

PFCC Decision Report

Report reference number: 179-22

Classification: Not protectively marked

Title of report: Police, Fire and Crime Commissioner Pay Award 2022/23

Area of county / stakeholders affected:
Police, Fire and Crime Commissioner for Essex

Report by: Pippa Brent-Isherwood (Chief Executive and Monitoring Officer)

Chief Officer: Pippa Brent-Isherwood (Chief Executive and Monitoring Officer)

Date of report: 21 December 2022

Enquiries to: Pippa Brent-Isherwood (Chief Executive and Monitoring Officer)

1. Executive Summary

The purpose of this report is to implement locally the pay award for Police and Crime Commissioners (PCCs) and Police, Fire and Crime Commissioners (PFCCs) made by the Government with effect from 1 May 2022.

2. Recommendations

It is recommended that the PFCC accepts the pay award made to Police, Fire and Crime Commissioners by the Government, specifically that:

- With effect from 1 May 2022, the PFCC's current salary band will be increased by £1,900, and
- As recompense for taking on responsibility for the governance of fire and rescue services, the PFCC will receive a consolidated additional allowance of £3,000.

3. Background to the Proposal

The Senior Salaries Review Body (SSRB) (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, and their salaries were last reviewed in 2018.

On 19 July 2022, the Government announced its response to the most recent recommendations of the SSRB on the remuneration of Police and Crime Commissioners (PCCs) and Police, Fire and Crime Commissioners (PFCCs).

4. Proposal and Associated Benefits

Having considered the recommendations of the SSRB, the Government has chosen not to accept its recommendations in full. Instead, it has decided to increase the current PCC salary bands by £1,900 with effect from 1 May 2022, in line with the award for all police officers. The revised salary rates are set out in Appendix A to the letter from the then Home Secretary to the Chair of the Association of Police and Crime Commissioners (APCC) attached as Appendix 1 to this report. This confirms that, with effect from 1 May 2022, the salary of the PCC for Essex will be £88,600.

PCCs with responsibility for the governance of fire and rescue services receive an additional consolidated award of £3,000. The then 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 as part of the last review of Commissioners' salaries in 2018.

5. Options Analysis

The PFCC could chose not to accept the £1,900 salary increase awarded by the Government. This is not recommended as this would move the PFCC's salary out of alignment with the pay structure for chief police officers, as well as creating a disparity between the salary of the PFCC for Essex and that of other PCCs charged with the governance of similar sized police forces.

The PFCC could also chose not to accept the additional consolidated award of £3,000 for taking on responsibility for the governance of the Essex County Fire and Rescue Service. In the context of the current cost of living crisis, this is not recommended as, having accepted this in 2018, this would result in the PFCC's total salary being reduced in real terms by either £1,100 (from £89,700 to £88,600, if the £1,900 increase to the base salary is accepted) or £3,000 (from £89,700 to £86,700 if the £1,900 increase to the base salary is not accepted).

6. Consultation and Engagement

The Government has engaged and considered the advice of the Senior Salaries Review Body (SSRB) in making its pay award to Police and Crime Commissioners and Police, Fire and Crime Commissioners.

7. Strategic Links

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

8. Police operational implications

There are no operational implications of this decision arising for either Essex Police or the Essex County Fire and Rescue Service.

9. Financial implications

In accordance with the decision made by the Government, the PFCC for Essex will receive a salary of £88,600. The PFCC will also continue to be entitled to a consolidated additional allowance of £3,000 for taking on responsibility for governance of the Essex County Fire and Rescue Service. The PFCC's total salary will therefore increase from £89,700 to £91,600.

The increase of £1,900 per annum, backdated to 1 May 2022, will be met from the PFCC's office budget.

10. Legal implications

There are no legal implications arising directly from this decision.

11. Staffing implications

There are no staffing implications arising directly from this decision.

12. Equality, Diversity and Inclusion implications

Commissioners' pay structures are currently aligned to those of chief police officers. As set out in section 4 above, the Government has therefore decided to increase the current PCC salary bands in line with the award for all police officers.

13. Risks and Mitigations

No risks have been identified with agreeing the recommendations presented in this report.

The risks associated with not approving the recommendations are set out in section 5 above.

14. Governance Boards

N/A

15. Links to Future Plans

As part of the last review in 2018, 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.

16. Background Papers and Appendices

Background paper – Decision report 149/2018 – Police, Fire and Crime Commissioner Pay Award 2018

Appendix 1 – Recommendations of the Senior Salaries Review Body on Police and Crime Commissioner Remuneration – Letter from the Home Secretary to the Chair of the Association of Police and Crime Commissioners (19 July 2022)

Report Approval

The report will be signed off by the PFCC's Chief Executive and Chief Finance Officer prior to review and sign off by the PFCC / DPFCC.

Chief Executive / M.O.

Sign: 

Print: P. Brent-Isherwood

Date: 21 December 2022

Chief Finance Officer

Sign: 

Print: Janet Perry

Date: 21 December 2022

Publication

Is the report for publication?

YES	<input checked="" type="checkbox"/>
NO	<input type="checkbox"/>

If 'NO', please give reasons for non-publication (*Where relevant, cite the security classification of the document(s). State 'None' if applicable*)

None

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	<input type="checkbox"/>	2. Of Appendix?	YES	<input type="checkbox"/>
	NO	<input checked="" type="checkbox"/>		NO	<input checked="" type="checkbox"/>

If 'YES', please provide details of required redaction:

N/A

Date redaction carried out:

Chief Finance Officer / Chief Executive Sign Off – for Redactions only

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

Sign:

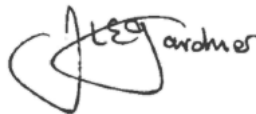
Print:

Chief Executive / Chief Finance Officer

Decision and Final Sign Off

I agree the recommendations to this report:

Sign:



Print: Jane Gardner
Deputy PFCC

Date signed: 28 December 2022

I do not agree the recommendations to this report because:

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Sign:

Print:

PFCC/Deputy PFCC