

PFCC Decision Report

Please ensure all sections below are completed

Report reference number: 149/2018
Classification Not protectively marked
Title of report: Police, Fire and Crime Commissioner Pay Award 2018
Area of County/Stakeholders affected: Countywide
Report by : Pippa Brent-Isherwood Date of report: 18 October 2018 Enquiries to: pippa.brent-isherwood@essex.pnn.police.uk

1. Purpose of report

The purpose of this report is to implement locally the pay award for the Police, Fire and Crime Commissioner made by the Government following its consideration of, and accepting in part, the recommendations of the Senior Salaries Review Body (SSRB).

2. Recommendations

To implement the pay award for the Police, Fire and Crime Commissioner made by the Government following its consideration of, and accepting in part, the recommendations of the Senior Salaries Review Body (SSRB):

- With effect from 1 May 2018, the bottom four Commissioner salary bands will be increased by 2%
- Commissioners taking on responsibility for the governance of fire and rescue services will receive a consolidated additional allowance of £3,000.

3. Benefits of the Proposal

Commissioners' salaries have been unchanged since the role was created six years ago. The recommendations arising from the review seek to recognise the significant powers exercised by Commissioners and the need for pay levels to

attract sufficient calibre of candidates to discharge such an important role into the future. Implementation of the recommendations will also partially compensate Commissioners for increases in the cost of living since their role was first created.

4. Background and proposal

The Review Body on Senior Salaries (previously known as the Review Body on Top Salaries) was formed in 1971 and is appointed by the Government to provide it with independent advice. Police and Crime Commissioners were added to its remit in 2013. Its *Fortieth Annual Report on Senior Salaries 2018* acknowledges that the role of Commissioners is both larger and more complex than was anticipated when the first Police and Crime Commissioners were elected in 2012, and that indeed it continues to evolve. New statutory functions, such as the commissioning of local victims' services, have impacted on their role and workload. The report recognises that the effects of taking on the governance of fire and rescue services cannot be fully assessed at this stage but is expected to be significant. The recommendations of the SSRB also reflect its findings in respect of the significance of the powers Commissioners are granted, and therefore the need to attract candidates of sufficient calibre to discharge this important role effectively.

The Police and Crime Commissioner for Essex (Roger Hirst) took on responsibility for the governance of fire and rescue services in the area with effect from October 2017, thereby becoming the country's first Police, Fire and Crime Commissioner. He is therefore eligible for the consolidated additional allowance recommended by the SSRB and approved by the Government.

Commissioners' pay is next due to be reviewed in 2020/21 in order to enable a full assessment of the role, particularly in light of the additional responsibilities undertaken by those taking on the governance of fire and rescue services. Thereafter, the Government accepted the SSRB's recommendation that future reviews should be aligned to the electoral cycle for Commissioners, so a further review should take place to set Commissioners' pay ahead of the 2024 elections.

For information, the Government did not accept the following recommendations of the SSRB:

- That Commissioners' salaries should be increased in line with the pay award for local authority staff from May 2019 and that this link should continue annually until the next formal review.
- That the Home Office should carry out a review of the pay structure for Commissioners in advance of the next formal review of Commissioners' pay, with a view to developing proposals to reduce the number of salary levels below the current five. Commissioners' pay structures are currently aligned to those of chief police officers, whose pay is under review as part of sector-led reforms to deliver a new pay and reward framework. It is therefore intended that Commissioners' pay structures will be reviewed following completion of this work.

5. Police and Crime Plan

The pay award made by the Government recognises the important role played by Commissioners in formulating and overseeing delivery of the Police and Crime Plans for their respective areas.

6. Police Operational Implications

There are no operational implications of this decision arising for Essex Police.

7. Financial Implications

The PFCC salary of £85,000 will be increased by 2% equating to an additional £1,700 per annum, plus a consolidated additional allowance of £3,000 for taking on responsibility for the fire and rescue service. The 2% increase will be backdated to 1st May 2018 and will be met from the PFCC office budget.

The PFCC's salary is now £89,700 per annum.

8. Legal Implications

There are no legal implications arising directly from this decision. In making its recommendations, the SSRB is required, under its Terms of Reference, to have regard to the relevant legal obligations.

9. Staffing and other resource implications

There are no staffing or other resource implications arising directly from this decision.

10. Equality and Diversity implications

There are no equality and diversity implications arising directly from this decision. As set out above, the SSRB is required, when making its recommendations, to have regard to the relevant legal obligations, including those relating to equality and diversity.

11. Background papers

The Written Ministerial Statement on the award can be found at <https://www.parliament.uk/business/publications/written-questions-answers-statements/written-statement/Commons/2018-09-13/HCWS967/>

The report of the SSRB, including its recommendations in full, can be found at <https://www.gov.uk/government/publications/senior-salaries-review-body-report-2018>

Report Approval

The report will be signed off by the OPFCC Chief Executive and Treasurer, prior to review and sign off by the PFCC / DPFCC .

Chief Executive/M.O Sign: [Signature].....

Print: P. Best - Interview.....

Date: 19 October 2018.....

Chief Financial Officer/Treasurer Sign: [Signature].....

Print: ASRA SAGU.....

Date: 19/10/18.....

Publication

Is the report for publication? YES
NO

If 'NO', please give reasons for non-publication (state 'None' if applicable)
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If the report is not for publication, the Chief Executive will decide if and how the public can be informed of the decision.

Redaction

If the report is for publication, is redaction required:

1. Of Decision Sheet YES NO 2. Of Appendix YES NO

If 'YES', please provide details of required redaction:
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Date redaction carried out:

Treasurer / Chief Executive Sign Off – for Redactions only

If redaction is required, Treasurer or Chief Executive are to sign off that redaction has been completed.

Sign:

Print:

Chief Executive/Treasurer

Date signed:

Decision and Final Sign Off

I agree the recommendations to this report;

Sign: J Gardner

Print: JANE GARDNER

PFCC Deputy PFCC

Date signed: 19 October 2018

I do not agree the recommendations to this report because;

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Sign:

Print:

PFCC/Deputy PFCC

Date signed:

