

Durham Police and Crime Panel

4 February 2013

Office of the Durham Police and Crime Commissioner Structure Review

Report of Police and Crime Commissioner



1 Background

- 1.1 Upon inception the Office of the Durham Police and Crime Commissioner (ODPCC) inherited the staffing structures previously put in place to support the Police Authority. The functions of the ODPCC differ considerably; for instance the role is much more outward focused, there is a requirement for greater community engagement (already reflected in work flow) and there is no need to support the Committee structure that was at the heart of the Police Authority.
- 1.2 Thus at the very least there is a need to re-define job descriptions and roles in order to ensure that the office is 'fit for purpose'; whilst at the same time there is a need to ensure that the Office delivers value for money.
- 1.3 The Police Reform and Social Responsibility Act 2011 states that the Commissioner must appoint a person as the head of their staff and Monitoring Officer (the Commissioner's Chief Executive) and a Chief Finance Officer to be responsible for the proper administration of their financial affairs. Thereafter the Commissioner may appoint such other staff as appropriate to enable them to exercise their functions as Commissioner.
- 1.4 The staffing complement inherited is as follows, at a total cost in 2012/13 of £ 348,928

Chief Executive
Treasurer
Deputy Chief Executive
Principal Administrator
Partnerships Officer
Policy and Communications Officer
Communications and Engagement Assistant
Administrative Assistant

Within the inherited structure two additional posts exist. The posts of Policy and Engagement Manager and Performance Officer have been vacant for some 2 years and it is therefore the decision of the Commissioner is that these posts be removed forthwith. This will initially allow some financial flexibility for the Commissioner to re-define the staffing requirements.

2 Proposal

- 2.1 It is proposed that the Commissioner engages a person or persons for the purposes of conducting an independent review of the staffing requirements of the ODPCC.
- 2.2 The purpose of this review is to assess and define the specific needs of the ODPCC, realigning job titles, job descriptions and working requirements and to ensure that the ODPCC provides value for money.
- 2.3 It is not intended that any further loss of posts will result.
- 2.4 The review will be conducted with the full involvement of those staff currently in post.
- 2.5 To assist the process both the Chief Executive and Chief Finance Officer have had their fixed term contracts extended to 30 September 2013. They were due to expire on 31 March 2013.

3 Recommendations

- 3.1 It is recommended that the PCP Note and comment upon this report
- 3.2 It is recommended that this report be forwarded to the Local Police Staff Council for its information.

Ron Hogg
Police and Crime Commissioner