCs Scheme of Allowances referred to in paragraph 2.5 above.

2.8 Following this Panel meeting, the PCC will be notified of any recommendations resulting from this scrutiny. The PCC will be asked to respond in writing to those recommendations. Both these reports will be published on the Host Authority Website.

⁴ <http://www.hmic.gov.uk/media/devon-and-cornwall-value-for-money-profile-2013.pdf>

⁵ <http://www.hmic.gov.uk/media/devon-and-cornwall-value-for-money-profile-2013-summary.pdf>

⁶ <http://www.hmic.gov.uk/media/summary-value-for-money-profiles-2013-an-overview-of-the-calculations-used.pdf>

⁷ The report appears to be a 'snapshot', the start/end dates of which are not entirely clear.

⁸ Full time equivalent (FTE)