

**Relates to Decision No 2012/04
(DELEGATED)**



Appendix A

THE POLICE AND CRIME COMMISSIONER FOR LANCASHIRE

APPOINTMENT OF ASSISTANT POLICE AND CRIME COMMISSIONERS

1. Background and Advice

Under Schedule 1, 6 (3) of the Police Reform and Social Responsibility Act 2011 (the Act), a Police and Crime Commissioner may appoint such staff as the Commissioner thinks appropriate to enable the Commissioner to exercise the functions of Commissioner.

The Commissioner and the Chief Executive have carried out an interim review of the support that the Commissioner needs to deliver his priorities as Commissioner. The role of the Commissioner is much wider than that of the former Police Authority, with different duties in relation to community safety, new commissioning powers and new duties in relation to criminal justice and victim services. There is an increased emphasis on engagement with communities and on working with partners to deliver efficient and effective services.

In order to strengthen the team supporting him, the Commissioner intends, on an interim basis, for a 13 month period from 1 December 2012 to 31 December 2013, to appoint Mr Miss Saima Afzal, Mr Bruce Jassi and Mrs Amanda Webster as Assistant Commissioners to provide advice and support. These appointments are to be made on merit in accordance with the Act. Following interviews with all three individuals, the Commissioner is satisfied that the three appointees have the knowledge, skills and experience needed to undertake the roles. He is also mindful of the importance of retaining expertise to support the implementation of the Commissioner's functions and the early delivery of key priorities.

2. Consultations

The Commissioner, with the Chief Executive, has interviewed the three individuals who all have relevant specialist knowledge experience in the policing context and are willing to undertake the roles on an interim basis.

3. Implications:

This item has the following implications, as indicated:

3.1 Risk management

The appointment of Assistant Commissioners is intended to provide short term additional capacity, advice and support to the Commissioner in fulfilling the Commissioner's functions.

3.3 Legal considerations

Under Schedule 1, 6 (3) of the Act, a Police and Crime Commissioner may appoint such staff as the Commissioner thinks appropriate to enable the Commissioner to exercise the functions of Commissioner.

The proposed Terms and Conditions for the roles of Assistant Commissioner are currently being drawn up.

Under Article 8.21 of the Interim Scheme of Governance for the Police and Crime Commissioner for Lancashire and the Chief Constable of Lancashire Constabulary, the Chief Executive has delegated powers to exercise all powers in relation to the delivery of human resources services in the Office of the PCC, including establishment of posts.

3.2 Financial considerations

Under Schedule 1, 13 (1) of the Act, the Commissioner may pay remuneration, allowances and gratuities to member of the Commissioner's staff.

It is proposed that the salary for the three posts of Assistant Commissioner is set at 60% of the salary of the Police and Crime Commissioner for Lancashire, which is determined by the Home Secretary. The Assistants' salaries would, therefore, be linked to any movement in the pay scale for the Commissioner, as determined nationally.

On this basis, the salary for the each Assistant Commissioner, pro rata based on 2.0 working days per week, would equate to £20,000 in a full year, based on the Commissioner's salary of £85,000.

There is provision in the Commissioner's budget to cover these proposals and funding has been found by deleting other vacant posts in the office.

3.4 Equality considerations

The proposed appointments of Miss Afzal, Mr Jassi, and Mrs Webster would through their demographic background, skills and experience, and knowledge and understanding of policing, business and local communities, bring qualities which will complement those of Mr Grunshaw.

