

	Classification of paper:
Report to PCC	Report reference number PCC/0012/14
Date of decision Date of report 20th March 2014	Area of county/stakeholders affected
Title of report Season Ticket Loan Policy for OPCC Staff	
Report by John Jardine Financial Scrutiny Officer	
Enquiries to John Jardine, 161607	

1.0 Purpose of Report

1.1 To agree a season ticket loan policy for OPCC Staff.

2.0 Recommendation

2.1 To approve a season ticket loan policy as outlined in the attached Appendix .

3.0 Benefits of Proposal

3.1 The season ticket loan policy will recognise and assist with the financial challenges officers and staff are facing in the current financial climate.

3.2 The policy will assist in the recruitment and retention of OPCC staff.

4.0 Background

4.1 The season ticket loan policy is identical to that currently operated by Kent Police. The experience of the joint Essex and Kent HR and Payroll team is an advantage in the practical implementation of the scheme.

4.2 Whilst this scheme is not currently in operation in Essex Police they have committed to include it in the forthcoming HR review.

5.0 Police and Crime Plan

5.1 No implications.

[NOT PROTECTIVELY MARKED]

6.0 Police Operational Implications

6.1 None.

7.0 Financial Implications

7.1 The cost of providing an interest free loan up to £5,000 for 12 months in terms of interest foregone will be less than £50 per loan.

8.0 Legal and Contractual Implications

8.1 Arrangements will be put in place to ensure that loan monies are repaid.

9.0 Staffing and Other Resource Implications

9.1 None.

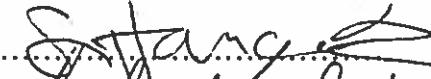

10.0 Equality and Diversity Implications

10.1 None.

[NOT PROTECTIVELY MARKED]


Report Approval

The report will be signed off by the Chief Executive and CFO and the PCC Solicitor where legal implications arise.

Chief Executive/M.O 
Chief Financial Officer 
PCC Legal Advisor (as necessary)

Decision

I agree the recommendations to this report

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PCC/Deputy PCC

I do not agree the recommendations to this report because

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PCC/Deputy PCC

Publication

Reasons for non-publication (*state 'None' if applicable*)

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Signed/Print name

Report for publication	YES	<input type="checkbox"/>
	NO	<input type="checkbox"/>

If the report is not for publication, the Chief Executive will decide if and how the public can be informed of the decision.