

Decision No 2014/42



REPORT TO: POLICE AND CRIME COMMISSIONER FOR LANCASHIRE

REPORT BY: Ian Dickinson – Standards & Governance Officer

DATE: 19 November 2014

TITLE: Establishment of the post of Director of the Office of the Police and Crime Commissioner

EXECUTIVE SUMMARY

This report sets out the case for establishing the post of Director of the Office of the Police & Crime Commissioner.

RECOMMENDATION

The Police & Crime Commissioner is recommended to approve the establishment of the post of Director of the Office of Police & Crime Commissioner with the job description and person specification as set out in Appendix 1 and to formally disestablish the post of Chief Executive and Monitoring Officer.

1. Introduction

- 1.1 Further to a report dated 20 July 2014 the Commissioner made a decision approving the voluntary redundancy of the then incumbent Chief Executive. This report seeks to establish a new post as detailed below.

2. Information

- 2.1 Further to the departure of the previous Chief Executive, the role of the post of the Chief Executive and Monitoring Officer has been reviewed and has been reviewed in the context of a proposed new structure.
- 2.2 The role for the post of Chief Executive and Monitoring Officer will now be disestablished with a new role established designated the Director of the Office of the Police & Crime Commissioner's office. This post will discharge the statutory duty of the Chief Executive and Monitoring Officer. The salary has been reduced from £96,216 to £76,560-£84,036 to reflect the changes in the role, which now has a clear Lancashire focus, with less emphasis on the national platform. It is a full time position as it is felt that the role cannot be adequately undertaken in the long term on a part time basis. The role is clearly pivotal and together with the Senior Management Team is to support the vision of the Commissioner and to ensure delivery against the Police & Crime Plan.
- 2.3 The job description and person specification are attached at Appendix 1 for approval.
- 2.4 The timetable for recruitment is as follows:-
- a) Advert place 7 November 2014
 - b) Closing date 28 November 2014
 - c) Shortlisting by 3 December 2014
 - d) Interviews 16/17 December 2014
 - e) Continuation Hearing with the Police & Crime Panel January 2015

3. Implications

- 3.1 The Commissioner statutorily is required to appoint a Chief Executive and Monitoring Officer. The role does not need to be entitled Chief Executive as long as its job description discharges the statutory duties.
- 3.2 The establishment of this post with the job description and person specification as detailed in Appendix 1 is entirely consistent with the previous decision to allow the previous incumbent to the Chief Executive's role to depart on a voluntary basis and it is not undermined in any way.
- 3.3 The impact upon the Commissioner's revenue budget is as follows:

	Cost/(Saving) Including On-costs
	£
Chief Executive (post disestablished)	(118,986)
Director of the Office of the PCC (bottom of grade)	99,546
Director of the Office of the PCC (top of grade)	109,492

There will therefore be an annual saving on the revenue budget of £9,494 to £19,440.

4. Conclusion

4.1 The Commissioner is recommended to approve the report.

Decision taken by the Police and Crime Commissioner for Lancashire:

Original decision, as set out in the attached report, approved without amendment (please delete as appropriate)	YES	NO
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Original decision required to be amended and decision as detailed below:

The reasons for the amended decision are as detailed below:

Police and Crime Commissioner: Comments

DECLARATIONS OF INTEREST

The PCC is asked to consider any personal / prejudicial interests he may have to disclose in relation to the matter under consideration in accordance with the law, the Nolan Principles and the Code of Conduct.

STATEMENT OF COMPLIANCE

The recommendations are made further to legal advice from the Monitoring Officer and the Section 151 Officer has confirmed that they do not incur unlawful expenditure. They are also compliant with equality legislation.

Signed:

Police and Crime Commissioner

Date:

Signed:

Chief Officer:

Date:

Signed:

Chief Constable

Date:

Signed:

Chief Finance Officer:

Date: