

POLICE AND CRIME PANEL MEETING

REPORT TITLE	RESTRUCTURE OF THE OFFICE OF THE POLICE AND CRIME COMMISSIONER
REPORT OF	POLICE AND CRIME COMMISSIONER
DATE	8 TH SEPTEMBER 2022

PURPOSE OF THE REPORT

To inform the Police and Crime Panel of a decision taken by the Police and Crime Commissioner (Commissioner) on restructuring the office.

ATTACHMENTS

Appendix A: Adopted OPCC structure

RECOMMENDATION

For the Police and Crime Panel to note the decision taken by the Police and Crime Commissioner concerning the restructure of the office.

CONTACT FOR ENQUIRIES

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BACKGROUND

- 1.1 Following the departure of the former Chief Executive in November 2021; the Chief Finance Officer and Commissioner undertook to review the structure and operational business-model for the Office of the Police and Crime Commissioner (OPCC) to plan for the term of office.
- 1.2 An initial decision to implement an interim structure, which saw the creation of several interim positions, was taken. The interim structure was put in place for the period 1st December 2021 to 31st May 2022, with the intention that the merits of that structure would be reviewed to ultimately inform the decision on how to proceed.

INFORMATION AND ANALYSIS

- 2.1 For the benefit of members of the Panel, who may be more familiar with the role of Head of Staff, Monitoring Officer and Chief Finance Officer in the context of a local authority, the legislation for a policing body is different.
- 2.2 Under paragraph 6 of Schedule 1 of the Police Reform and Social Responsibility Act 2011, the Commissioner is obliged to appoint a person to be the head of the commissioner's staff; a person to be responsible for the proper administration of the commissioner's financial affairs; and such other staff as deemed appropriate to enable the Commissioner to exercise the functions of Commissioner. In addition, the 2011 Act inserted subsection 5(1)(c) into section 5 of the Local Government and Housing Act 1989 to provide that the head of staff is to be taken to have been designated as the monitoring officer for the purpose of that legislation.
- 2.3 Following the decision to restructure the office, the role of Chief Executive which previously was responsible, amongst other things, for being the head of staff and monitoring officer was removed and a new role of Chief Operating Officer, which is an enhanced version of the former Chief Finance Officer role, was created.

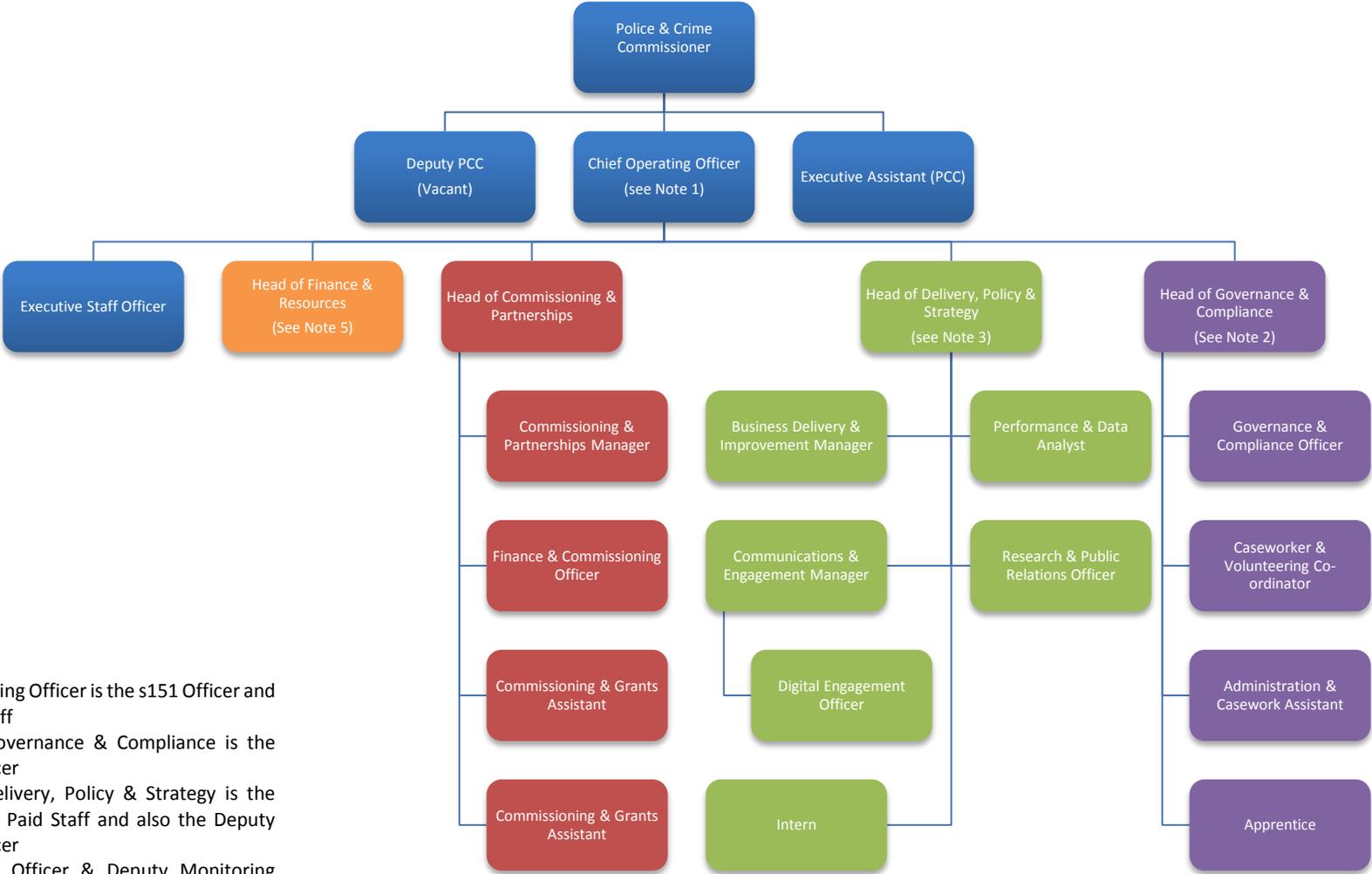
The responsibilities of the Chief Operating Officer will include being head of staff and being responsible for the proper administration of the financial affairs. The Commissioner has confirmed the current Chief Finance Officer in that position. He is eminently qualified to hold this role due to his qualifications and experience. To confirm, he remains the statutory Chief Finance Officer/s151 officer alongside the new responsibilities as the head of staff.

- 2.4 With the decision that the Chief Finance Officer assumes the role of Chief Operating Officer, a separate and distinct role of monitoring officer, to discharge the duties arising under the 1989 act, has been created.

The Monitoring Officer responsibilities will include ensuring the legality of the action of the Police and Crime Commissioner and the Police and Crime Commissioner's staff. The Commissioner's Head of Governance & Compliance has been designated as the Monitoring Officer and reports directly to the Commissioner to discharge that element of her role.

- 2.5 Legal advice has been sought concerning whether the Monitoring Officer is required to have a confirmation hearing. Due to the role being neither that of Chief Executive nor Chief Finance Officer, there is no requirement for a hearing to be arranged.
- 2.6 To build additional resilience within the office, there will also be a deputy to undertake the responsibilities of head of staff and monitoring officer (Head of Delivery, Policy & Strategy), to ensure sufficient cover of the statutory functions is in place, when the need arises. A post that will deputise as s151 officer (Head of Finance & Resources) has also been created. This is currently filled by an interim appointment whilst substantive recruitment takes place.
- 2.7 During the trial phase of adopting the interim structure, it has been clear that having more resilience in the senior leadership team, and more specifically across the statutory functions, has resulted in a stronger team to support the Police and Crime Commissioner.
- 2.8 Therefore, the Commissioner has taken a decision to adopt the structure which can be seen in **Appendix A**. The structure became operational from the 16th June 2022.
- 2.9 For information, the new office structure has been delivered within the existing budget envelope (and overall establishment size) which was presented to the Panel on 27th January 2022.

APPENDIX A – ADOPTED OPCC STRUCTURE



- Notes:**
- (1) the Chief Operating Officer is the s151 Officer and Head of Paid Staff
 - (2) The Head of Governance & Compliance is the Monitoring Officer
 - (3) The Head of Delivery, Policy & Strategy is the Deputy Head of Paid Staff and also the Deputy Monitoring Officer
 - (4) The Monitoring Officer & Deputy Monitoring Officer report directly to the PCC for those duties
 - (5) The Head of Finance & Resources is the Deputy s151 Officer

