

PCC Decision Report

Report reference number: PCC/2017/067

Classification: Not Protectively Marked

Title of report: Office of the Police and Crime Commissioner (OPCC) Budget 2017/18

Area of County/Stakeholders affected: All

Report by: Chief Executive and Treasurer to the PCC

Date of report: 3rd July 2017

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1. Purpose of report

1.1 To agree the OPCC Business Plan and budget for 2017-18.

2. Recommendations

2.1 The PCC is recommended to approve:

- i) The OPCC Business Plan 2017-18
- ii) 2017/18 budget allocations for the OPCC shown in Appendix A

3. Benefits of Proposals

3.1 Clarification of the detailed budget allocation for the OPCC facilitates control of staff and other resources in the achievement of the OPCC Business Plan.

3.2 The proposed changes to line management and addition of one new post are designed to maximise the deployment of resources within the OPCC towards the delivery of the OPCC Business Plan and the Police and Crime Plan.

4. Background and proposal

- 4.1 Preparation of the OPCC budget complemented the development of the OPCC Business Plan in addressing the seven priorities of the Police and Crime Plan 2016-2020.
- 4.2 The OPCC Business Plan does not incorporate changes arising from the proposed joint governance with Essex Fire & Rescue Service where the PCC takes over responsibilities of Essex Fire Authority.

5. Police and Crime Plan

- 5.1 The OPCC budget and Business Plan are designed to support and deliver the Police and Crime Plan.

6. Police Operational Implications

- 6.1 There are no direct police operational implications which are the responsibility of the Chief Constable.

7. Financial Implications

- 7.1 The gross revenue budget of £1.53m outlined in Appendix A includes a staffing complement of 16.6 FTE supplemented by temporary staff to support the PCC and Deputy PCC.
- 7.2 The existing staff establishment full year cost amounts to £1,096,303 and the proposed staff establishment full year cost is £1,110,899, a net difference of £14,596. This is fully accounted for with an additional new post of Board & Appeals Secretary and the recruitment of an Administrative Assistant (apprentice scale) in place of Business Support Officer, changes needed to service effective governance arrangements and to free up specialist resources within the office to affect the delivery of the Business Plan.
- 7.3 The timing of recruitment to the positions of Communications and Engagement Officer and Administrative Assistant is subject to a further decision.
- 7.4 The gross revenue budget of £1.53m and net revenue expenditure budget of £1.22m for 2017-18 after external funding and funding from earmarked reserves is less than the actual 2016-17 spending and within the budget limits set by the PCC for the overall 2017-18 budget and precept.

8. Legal Implications

- 8.1 None.

[NOT PROTECTIVELY MARKED]

9. Staffing and other resource implications

- 9.1 The current and proposed staff organisational structure is shown in the OPCC Business Plan.
- 9.2 Reporting lines have changed to strengthen the Senior Leadership Team (SLT) support to the PCC in the delivery of the Police and Crime Plan and strengthen the focus on use of resources and management of performance.
- 9.3 The Treasurer will take responsibility for the finance, performance and scrutiny function with the support of the AD Performance & Scrutiny in order to enhance financial governance and address the challenge of increasing performance within existing resources.

10. Equality and Diversity implications

- 10.1 None.

11. Background papers

- 11.1 The OPCC Business Plan is embedded here:



OPCC Business Plan
2017-18 (v0.11).pptx

Decision and Final Sign Off

I agree the recommendations to this report;

Sign: *Roger Hest*

Print: *Roger Hest*

PCC/Deputy PCC

Date signed: *6/7/17*

I do not agree the recommendations to this report because;

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.....

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Sign:

Print:

PCC/Deputy PCC

Date signed:

APPENDIX A: 2017/18 OPCC BUDGET ALLOCATION

GL	GL description	Funding Source	2016/17 PROVISIONAL ACTUALS	2017/18 BUDGET ALLOCATION	Comments
503002	OPCC Police Staff Pay	PCC	705,487	872,958	Includes core staff budget, grant funded posts and growth post
503202	OPCC Police Staff - National Insurance	PCC	76,205	99,062	Includes core staff budget, grant funded posts and growth post
503304	OPCC Police Staff Employee - Superannuation	PCC	76,581	114,369	Includes core staff budget, grant funded posts and growth post
503411	Media on-call payments		1,371	3,034	
503413	Police Staff Honorarium	PCC	3,000	3,000	
504000	Overtime	PCC	579	0	
504004	Police Staff - TOIL	PCC	2,633	0	
500002	Childcare vouchers	PCC	744	700	
505000	Agency Staff	PCC	190,103	84,740	
507604	OPCC Excess Mileage	PCC	785	20,000	Provision for excess mileage which will be incurred following move to Kelvedon
508400	Staff training	PCC	4,550	2,000	
508421	PSE External training	PCC	1,095	1,000	
508700	Conf Exps - Police Officers		199	0	
508702	OPCC Conference Expenses - Police Staff	PCC	7,402	5,000	
	EMPLOYEES		1,070,732	1,205,863	12
NEW GL	OPCC Rent (70k 12 months)	PCC	0	0	
600008	Security Instal/Mtce	PCC	0	0	
600024	OPCC Building Fabric Maintenance Reactive	PCC	0	0	
600025	OPCC Building Grounds Maintenance	PCC	0	0	
615007	OPCC Trade Refuse Collections	PCC	0	0	
	PREMISES		0	0	Estates Budget
623004	Hire Car Veh Fuel	PCC	25	25	
624002	Hire of Vehicles	PCC	162	200	
625003	Leased Car - Mileage	PCC	5	0	
625109	OPCC E/P Shrd Svs Inc			(650)	
628005	OPCC Force Mileage Rate	PCC	17,203	15,000	
629006	OPCC Public Transport - General	PCC	4,411	4,000	
629007	OPCC Travel Expenses - Other	PCC	616	700	
	TRANSPORT		22,421	19,275	
633010	OPCC Stationery	PCC	1,917	2,000	
633100	Photocopier contract	PCC	5,593	6,000	
633203	OPCC Office Furniture	PCC	137	0	
633301	OPCC Books and Periodicals	PCC	57	0	
633304	OPCC Media Mon/Pub	PCC	5,580	5,000	
640014	OPCC Mobile Phones - Rental	PCC	1,713	1,834	
640015	OPCC Communication Equipment	PCC	5,687	0	
640105	OPCC Postage	PCC	0	0	
640401	IT Software	PCC	266	0	
641100	Audit Committee Expenses	PCC	3,582	6,000	
642507	OPCC Professional Fees	PCC	541	500	
642508	Custody visiting	PCC	108	100	
642509	OPCC Public/Partner Engagement	PCC	56,913	30,000	2016/17 includes LBC Consultation £27k
642528	Diversity Activities	PCC	833	0	
	Annual PCC Conference			10,000	Part funded by CSF
642552	OPCC Miscellaneous Expenditure	PCC	116	0	
643306	Misconduct hearings	PCC	16,530	15,000	
643312	OPCC Legal fees	PCC	73,008	29,351	2016/17 includes LBC legal costs £12k

643401	OPCC Official Hospitality	PCC	2,164	2,250	
643501	OPCC Subscription	PCC	24,926	25,000	
643602	OPCC Advertising	PCC	3,277	5,000	
643716	OPCC Consultants/Professional Fees - Other	PCC	187,853	15,000	£175k in 16/17 is transformation. Includes PAM till Feb 2018
644001	Treasury Performance Fees	Force	10,150	10,000	Treasury contract costs
644300	Internal Audit	PCC	96,311	100,000	Subject to mid-year review
644301	External Audit - PCC	PCC	44,108	41,235	
644400	Accommodation	PCC	391	250	
644501	OPCC Subsistence	PCC	189	250	
	SUPPLIES & SERVICES		541,948	304,770	
	Gross Revenue Expenditure		1,635,102	1,529,908	Gross Expenditure Budget
Income	Community Safety Fund	PCC	-44,983	(54,983)	Reducing reoffending post
Income	Ministry of Justice Grant	PCC	-146,218	(138,808)	RJ Manager, RJ Co-Ordinator and Contract Support
Income	PCC Transformation Reserve	PCC	-214,000	(113,934)	Fire Collaboration Programme Manager
	Income Total		0	(307,725)	
	Net Requirement		1,229,902	1,222,183	Forecast spend less than £1.3m net budget

Office of the Police and Crime Commissioner for Essex – 2017/18 Business Plan (draft)

April 2017 v1.1

Introduction: OPCC Business Plan 2017/18

The Police and Crime Plan 2016-20 was published in November 2016. This sets out the vision, ambition and priorities of the Police and Crime Commissioner.

Vision for Essex: Safe and secure communities are the bedrock on which we build success and wellbeing for all.

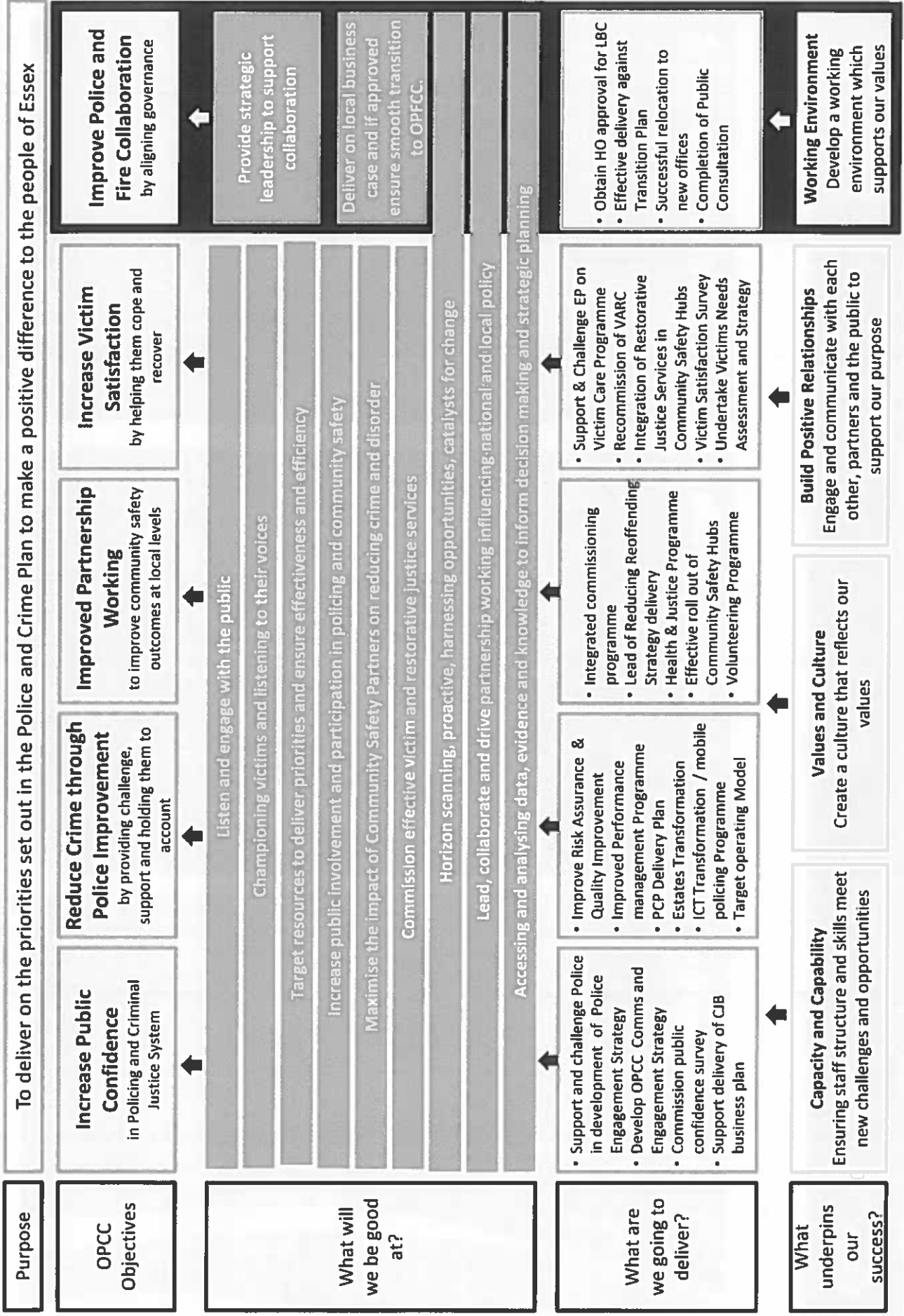
Building blocks for success: Prevention; Communications and Engagement; Volunteering

Priorities:

- *More local, visible and accessible policing*
- *Crack down on Anti-Social Behaviour*
- *Breaking the cycle of domestic abuse*
- *Reverse the trend in serious violence*
- *Tackle gangs and organised crime*
- *Protecting children and vulnerable people*
- *Improve safety on our roads*

The OPCC Business Plan 2017/18 sets out the priorities for the OPCC team and how we will support the PCC in delivering against the Police and Crime Plan and his wider statutory responsibilities.

OPCC Plan on a page



Our Values

OPCC Values:

Integrity

We will:

- Do the right thing for the people of Essex.
- Value our relationships and build them on transparency, honesty and trust.
- Respect, support and listen to our partners and the public.
- Value and embrace all individuals for their diverse backgrounds, experiences and ideas
- Keep promises and commitments made to others

Accountability

We will:

- Involve others in decisions and actions that affect them.
- Take responsibility for our own actions.
- Promote communities in which everyone takes responsibility for improving their own environment.
- Demonstrate strong leadership and live our values.
- Offer support and challenge to each other and to our partners.
- Celebrate success and learn from experience as a team

Commitment

We are:

- Proud of what we do and passionate about serving the people of Essex.
- Committed to do it once and do it right.
- Determined to find solutions and achieve results which make a positive difference
- Committed to working in partnership with the public and partner agencies
- Open to innovation and new ideas
- Committed to making our workplace a positive environment where people want to work

2017/18 Chief Executive Deliverables

Plan on a Page Link	Service Objectives	What do we need to be good at?	Key Deliverables	Lead Officer	Target Date
To deliver on the priorities set out in the Police and Crime Plan to make a positive difference to the people of Essex	Monitor effective delivery of the priorities and commitments within the Police and Crime Plan	<ul style="list-style-type: none"> Proactive engagement with partners Development of robust delivery plans Effective monitoring of outcomes Reporting back to PC Panel and public 	<ul style="list-style-type: none"> Production (with partners) of Police and Crime Plan Delivery Plans Development of Performance dashboard and monitoring progress against reports Successful delivery against commitments 	Susannah Hancock	Quarterly
Improve Police and Fire Collaboration by improving governance	Deliver greater collaboration with Fire through successful delivery of the LBC, implementation or shared governance model and effective transition planning.	<ul style="list-style-type: none"> Successful delivery of LBC including consultation Transition planning Preparations for go live Effective programme management and leadership 	<ul style="list-style-type: none"> Development of LBC Successful 12 week Consultation Formal submission to HO Agreement by HO and support from key stakeholders Delivery against Transition Plan - to time, quality and targets 	Susannah Hancock	16 Feb – 10 May May 1 st Oct go live
Reduce Crime through Police Improvement by providing challenge, support and holding them to account	Effective delivery against PCC statutory functions including performance and scrutiny, commissioning and grant funding, public engagement and communications, management of complaints etc.	<ul style="list-style-type: none"> Effective delivery against functional business plans Effective application of matrix management across team Development and implementation of new team structure and resources 	<ul style="list-style-type: none"> Delivery against OPCC functional business plans and key deliverables Development and delivery of new OPCC team structure and resourcing 	Susannah Hancock	On-going
Improved Partnership Working to improve community safety outcomes at local levels	Develop and sustain strong, effective partnership arrangements across public sector, VCS, business, local communities and more widely to ensure effective delivery against PC Plan and wider partnership priorities.	<ul style="list-style-type: none"> Excellent partnership working OPCC as catalysts for change Systems leadership 	<ul style="list-style-type: none"> Effective influencing and engagement through key strategic boards, evidenced by delivery against PC Plan priorities. 	Susannah Hancock	On-going
Capacity and Capability Ensuring staff structure and skills meet new challenges and opportunities	Develop and maintain a high performing, proactive, professional OPCC team, working effectively across partners to deliver on the PC Plan.	<ul style="list-style-type: none"> Leadership development Team development Business planning Change management Quality assurance and continuous improvement 	<ul style="list-style-type: none"> New OPCC structure OPCC business plan Individual, team development plans Successful move to new offices Quality assurance processes embedded 	Susannah Hancock	New team structure and move: Summer '17

2017/18 Commissioning Deliverables

Plan on a Page Link	Service Objectives	What do we need to be good at?	Key Deliverable	Lead Officer	Target Date
Increase Victim Satisfaction by helping them cope and recover	<ul style="list-style-type: none"> Effective victim support services, in line with our statutory responsibilities 	<ul style="list-style-type: none"> Effectively identify needs of victims (and service gaps) Robust and effective partnership and collaborative working arrangements Measure and demonstrate performance and Value for Money 	<ul style="list-style-type: none"> Recommission of the VARC Contract Compliance with Victims' Code of Practice High victim satisfaction rates (supporting victims to cope and recover) Positive outcomes reported by victims (effective services) Strong partnership relations / activity (info sharing, collaboration, joint commissioning) Respond to MoJ on effective use of funding 	Greg Myddelton	31/09/2017
Increase Victim Satisfaction by helping them cope and recover	<ul style="list-style-type: none"> Deliver effective Restorative Justice Services 	<ul style="list-style-type: none"> Delivering restorative services that comply with the victims' code and Restorative Service Quality Mark 	<ul style="list-style-type: none"> Positive experience of RJ participants Compliance with Victims' Code of Practice 	Emma Callaghan	Ongoing
Improved Partnership Working to improve community safety outcomes at local levels	<ul style="list-style-type: none"> Improve community safety 	<ul style="list-style-type: none"> Evaluating and demonstrating added value of PCC contribution Evidencing (local) impact 	<ul style="list-style-type: none"> Work with CSP's to improve the outcomes which are being delivered Develop KPIs for core-funded partners (YOT, DAAT, Safeguarding boards) to drive improvement 	Greg Myddelton	31/09/2017
Horizon scanning, proactive, harnessing opportunities, catalysts for change	<ul style="list-style-type: none"> Identify future commissioning priorities 	<ul style="list-style-type: none"> Risk assessment Horizon-scanning Connect to national agendas 	<ul style="list-style-type: none"> Sustained levels of service delivery (e.g. in response to increasing demand such as sexual abuse enquiries, etc.) Effective responses to emerging commissioning priorities 	Greg Myddelton	Ongoing
Improved Partnership Working to improve community safety outcomes at local levels	<ul style="list-style-type: none"> Achieve shared outcomes by collaborating with other commissioners 	<ul style="list-style-type: none"> Identify co-commissioning opportunities Whole system thinking (non-silo) Effective partnership working Identifying shared risk/resources/outcomes 	<ul style="list-style-type: none"> Achievement of shared outcomes Greater value for money 	Greg Myddelton	Ongoing
Commission effective victim and restorative justice services	<ul style="list-style-type: none"> Coordinate and improve the reducing reoffending agenda 	<ul style="list-style-type: none"> Effective partnership working through RR Board and ECJB Delivery against RR strategy and LCJB work plan Influencing CJ partners to shared outcomes 	<ul style="list-style-type: none"> Effective delivery against RR Strategy and Plan Effective delivery against ECJB business plan 	Jane Dewitt	Ongoing

2017/18 Performance and Scrutiny Deliverables

Plan on a Page Link	Service Priorities	What do we need to be good at?	Key Deliverable	Lead Officer	Target Date
Reduce Crime through Police Improvement by providing challenge, support and holding them to account	Drive continuous improvement through support, challenge and scrutiny	<ul style="list-style-type: none"> Understand how good governance improves performance Drive continuous improvement through support, challenge and scrutiny 	<ul style="list-style-type: none"> Develop and embed the revised performance reporting that is used at the Performance and Resources Committee and the Police and Crime Panel Embed the offices approach to Risk Management, included the development the Assurance Framework Review and respond to the outcomes of the HMIC inspections Quarterly monitoring of Professional Standards Department handing of cases. 	Carly Fry Carly Fry Carly Fry Carly Fry	June 2017 September 2017 Ongoing Ongoing
To deliver on the priorities set out in the Police and Crime Plan to make a positive difference to the people of Essex	Monitor effective delivery of the priorities and commitments within the Police and Crime Plan	<ul style="list-style-type: none"> Develop a wider understanding of the sector Build strong relationships with partners 	<ul style="list-style-type: none"> Where gaps/areas of development have been identified in priority areas within the Police and Crime Plan, work with partners to identify initiatives/programmes to make positive progress 	Carly Fry	August 2017
Reduce Crime through Police Improvement by providing challenge, support and holding them to account	Effective oversight of complaints and response to concerns	<ul style="list-style-type: none"> Ability to be able to understand and respond to the individual complainant's issues Effectively administer the receipt and response to complaints 	<ul style="list-style-type: none"> Provide a comprehensive and timely response to all complaints against the Chief Constable and effective liaison with IPCC Prepare our internal processes to be able to manage the additional responsibility of handling appeals (previous responsibility of chief constable) 	Carly Fry Carly Fry	Ongoing Ongoing
Improve Police and Fire Collaboration by improving governance	Deliver on local business case and if approved ensure smooth transition to OPFCC.	<ul style="list-style-type: none"> Develop strong relationships with senior management at fire Effective programme management 	<ul style="list-style-type: none"> Update the LBC to reflect the results of the consultation, and additional information requested by the Home Office Develop and deliver the transition plan to implement the new governance model for Fire 	Adam Kendall Adam Kendall	May 2017 October 2017

2017/18 Public Engagement and Comms Deliverables

Plan on a Page Link	Service Objectives	What do we need to be good at?	Key Deliverable	Lead Officer	Target Date
<p>Increase Public Confidence in Policing and Criminal Justice System</p>	<p>Increase public confidence in the PCC – Ongoing communication</p>	<ul style="list-style-type: none"> Highlight progress against the police and crime plan priorities Provide effective crisis and issue management advice to PCC (Reputation management) 	<ul style="list-style-type: none"> Develop and deliver communication and engagement activity around each of the seven priorities in the police and crime plan Develop multimedia content to support progress against priorities Build social media channels and capability Develop media evaluation system Develop understanding of and strengthen OPCC brand Follow best practice issue and crisis management activity 	Darren Horsman	July '17
<p>Increase Public Confidence in Policing and Criminal Justice System</p>	<p>Increase public confidence in the PCC – Listen and engage</p>	<ul style="list-style-type: none"> Position PCC as connecting people to police Ensure we can hear and understand the views of the public 	<ul style="list-style-type: none"> Develop and deliver public engagement programme based on geographic communities Develop and deliver public engagement programme based on audience type – business, rural, youth and /or elderly 	Darren Horsman	Public engagement strategy agreed April '17
<p>Reduce Crime through Police Improvement by providing challenge, support and holding them to account</p>	<p>Improvement in police communications</p>	<ul style="list-style-type: none"> Support and challenge the police's engagement and communications activity 	<ul style="list-style-type: none"> Develop and manage constructive support and engagement activity from EP Support EP in development of their public engagement strategy 	Darren Horsman	On-going June '17
<p>Improve Police and Fire Collaboration by improving governance</p>	<p>Deliver greater collaboration between the Police and Fire in Essex</p>	<ul style="list-style-type: none"> Develop relationship and joint working processes with ECFRS 	<ul style="list-style-type: none"> Develop and deliver communication and engagement activity around the ECFRS plan Successfully support the public consultation around proposed Develop and manage constructive support and engagement activity from ECFRS 	Darren Horsman	30/09/2017

2017/18 Treasurer Deliverables

OPCC Objectives	Service Objectives	What do we need to be good at?	Key Deliverable	Lead Officer	Target Date
	Deliver on the statutory responsibilities to manage the funds of the police effectively	<ul style="list-style-type: none"> Strong financial governance across both Police and Fire Awareness of current development in public sector finance 	<ul style="list-style-type: none"> Helping Mgt Team to develop and implement strategy and to resource and deliver the PCC's priorities Financial aspects of immediate and longer term implications, opportunities and risks are fully considered and aligned with the PCC's financial strategy Ensuring that the finance function is resourced to be fit for purpose 	Charles Garbett	Ongoing
Cross Cutting Enabling Objective	Review the Constitution and associated policies to ensure that they remain fit for purpose	<ul style="list-style-type: none"> Compliance with the Scheme of Governance Awareness of current development in public sector finance and best practice 	<ul style="list-style-type: none"> Revision of Essex Polices and the OPCC Constitution and associated policies and procedures Review and revise the PCC's constitution for fire 	Charles Garbett & Susannah Hancock	Draft 31/03/2017 Final Constitution 30/06/2017 Fire Constitution 30/09/2017
Cross Cutting Enabling Objective	Improve the quality and consistency of business cases which are presented the Strategic and Capital Boards for Decision	<ul style="list-style-type: none"> Influence individuals who are completing the business case Provide constructive scrutiny of the business cases submitted Promote best practice 	<ul style="list-style-type: none"> Ensure that the business case template is consistently applied 	Charles Garbett	30/10/2017
Cross Cutting Enabling Objective	Drive improvement to the procurement function and process	<ul style="list-style-type: none"> Develop strong relationship with the procurement team 	<ul style="list-style-type: none"> Work with the procurement to embed the improvements which are being made 	Charles Garbett	31/12/2017
Improve Police and Fire Collaboration	Deliver a smooth finance transition to a new governance model with fire	<ul style="list-style-type: none"> Transition planning Preparations for go live Effective programme management and leadership 	<ul style="list-style-type: none"> Provide the Home Office with all the information which is required to deliver the statutory instrument Review the financial arrangements to ensure that the PCC is prepared to take on financial responsibility for fire 	Charles Garbett	30/09/2017
	Direct the Fleet Task Group	<ul style="list-style-type: none"> Delivering joint police /fire initiatives 	<ul style="list-style-type: none"> Approval of an outline business Case followed by a detailed business case for the location of a joint police/fire fleet workshop 	Charles Garbett	OBC 31/05/2017

OPCC: Key Success Measures

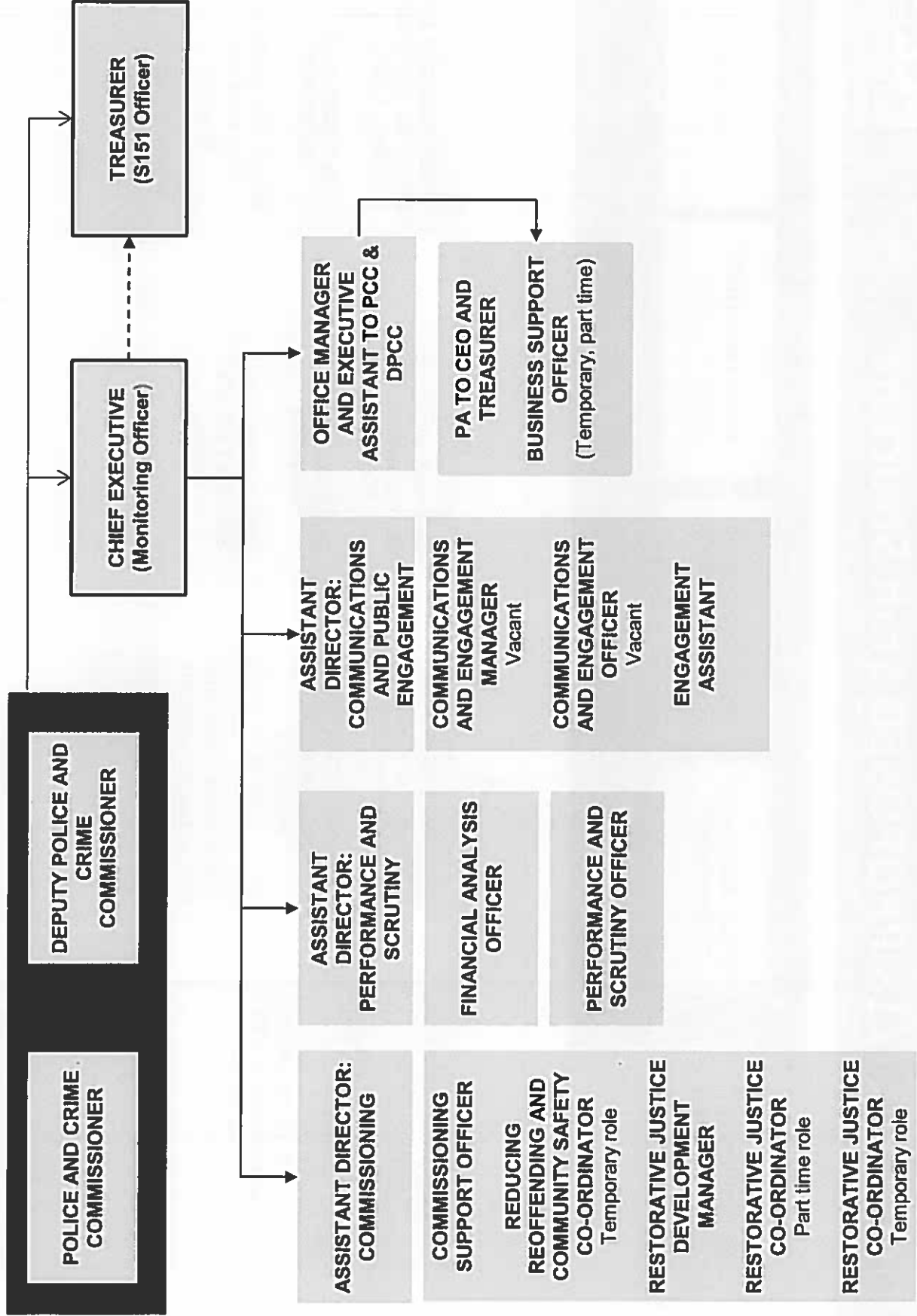
- Clear evidence of delivery against Police and Crime Plan priorities (delivery plans + performance measures).
- Achievement of Single Governance Police and Fire by 1st Oct (subject to Home Office Decision)
- Victims Commissioning Programme – evidence of VFM; outcome measures demonstrate that victims are helped to cope and recover
- Effective delivery against PCC Public engagement programme, with evidence of increased impact, reach and confidence.
- Transformation of Estates – new strategy agreed, effective disposals programme releasing capital receipts (£26m); new HQ and modular sites identified and agreed and work commenced.
- Successful implementation of Athena VoC programme, to support more effective policing. All 7 forces go live.
- Police quality and continuous improvement programme embedded
- Deliver on Specials Recruitment programme, leading to doubling of Special constables. Evidence more individuals engaging in wider police volunteering programme.
- Active engagement with Health partners demonstrated through joint commissioning, delivery against M/H Concordat, health representation in CSPs.

Statutory Responsibilities

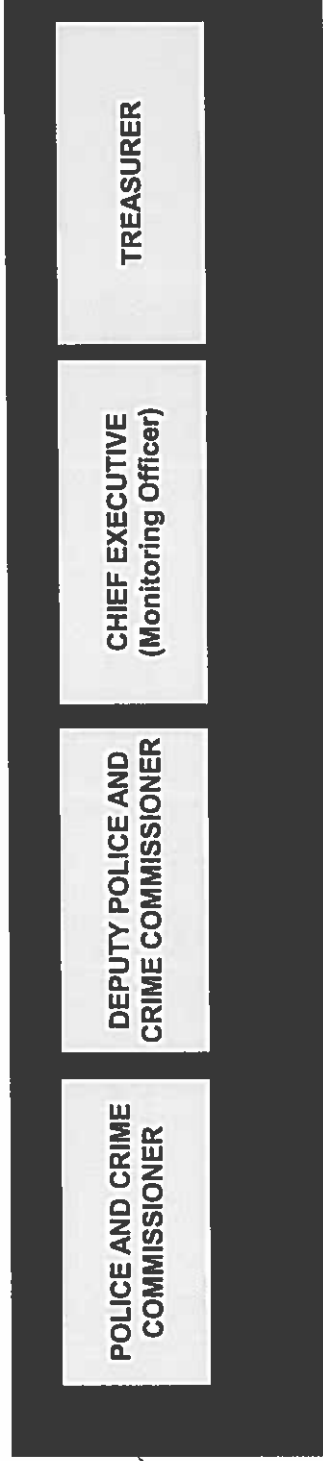
The Statutory Responsibilities of the PCC have been allocated to an OPCC lead to take management responsible to coordinate its delivery

Holding the Chief Constable to account	Assistant Director of Performance and Scrutiny
Delivery of Police and Crime Plan	Assistant Director of Commissioning (supported by Assistant Director of Communications and Engagement)
Decide the budget, set the precept and issue crime disorder reduction grants	Treasurer
Provide link between police and communities	Assistant Director of Communications and Engagement
Monitor Complaints	Assistant Director of Performance and Scrutiny
Publish Information	Assistant Director of Communications and Engagement
Delivery of Community Safety and Crime Reduction	Chief Executive
Enhancement of Criminal Justice <i>26/04/2017</i>	Chief Executive

OPCC 2017/18 CURRENT Staff Structure



OPCC 2017/18 PROPOSED Staff Structure



FIRE TRANSITION PROJECT MANAGER
New position
12 month post



ASSISTANT DIRECTOR: COMMISSIONING

- COMMISSIONING SUPPORT OFFICER
- REDUCING REOFFENDING AND COMMUNITY SAFETY CO-ORDINATOR
Temporary role
- RESTORATIVE JUSTICE DEVELOPMENT MANAGER
- RESTORATIVE JUSTICE CO-ORDINATOR
Part time role
- RESTORATIVE JUSTICE CO-ORDINATOR
Temporary role

ASSISTANT DIRECTOR: COMMUNICATIONS AND PUBLIC ENGAGEMENT

- COMMUNICATIONS AND ENGAGEMENT MANAGER
Vacant
- COMMUNICATIONS AND ENGAGEMENT OFFICER
Vacant
- ENGAGEMENT ASSISTANT

ASSISTANT DIRECTOR: PERFORMANCE AND SCRUTINY

- FINANCIAL ANALYSIS OFFICER
- PERFORMANCE AND SCRUTINY OFFICER
Vacant

OFFICER MANAGER AND EXECUTIVE ASSISTANT TO PCC & DPCC

- PA TO CEO AND TREASURER
- BOARD SECRETARY AND APPEALS
New post
- ADMINISTRATIVE ASSISTANT
Vacant
Apprenticeship