



House of Commons  
Home Affairs Committee

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# **Police and Crime Commissioners: Register of Interests**

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**First Report of Session 2013–14**





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# Police and Crime Commissioners

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**First Report of Session 2013–14**

*Volume I: Report, together with formal  
minutes*

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## Home Affairs Committee

The Home Affairs Committee is appointed by the House of Commons to examine the expenditure, administration, and policy of the Home Office and its associated public bodies.

### Current membership

Rt Hon Keith Vaz MP (*Labour, Leicester East*) (Chair)  
Nicola Blackwood MP (*Conservative, Oxford West and Abingdon*)  
James Clappison MP (*Conservative, Hertsmere*)  
Michael Ellis MP (*Conservative, Northampton North*)  
Lorraine Fullbrook MP (*Conservative, South Ribble*)  
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Steve McCabe MP (*Labour, Birmingham Selly Oak*)  
Bridget Phillipson MP (*Labour, Houghton and Sunderland South*)  
Mark Reckless MP (*Conservative, Rochester and Strood*)  
Chris Ruane MP (*Labour, Vale of Clwyd*)  
Mr David Winnick MP (*Labour, Walsall North*)

The following Members were also members of the Committee during the parliament.

Rt Hon Alun Michael MP (*Labour & Co-operative, Cardiff South and Penarth*)  
Karl Turner MP (*Labour, Kingston upon Hull East*)

### Powers

The Committee is one of the departmental select committees, the powers of which are set out in House of Commons Standing Orders, principally in SO No 152. These are available on the Internet via [www.parliament.uk](http://www.parliament.uk).

### Publication

The Reports and evidence of the Committee are published by The Stationery Office by Order of the House. All publications of the Committee (including press notices) are on the Internet at [www.parliament.uk/homeaffairscom](http://www.parliament.uk/homeaffairscom).

### Committee staff

The current staff of the Committee are Tom Healey (Clerk), Dr Richard Benwell (Second Clerk), Eleanor Scarnell (Committee Specialist), Andy Boyd (Senior Committee Assistant), Michelle Garratty (Committee Assistant), Iwona Hankin (Committee Support Officer) and Alex Paterson (Select Committee Media Officer).

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# Contents

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<b>Report</b>	<i>Page</i>
<b>Introduction</b>	<b>3</b>
<b>1 Scrutiny of PCCs</b>	<b>4</b>
<b>2 Who are the Police and Crime Commissioners?</b>	<b>8</b>
<b>3 Salaries and offices</b>	<b>11</b>
The office of the Police and Crime Commissioner	20
Costs to the public	24
Areas where the OPCC budget 2013/14 is more than the Police Authority budget 2012/13	24
Areas where the OPCC budget 2013/14 is less than the Police Authority budget 2012/13	25
Incomplete information	26
<b>4 PCCs' Profile</b>	<b>28</b>
Further scrutiny	31
<b>Annex I: information PCCs are required to publish</b>	<b>32</b>
<b>Annex II: Chief Constables' pay</b>	<b>33</b>
<b>Conclusions and recommendations</b>	<b>35</b>
<b>Formal Minutes</b>	<b>39</b>
<b>List of Reports from the Committee during the current Parliament</b>	<b>40</b>





# Introduction

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1. Police and Crime Commissioners (PCCs) are a central feature in the new landscape of policing, alongside the new National Crime Agency (NCA) and the College of Policing. The first elections for Police and Crime Commissioners were held on 15 November 2012 and the Commissioners took office on 22 November 2012. Elections will take place every four years.

2. The role of the PCC is to ensure an efficient and effective police force and hold the Chief Constable to account for the delivery of the PCC's "police and crime plan", which sets the strategic direction for each force. The Police and Crime Commissioner is tasked with the maintenance of an effective and efficient force in their area, while the force remains under the direction and control of the Chief Constable. PCCs are responsible for the appointment, suspension and dismissal of the Chief Constable and for the police budget within their area, including setting the local council tax precept for policing.

3. There will also be four Commissioners on the Board of the College of Policing, where they will be expected to represent the interests of the public, giving them a powerful stake in police standards and training at the national level.<sup>1</sup>

4. The Government told us that "the post of Police and Crime Commissioner is one that holds singular responsibility for the delivery of policing and crime reduction within a force area".<sup>2</sup> **In areas such as Greater Manchester, police and crime commissioners will represent the interests of millions of people. With so much power concentrated in the hands of a single individual, it is vital that there is clear and objective scrutiny and an effective system of checks to ensure that the role is performed to the highest standards of integrity and competence. The Government has created a system that relies on local scrutiny and the main check is at the ballot box. In this Report, we show that regular, national comparisons are important for public confidence and draw together the first register of PCCs interests.**

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<sup>1</sup> Home Affairs Committee, *Leadership and standards in the police service*, 12 February 2013, HC 617-iii, Q 206 [Alex Marshall]

<sup>2</sup> Home Affairs Committee, *Police and Crime Commissioners: Government Response to the Committee's Second Report of Session 2010–11*, Seventh Special Report of Session 2010–12, 28 March 2011, HC 862, para 4

# 1 Scrutiny of PCCs

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5. The appointment of a single individual to pioneer policing practices over large force areas has many potential benefits, offering flexibility, a single point of contact and the potential for improved leadership. However, apportioning so much power to one individual also brings risks of maverick behaviour, which may be magnified for the first police and crime commissioners who wish to make their mark in the new role. In order to make the best of the PCCs, it is necessary to have effective checks and balances without tying the commissioners' hands.

6. Ultimately, the PCCs are held to account by the electorate and the Home Secretary was keen to distance herself from any responsibility to assess the performance of the PCCs. For instance, on 18 December 2012 we asked the Home Secretary whether she held information about PCCs with second jobs, but she responded that "I do not have somebody who puts that sort of information in front of me because that is information that I believe is for the electorate to make a decision on".<sup>3</sup> However, as the Association of Police Authorities noted, "they will be the subject of few, if any effective checks in between election".<sup>4</sup>

7. At the local level, Police and Crime Panels (PCPs) scrutinise the work of PCCs. In line with our recommendations, PCPs are comprised of locally elected representatives from each local authority (including district councils), plus two independent members.<sup>5</sup> A Panel may require the attendance of the PCC at any time and has the power to suspend a commissioner from office where he or she is charged with a serious criminal offence, or exercise a "veto" over a proposed precept or candidate for chief constable. This level of local scrutiny is likely to be very important. As the Chair of Association of Police Authorities, Rob Garnham, told us "you have to have a panel that is strong enough and has enough influence with the PCC so that they're not the maverick; so that they do not run away with their ideas".<sup>6</sup>

8. There are early indications that Police and Crime Panels may need to take a quicker and more decisive approach. One of the most potent powers afforded to commissioners is suspension of a chief constable. We were concerned by the suspension of Chief Constable Neil Rhodes by Alan Hardwick, police and crime commissioner for Lincolnshire. This kind of intervention is potentially operationally disruptive and costly, and damaging to the reputation of the police force and individuals concerned; it should be undertaken only on the most rigorous grounds or where the risks of leaving the chief constable in office are high. In this case, the decision was overturned at judicial review by Mr Justice Stuart Smith who noted "serious error" by the PCC in his "failure to engage in any assessment" and disregard for the chief constable's character and record.<sup>7</sup> Following the decision to suspend the chief constable, the PCP failed to meet for over two months, with the Chair citing legal advice as the reason he was unable to convene a meeting. In the end, the powers and jurisdiction of his Panel were so unclear that he resorted to writing to

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<sup>3</sup> Home Affairs Committee, *The work of the Home Secretary*, 18 December 2012, HC 563-ii, Q 170

<sup>4</sup> Association of Police Authorities, *Pay proposals for PCCs*

<sup>5</sup> Home Affairs Committee, *Police and Crime Commissioners: Government Response to the Committee's Second Report of Session 2010–11*, Seventh Special Report of Session 2010–12, 28 March 2011, HC 862, para 11

<sup>6</sup> Home Affairs Committee, *Policing: Police and Crime Commissioners*, Second Report of Session 2010–11, HC 511, Q 104

<sup>7</sup> Policing for All

the Home Secretary for clarification, at least to the East Lindsey District Council legal adviser apparently concerned.

9. Where a police and crime commissioner exercises his power to suspend a chief constable, it is the PCC's responsibility under Schedule 8 to the Police Reform and Social Responsibility Act 2011 to inform the Police and Crime Panel. In the Lincolnshire case, however, the public was left in the dark about the reasons for the suspension and the Police and Crime Panel took no action to avert or even review an intervention that was ultimately thrown out of court. The Police and Crime Panel seemed totally incapacitated by erroneous legal advice that it was unable to investigate the Commissioner's course of action, so that the PCC did not even appear before the Panel for over 2 months.

10. We recommend that where a PCC proposes to exercise his power to suspend a chief constable under section 38 of the Police Reform and Social Responsibility Act, there must be immediate review of the action by the Police and Crime Panel. In addition, the Police and Crime Commissioner must give the Panel and the chief constable a written explanation of the reasons for the suspension.

11. In between elections, the Police and Crime Panel is, in all but the most extreme circumstance, the only check on a PCC's power over local policing. All three of the PCP chairs we heard from believed that their Panels did not have strong powers to hold a PCC to account. Parliament has defined the power of PCPs and it is the responsibility of the PCPs to exercise their powers. We are concerned that incompetent legal advisers appear to have sought to prevent PCPs from even meeting to scrutinise key and highly questionable decisions by PCCs, for instance the suspension of the chief constable in Lincolnshire and the fiasco concerning the appointment of a "Youth Commissioner" in Kent. It is in such circumstances that a PCP chair needs to ensure that the PCP meets urgently. If they fail to do so, on the basis of wholly inappropriate legal advice or otherwise, the process of local scrutiny of the PCP role falls into disrepute.

12. Local scrutiny relies on the engagement of the public in the force area. With this in mind, we note the comments of Jenny Watson, Chair of the Electoral Commission, in its report on the PCC elections, that "the extremely low turnout – at just 15.1%– must be a concern for anyone who cares about democracy". We have not yet taken evidence on this issue, but will return to the matter in our forthcoming inquiry later this year.

13. At the national level there is little if any provision for scrutiny of PCCs' work. Despite our recommendations, there is no central register of information about PCCs that can inform any comparison. As the Home Secretary stated to us on 18 December 2012, information about PCCs' interests is "not co-ordinated in one register because in each police force area individuals will want to know their PCC rather than all the national PCCs".<sup>8</sup>

14. Police and Crime Commissioners are required to publish the information that they consider necessary to enable the local public to assess their performance and that of the Chief Constable. As the Home Secretary noted, this ought to provide the basis upon which the public is able to judge their PCC.<sup>9</sup> In addition they are required to publish particular information specified by the

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<sup>8</sup> Home Affairs Committee, *The work of the Home Secretary*, 18 December 2012, HC 563-ii, Q 176

<sup>9</sup> Home Affairs Committee, *The work of the Home Secretary*, 18 April 2013, HC 563-iii, Q 300

Home Secretary in regulations issued under section 11 of the Police Reform and Social Responsibility Act 2011. So far the relevant regulations are the Elected Local Policing Bodies (Specific Information) Order 2011 SI 2011/3050. The required information is set out in Annex I. However, as we note in the conclusions below, **a number of PCCs have so far failed to publish the required financial information, or disclose the details of their own interests and allowances. The Home Office must monitor compliance with legal responsibilities to publish information and publish a list of non-compliant PCCs.**

15. By contrast, in response to Lord Leveson's recommendations, the Home Secretary announced on 12 February 2013 that a national registers of chief officers' pay and perks packages, gifts and hospitality, outside interests including second jobs, and their contact with the media would be published on-line.<sup>10</sup>

16. It has already emerged that Richard Rhodes, police and crime commissioner for Cumbria, had claimed £700 for two chauffeur-driven trips, which had not been declared. Following this revelation, three individuals have been arrested, including two police staff, and a third member of staff has been suspended. Mr Rhodes has apologised for the episode and claims that he does not know why the arrests have been made. The Police and Crime Panel is investigating.<sup>11</sup>

17. We wrote to the new PCCs in January and in March 2013 to call for information that will assist Parliament and the public in holding the commissioners to account. In this Report, we draw together a set of indicators to provide a much-needed national perspective.

18. **We are disappointed to note that not all Police and Crime Commissioners are meeting the standards of openness that we would expect. We conducted a survey of Police and Crime Commissioners' websites to investigate whether the necessary information was being published clearly. On 19 April 2013, we found that 10 PCCs had met their statutory obligations and published the full financial data required. Those were Avon and Somerset (Sue Mountstevens), Bedfordshire (Olly Martins), Cambridgeshire (Sir Graham Bright), Cheshire (John Dwyer), Hampshire (Simon Hayes), Merseyside (Jane Kennedy), Surrey (Kevin Hurley), Warwickshire (Ron Ball), West Mercia (Bill Longmore) and West Yorkshire (Mark Burns-Williamson).**

19. **Our search suggested that 12 PCCs have yet to publish their annual budget data online: Cleveland (Barry Coppinger), Cumbria (Richard Rhodes), Derbyshire (Alan Charles), Devon and Cornwall (Tony Hogg), Essex (Nick Alston), Hertfordshire (David Lloyd), Humberside (Matthew Grove), Leicestershire (Sir Clive Loader), Norfolk (Stephen Bett), South Yorkshire (Shaun Wright), Suffolk (Tim Passmore) and North Wales (Winston Roddick).**

20. **Following our evidence session with the Home Secretary on 18 April 2013, we understand that PCCs were contacted to encourage them to publish this data. However, on 3 May 2013, five PCCs still had not published annual budget data online—Humberside (Matthew Grove), Leicestershire (Sir Clive Loader), Norfolk (Stephen Bett), North Wales (Winston Roddick CB QC) and Suffolk (Tim Passmore).**

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<sup>10</sup> HC Deb, 12 February 2013: Column 713

<sup>11</sup> <http://www.nwemail.co.uk/home/update-11-55am-cumbria-police-and-crime-chief-breaks-silence-over-whistle-blower-investigation-1.1050402?referrerPath=home>

21. Where Police and Crime Commissioners are considered to have exceeded their powers or otherwise behaved inappropriately, it is unacceptable that those who expose the matter should be at risk of losing their jobs, or face other reprisals.

22. We do not accept that a national register of PCCs' interests is not necessary. There was unanimous agreement among the Police and Crime Commissioners we called for evidence that such a register would be a fair and helpful way to hold PCCs to account. If a national register is being compiled for chief constables, it makes clear sense to do the same for their elected counterparts.

23. While it should be for the local electorate to determine a PCC's suitability for the role, an informed choice would be facilitated by a reliable central register which would provide a ready comparison and a reliable source. The lack of such information centrally will inevitably encourage rumours, media speculation and suspicion, which may well be totally unfounded. We strongly recommend that an independent national body such as Her Majesty's Inspectorate of Constabulary compile and publish a central register of police and crime commissioners' financial interests, pay and perks packages, gifts and hospitality, outside interests including second jobs on an annual basis. In the absence of such a register, we will attempt to do so, but it would be far preferably for an independent national body to undertake this essential function. Until this happens, we will undertake this task.

## 2 Who are the Police and Crime Commissioners?

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24. Police and Crime Commissioners are intended to represent the people of each force area in their leadership. In order to be eligible to stand candidates must:

- i. be British, Commonwealth or EU citizen
- ii. be 18 or over
- iii. be resident in the Police Force area
- iv. have a £5000 deposit (recoverable if they receive 5% or more of the vote)
- v. have signatures of 100 people who are registered to vote in the police force area

and the following were not able to stand:

- i. Anyone who has been convicted of an imprisonable offence
- ii. Any serving civil servant, judge, police officer, member of the regular armed forces, employee of a council within the force area, employee of a police related agency, employee of another government agency, politically restricted post-holder, member of police staff (including PCSOs) or member of a police authority
- iii. MEPs, MSPs, AMs and MPs will be able to stand as PCCs, but will need to stand down from their existing post before being able to accept the post of PCC
- iv. A Police Authority member would need to stand down as member before being able to stand as a PCC
- v. Members of the House of Lords will not be able to sit or vote in the House whilst serving as a PCC

25. The Labour Party supported Labour candidates and funded their £5,000 deposits. The Conservative Party did not provide funding for Conservative candidates, although some were funded by local Conservative associations. Labour and Conservative candidates stood in all 41 elections. The Liberal Democrat did not provide funding for candidates and 24 candidates stood as Liberal Democrats. 54 candidates stated that they stood independently of any political party.<sup>12</sup> The results of the elections were as follows:

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<sup>12</sup> The Police Foundation

<b>Police force</b>	<b>Winning party</b>	<b>Winning candidate</b>	<b>Electorate (000)</b>	<b>Votes cast</b>	<b>Turnout (%)</b>
Avon & Somerset	Ind	Sue Mountstevens	1623.2	234,514	18.77
Bedfordshire	Lab	Olly Martins	614.8	82,129	17.75
Cambridgeshire	Con	Sir Graham Bright	789.7	88,603	14.77
Cheshire	Con	John Dwyer	1009.3	108,902	13.74
Cleveland	Lab	Barry Coppinger	563.5	61,783	14.73
Cumbria	Con	Richard Rhodes	494.4	62,249	15.63
Derbyshire	Lab	Alan Charles	1010.6	112,908	14.35
Devon & Cornwall	Con	Tony Hogg	1680.4	190,665	14.65
Dorset	Ind	Martyn Underhill	715.0	96,149	16.34
Durham	Lab	Ron Hogg	611.6	70,141	14.41
Dyfed-Powys	Con	Christopher Salmon	506.1	64,660	16.38
Essex	Con	Nick Alston	1738.0	168,234	12.81
Gloucestershire	Ind	Martin Surl	593.5	78,502	15.96
Greater Manchester	Lab	Tony Lloyd	2629.4	272,153	13.59
Gwent	Ind	Ian Johnston	561.4	59,366	13.97
Hampshire	Ind	Simon Hayes	1884.2	211,886	14.53
Hertfordshire	Con	David Lloyd	1107.5	119,158	14.1
Humberside	Con	Matthew Grove	921.2	133,762	19.15
Kent	Ind	Ann Barnes	1684.1	204,917	15.99
Lancashire	Lab	Clive Grunshaw	1449.3	168,069	15.05
Leicestershire	Con	Sir Clive Loader	993.9	123,710	15.92
Lincolnshire	Ind	Alan Hardwick	703.0	83,736	15.28
Merseyside	Lab	Jane Kennedy	11.7	126,171	12.41
Norfolk	Ind	Stephen Bett	1353.4	97,157	14.51

North Wales	Ind	Winston Roddick	7813.5	77,753	14.83
North Yorkshire	Con	Julia Mulligan	862.3	82,213	13.25
Northamptonshire	Con	Adam Simmonds	678.5	101,167	19.5
Northumbria	Lab	Vera Baird	802.2	178,807	16.45
Nottinghamshire	Lab	Paddy Tipping	687.3	132,973	16.42
South Wales	Lab	Alun Michael	1431.5	142,434	14.68
South Yorkshire	Lab	Shaun Wright	1086.6	145,294	14.53
Staffordshire	Con	Matthew Ellis	1260.5	98,826	11.63
Suffolk	Con	Tim Passmore	1328.3	85,168	15.41
Surrey	Other	Kevin Hurley	1071.4	131,632	15.36
Sussex	Con	Katy Bourne	719.5	189,236	15.33
Thames Valley	Con	Anthony Stansfeld	1127.3	219,071	12.88
Warwickshire	Ind	Ron Ball	1574.0	64,289	15.23
West Mercia	Ind	Bill Longmore	2253.5	134,850	14.54
West Midlands	Lab	Bob Jones	536.0	238,384	11.96
West Yorkshire	Lab	Mark Burns-Williamson	1192.7	214,728	13.34
Wiltshire	Con	Angus Macpherson	2655.1	78,794	15.3
<b>Total turnout</b>					<b>15.1</b>



### 3 Salaries and offices

26. We wrote to the new PCCs in January and in March 2013 to call for information that will assist the electorate in casting their vote for police and crime commissioner and holding the incumbent PCC to account. In the table below, we present their responses.

Region	Salary	Weekly Hours	Other roles	Staff	Staff profiles
Avon & Somerset <i>Sue Mountstevens</i>	No information provided				
Bedfordshire <i>Olly Martins</i>	£70000	Flexible	Territorial Army Soldier (Territorial Army pay and allowances)	10 FTE	<ul style="list-style-type: none"> <li>Tafheen Sharif, Deputy Police and Crime Commissioner £36,000</li> <li>Simon Bullock, Assistant Police &amp; Crime Commissioner £55,000</li> <li>Chief Executive £72,400</li> <li>Deputy Chief Executive £62,200</li> </ul>
Cambridgeshire <i>Sir Graham Bright</i>	£70000	Flexible	Director, Dietary Foods Ltd	14	<ul style="list-style-type: none"> <li>Brian Ashton, Deputy PCC, 28,000</li> </ul>
Cheshire <i>John Dwyer</i>	£75000		None		
Cleveland <i>Barry Copping</i>	No information provided				
Cumbria <i>Richard Rhodes</i>	£65000	35–40	None	11	<ul style="list-style-type: none"> <li>Mr S Edwards, CEO and Monitoring Officer, £87,000</li> <li>Mrs R Hunter, CFO/deputy CEO, £74,103</li> <li>Ms G Shearer, Communication and Engagement Executive, £50,000</li> <li>Mrs N Broomfield, Policy and Performance Manager</li> <li>Commissioning and Contracts manager</li> <li>Mrs J Head, Governance and Victim Services Manager</li> <li>Mrs L McGinley, Executive Support Officer</li> <li>Community Engagement/Press Officer</li> <li>Ms F Carr, Administrative Assistant</li> <li>Mr J Askew, Independent Custody Visiting Scheme Administrator</li> <li>Ms D Cowperthwaite, Budget and Finance Assistance</li> </ul>
Derbyshire <i>Alan Charles</i>	£75000	60	County Councillor (end of term May)	10	<ul style="list-style-type: none"> <li>Commissioner £75k</li> <li>Deputy Commissioner £56,250</li> </ul>

			2013) Parish Councillor School Governor		<ul style="list-style-type: none"> <li>• Chief Executive 70k</li> <li>• Chief Finance Officer 0.8 FTE 64k</li> <li>• Head of Service Compliance and Engagement 48k</li> <li>• Personal Assistant 25k</li> <li>• Administrative Assistant 20k</li> <li>• Meetings and Information Officer 0.6 FTE 18k</li> <li>• Performance Officer 0.4 FTE 16,800k</li> <li>• Partnership and Engagement Officer 0.8 FTE 24k</li> </ul>
<b>Devon &amp; Cornwall</b> <i>Tony Hogg</i>	£85000	60	Director of Polaris South West Ltd	16.3 FTE	<ul style="list-style-type: none"> <li>• Chief Executive Sue Howl, £97,686</li> <li>• Treasurer, Duncan Walton, £82,262</li> </ul>
<b>Dorset</b> <i>Martyn Underhill</i>	£70000	37	Unpaid trustee of two charities	8	<ul style="list-style-type: none"> <li>• Martin Goscomb, CEO, £66,714–74,430</li> <li>• Siobain Hann, Commissioning and Partnership Manager, £43,693–45,506</li> <li>• Fiona Napier, Media and Communications Manager, £37,908–41,697</li> <li>• Jason Mumford, Information Research Officer and Data Analyst, £33,033–36,963</li> <li>• Susan Bickle, Community Engagement Officer, £28,947–32,226</li> <li>• Cathy Barfoot, PA to PCC, £21,099–24,606</li> <li>• Yvonne Fenwick, Executive Support Officer, £21,099–24,606</li> <li>• Administrative Support Officer, £17,188–£18,343</li> </ul>
<b>Durham</b> <i>Ron Hogg</i>	£70000	60	Police pension	8	<ul style="list-style-type: none"> <li>• Chief Executive £61,530</li> <li>• Treasurer £49,224</li> <li>• Deputy Chief Executive £40,388</li> <li>• Principal Administrator £34,549</li> <li>• Partnership Officer £23,218</li> <li>• Policy &amp; Communications Officer £26,636</li> <li>• Communications &amp; Engagement Asst £21,519</li> <li>• Administrative Assistant £15,595</li> </ul>
<b>Dyfed Powys</b> <i>Christopher Salmon</i>	£65000	Flexible	None	8	<ul style="list-style-type: none"> <li>• CEO, £90,726</li> <li>• Assistant CEO, £48,573</li> <li>• CFO, £10,000</li> <li>• Policy officer £34,005</li> <li>• Policy officer £33,033</li> <li>• Policy officer £31,437</li> <li>• Support officer £21,747</li> <li>• Support officer £21,747</li> </ul>

<b>Essex</b> <i>Nick Alston CBE</i>	£85000 <sup>13</sup>			13	<ul style="list-style-type: none"> <li>• Acting Chief Executive and Monitoring Officer, Charles Garbett, salary £90,000</li> <li>• Treasurer, Charles Garbett</li> <li>• Deputy PCC, £50-60,000</li> <li>• 3 x Operating Managers</li> <li>• 1 x Assistant Operating Manager</li> <li>• 1 x Press &amp; PR Officer</li> <li>• 1 x PA and diary secretary for the PCC</li> <li>• 1 x Office Administrator</li> <li>• 1 x Special Advisor (contract ends May 2013, £22,000 pa. pro rata)</li> <li>• 2 x temporary administrative staff</li> <li>• 1 x research officer</li> </ul>
<b>Gloucestershire</b> <i>Martin Surl</i>	£65000	60+	None	8	<ul style="list-style-type: none"> <li>• No info</li> </ul>
<b>Greater Manchester</b> <i>Tony Lloyd</i>	£100000	40+	None	45	<ul style="list-style-type: none"> <li>• Russell Bernstein, Chief Executive</li> <li>• Clare Regan, Policy Adviser</li> <li>• Alison Connelly, Head of Governance and Policy</li> <li>• Laura Mercer, Policy Development Manager</li> <li>• Melanie Moores, Strategic Support Officer</li> <li>• Marie Richardson, Strategic Support Officer</li> <li>• Rachael Storey, Strategic Support Officer</li> <li>• Michelle Waugh, Strategic Support Officer</li> <li>• Nigel Battersby, Solicitor</li> <li>• Linda Guy, Legal Assistant</li> <li>• Peter Kidd, HR and Compliance Officer</li> <li>• Nikki Park, Head of Executive Services</li> <li>• Jenna Lancaster, Senior Executive Services Officer</li> <li>• Amy DaviesSenior, Executive Services Officer</li> <li>• Lis Hindle, Executive Services Office</li> <li>• Lucy Phelan, Executive Services Officer</li> <li>• Danielle Whitworth, Executive Services Assistant</li> <li>• Adam Morris, Executive Services Assistant</li> <li>• Karen Carrington, Executive PA to the PCC and Chief Executive</li> <li>• Sam Frenz, Head of Scrutiny and</li> </ul>

<sup>13</sup> Mr Alston does not currently draw his full salary

					<p>Engagement</p> <ul style="list-style-type: none"> <li>• Roland Howard, Scrutiny Development Manager</li> <li>• Dave Byrne, Strategic Support Officer</li> <li>• Karen Edwards, Strategic Support Officer</li> <li>• Rose Grubert, Analyst</li> <li>• Uzma Babb, Engagement Manager</li> <li>• Gaynor Edwards, Engagement Officer</li> <li>• Lisa Korczynski, Engagement Officer</li> <li>• Rick Whitehead, Engagement Officer</li> <li>• Hannah Carrington, Engagement Support Officer</li> <li>• Lisa Hindle, Volunteer Schemes Development Officer</li> <li>• Janet Wood, Volunteer Schemes Coordinator</li> <li>• Nicola Scarr, Volunteer Schemes Assistant</li> <li>• Claire Smith, Communications Officer</li> <li>• Smyth Harper, Communications Support</li> <li>• Kate Leach, Web Content Officer</li> <li>• Laura Moody, Web Content Officer</li> <li>• Alan Westwood, Chief Finance Officer</li> <li>• Bob McIntyre, Assistant CFO</li> <li>• Frances Beswick, Principal Group Accountant</li> <li>• Mike White, Senior Assistant Group Accountant</li> <li>• Cath Folan, Principal Auditor</li> <li>• Julie Perry, Principal Auditor</li> <li>• David Smith, Principal Auditor</li> <li>• Karen Wilson, Principal Auditor</li> <li>• Bhavna Patel, Senior Auditor</li> </ul>
<b>Gwent</b> <i>Ian Johnston</i>	£70000	50	None	9	<ul style="list-style-type: none"> <li>• Shelley Bosson, Chief Executive and Monitoring Officer (£90,756)</li> <li>• Neil Phillips, Treasurer and Deputy Chief Executive (£32,517 PT - 0.4) FTE is £81,293</li> <li>• Senior Business Manager POf</li> <li>• Senior Policy Manager POf</li> <li>• Policy Officer SO2</li> <li>• Information Officer SO2</li> <li>• Business Support Officer Scale 5</li> <li>• PA to Chief Executive (PT – 0.8) Scale 5</li> <li>• All Wales Policy Officer (shared with other OPCCs in Wales) POf</li> </ul>
<b>Hampshire</b> <i>Simon Hayes</i>	£85000	60	Chair of Crimestoppers	7	<ul style="list-style-type: none"> <li>• Chief Executive 90,000</li> <li>• Strategy &amp; Delivery Manager 36,921 -</li> </ul>

					<p>41,550</p> <ul style="list-style-type: none"> <li>• Finance &amp; Business Support Officer 23,343 - 26,277</li> <li>• Scrutiny and Analysis Officer 29,895 - 33,648</li> <li>• Personal Assistant 23,343 - 26,277</li> <li>• Administrative Officer 18,846 - 21,213</li> </ul>
<p><b>Hertfordshire</b> <i>David Lloyd</i></p>	£75000	no info	<p>Hertfordshire County Councillor Dacorum Borough Councillor</p> <p>£9,588 p.a. as Herts County Councillor £4,951 p.a. as Dacorum Borough Councillor £4,951 p.a. as Chairman of the Borough Council Development Control Committee. Renewal commission from former role as an Independent Financial Adviser, less than £1,000 p.a.</p>	12	<ul style="list-style-type: none"> <li>• My Deputy, Dr Rachel Frosh will be paid an annual salary of £50,000, but as Rachel will be working 2 days per week her actual salary will be 2/5th's annual salary or £20,000 per annum.</li> <li>• My Senior Officers are Andrew White and James Hurley. Andrew White is my Chief Executive. Andrew's role is to ensure that my office runs smoothly and that I carry out my functions within the law and code of practice. Andrew's salary is £97,378 per annum, which was set by the Police Authority of which he was Chief Executive.</li> <li>• James Hurley is my Chief Financial Officer. James is responsible for the proper administration of my financial affairs. In Hertfordshire, the Commissioner and the Chief Constable have agreed to appoint the same person as their respective Chief Financial Officer. James Hurley's salary is to be advised.</li> </ul>
<p><b>Humberside</b> <i>Matthew Grove</i></p>	£75000	60-70	<p>Councillor on East Riding of Yorkshire Council until March 2013</p>	14	<ul style="list-style-type: none"> <li>• Deputy Police &amp; Crime Commissioner (P/T) Paul Robinson £45,000</li> <li>• Chief Executive Kevin Sharp £88,000</li> <li>• Assurance Manager £50,000-£54,999</li> <li>• Strategy/ Planning Manager £50,000-£54,999</li> <li>• Public Manager £50,000-£54,999</li> <li>• Deputy Chief Executive/ Chief Finance Officer John Bates £79,000</li> <li>• Assurance Officer (P/T) £30,000-£34,999</li> <li>• Strategy / Planning Officer £35,000-£39,999</li> <li>• Communications Officer £25,000-£29,999</li> <li>• Governance &amp; Administration Manager £35,000-£39,999</li> <li>• Administration Supervisor (P/T) £20,000-£24,999</li> <li>• Caretaker £10,000-£14,999</li> <li>• Administration Officer £15,000-£19,999</li> </ul>

					<ul style="list-style-type: none"> <li>Administration Officer £15,000-£19,999</li> </ul>
<b>Kent</b> <i>Ann Barnes</i>	£85000		None	16	<ul style="list-style-type: none"> <li>Acting Chief Executive: Sean Nolan</li> <li>Chief Finance Officer: vacant</li> <li>PA to the Kent Police and Crime Commissioner: Natalie Lockwood</li> <li>PA to Chief Finance Officer: Sophy Jennings</li> <li>Communications Manager: Alison Hammond</li> <li>Temporary Digital Communications Officer: Sarah Tucker</li> <li>Communications Assistant: Mirella Falcone</li> <li>Policy Officer: Kayleigh Nicholson</li> <li>Policy Officer: Laura Steward</li> <li>Correspondence and Support Officer: Daniel Millen</li> <li>Governance and Policy Support Officer: Sue Willis</li> <li>Temporary Caseworker: Teresa Crane</li> <li>Support Clerk: Jade Stanford</li> <li>Advisors: Howard Cox, Peter Carroll and Tim Thompson</li> </ul>
<b>Lancashire</b> <i>Clive Grunshaw</i>	£85000	Full time	Elected member of Wyre Borough Council (intends to stand down) and Lancashire County Councillor (will not stand again).	15.3 FTE	A revised staff structure is currently being produced and will be presented to the Home Affairs Committee when completed and published on the Commissioner's website in the near future.
<b>Leicestershire</b> <i>Sir Clive Loader</i>	£75000	Full time	Parish councillor	13	<ul style="list-style-type: none"> <li>Chief Executive Officer, Paul Stock, £90,000</li> <li>Chief Finance Officer, Peter Lewis, £80,000.</li> </ul>
<b>Lincolnshire</b> <i>Alan Hardwick</i>	£65000	60+	None	8	
<b>Merseyside</b> <i>Jane Kennedy</i>	No information provided				
<b>Norfolk</b> <i>Stephen Bett</i>	£70000	Full time	Company director Farmer Non-remunerated trustee	13	no info provided
<b>North Wales</b> <i>Winston Roddick</i>	No information provided				
<b>North Yorkshire</b> <i>Julia Mulligan</i>	£70000	65+		6.5 FTE	<ul style="list-style-type: none"> <li>Jeremy Holderness, Chief Executive, £80,988</li> <li>Judith Heeley, Chief Finance Officer</li> </ul>

					<ul style="list-style-type: none"> <li>• William Naylor, Head of Policy and Projects</li> <li>• Gina Allen, External Relations Manager</li> <li>• Sally Dyer, PA to PCC</li> <li>• Claire Askew, ICV Scheme Administrator</li> <li>• Marisa DiDomenico, Clerical Assistant</li> </ul>
<b>Northants</b> <i>Adam Simmonds</i>	£70000	Full time	None	13	<ul style="list-style-type: none"> <li>• Iain Britton, Assistant Commissioner for Justice, £65,000</li> <li>• Kathryn Buckle, Assistant Commissioner for Governance, £65,000</li> <li>• Peter Heaton, Assistant Commissioner for Public Involvement, £65,000</li> <li>• John Raisin, Assistant Commission for Resources</li> </ul>
<b>Northumbria</b> <i>Vera Baird</i>	£85000	40 + 20	None	4	No info
<b>Notts</b> <i>Paddy Tipping</i>	£75000	37+	Non Executive Chair of Notts LIFT companies Director or REalliance (National Regional organisation) £18,000	9	<ul style="list-style-type: none"> <li>• Deputy PCC Chris Cutland £36,000</li> <li>• Chief Executive Kevin Dennis £85,000-£92,500</li> <li>• Chief Finance Officer Charlotte Radford £80,988</li> <li>• Performance and Policing Officer P1 (£33,033-£36,030)</li> <li>• Volunteer Manager P4 (£23,799-£27,267)</li> <li>• Community Engagement and Partnership Officer P1 (£33,033-£36,030)</li> <li>• Member Services and Office Manager P4 (£23,799-£27,267)</li> <li>• Administrator/PA A1 (£21,099-£23,046)</li> <li>• Administrator/PA A1 (£21,099-£23,046)</li> </ul>
<b>South Wales</b> <i>Alun Michael</i>		60+	None	15	
<b>South Yorkshire</b> <i>Shaun Wright</i>	£85000	60+	Councillor	10	<ul style="list-style-type: none"> <li>• Erika Redfearn, Chief Executive, £85,000</li> </ul>
<b>Staffordshire</b> <i>Matthew Ellis</i>	£75000	c.50	None	10	<ul style="list-style-type: none"> <li>• Damon Taylor, Chief Executive - £78,000</li> <li>• Paul Brindley, Chief Financial Officer - £49,500 (pro-rata to full-time salary of £82,500)</li> <li>• Head of Policy, Performance and Communications, up to £73,500</li> <li>• and Head of Commissioning and</li> </ul>

					<p>Partnerships, up to £73,500</p> <ul style="list-style-type: none"> <li>• Sue Arnold, Deputy PCC, £25,000 (part-time – 3 days)</li> <li>• Alyson Holmes, Principal Officer – Grade I (between £40,755 and £46,509)</li> <li>• Veronica Powell, Executive Assistant – Grade F (between £23,046 and £28,107)</li> <li>• Jane Milgate, Lindsey Morgan, Emily Astles – Administrative Officers – Band E – (between £19,128 and £23,046)</li> <li>• Julie Croft, Administration Assistant (part-time) – Grade D (between £16,167 and £18,471 pro-rata)</li> </ul>
<p><b>Suffolk</b> <i>Tim Passmore</i></p>	£70000	Over 40	<ol style="list-style-type: none"> <li>1. Self-employed Agri Business Consultant.</li> <li>2. Member Mid Suffolk District Council.</li> <li>3. Member of Management Committee of Central Suffolk &amp; North Ipswich Conservatives.</li> <li>4. Member of Conservative Party.</li> <li>5. Member of Eastern Counties &amp; Norfolk Rugby Union Referees Society.</li> <li>6. Director of Customer Services Direct, a joint public/private venture company (Suffolk County Council, Mid Suffolk District Council, British Telecom).</li> </ol> <p>As a member of Mid Suffolk District Council, allowances agreed by the Council</p>	9	<ul style="list-style-type: none"> <li>• Christopher Jackson, Chief Executive (and Monitoring Officer), £102,777</li> <li>• Claire Swallow, Deputy Chief Executive (and Deputy Monitoring Officer), £77,082</li> <li>• Chris Bland, Chief Finance Officer (0.8 FTE), £64,375</li> <li>• Barry Bailey, Head of Business Management, £56,664</li> <li>• Ian Rands, Business Manager, £46,243</li> <li>• Vanessa Scott, Policy Officer, £36,232</li> <li>• Sandra Graffham, Public Affairs Officer (0.6 FTE), £17,388</li> <li>• Sarah Carter, Business Co-ordinator, £26,954</li> <li>• Glennis Dyes, PA to PCC and senior officers, £24,320.</li> </ul>
<p><b>Surrey</b> <i>Kevin Hurley</i></p>	£70000	60	<p>Private landlord Director of Inspirational</p>	8	<ul style="list-style-type: none"> <li>• Deputy Police &amp; Crime Commissioner, £50,000</li> </ul>



			Security Solutions Ltd Director of JK Chinese Healthcare Ltd.		
<b>Sussex</b> <i>Katy Bourne</i>	£85000	no info	None	12	no info provided
<b>Thames Valley</b> <i>Anthony Stansfeld</i>	No information provided				
<b>Warwickshire</b> <i>Ron Ball</i>	No information provided				
<b>West Mercia</b> <i>Bill Longmore</i>	No information provided				
<b>West Midlands</b> <i>Bob Jones</i>	£100000	Full time	Paid office Councillor – Wolverhampton City Council (no expenses are claimed from Wolverhampton City Council) Paid office - Non-executive Director – Black Country Cluster Primary Care Trust Property – home at 35 Riches Street Wolverhampton		<ul style="list-style-type: none"> <li>Yvonne Mosquito, West Midlands Deputy Police and Crime Commissioner, £65,000</li> </ul>
<b>West Yorkshire</b> <i>Mark Burns-Williamson</i>	£100000	Full time	None	26	<ul style="list-style-type: none"> <li>Isabel Owen, Deputy PCC, £53,000</li> <li>Chief Executive and Monitoring Officer, Fraser Sampson, £117,762</li> <li>Chief Finance Officer, Judith Heeley, £84,909</li> </ul>
<b>Wiltshire</b> <i>Angus Macpherson</i>	£70000	Full time	Angus Macpherson Ltd Stainless Design Services Ltd (company secretary) Stainless Design Holiday Services Ltd (company secretary) Haven Heights (Canford Cliffs) Ltd (Director) San Cepriano (Developments) Ltd (company	11	

			secretary) The Filling Station (Swindon) Dauntsey's School Broadgreen Breakfast Club Wiltshire and Swindon Community Foundation		
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## The office of the Police and Crime Commissioner

27. As set out by the Police Reform and Social Responsibility Act 2011, Police and Crime Commissioners' salaries were determined by the Home Secretary on the advice of the Senior Salaries Review Board. The Government has allowed PCCs a considerable degree of laissez-faire in setting up their own offices, saying that "we do not intend to prescribe what support PCCs should have, other than the appointment of a head of paid staff and chief finance officer".<sup>14</sup> The money for PCCs' offices is drawn from the same funds as the overall policing budget for the area. It goes without saying that all appointments to these vital roles should be subject to rigorous background checks.

28. For comparison, we set out chief constables' pay in Annex 2.

29. PCCs are required to appoint a Chief Executive and a Chief Finance Officer in order to assist them in the fulfilment of their responsibilities. The reported salaries of CEOs range widely from £61,530 in Durham to £117,762 in West Yorkshire. PCCs are also at liberty to appoint other staff, on merit, as appropriate. We note the Government's stated intentions for the neutrality and objectivity of PCCs' staff:

Whilst the PCC will be able to appoint staff to advise and assist them, all staff must be appointed on merit and will be politically restricted posts. Party political office holders and active party members will not be able to be appointed to the PCC's staff.<sup>15</sup>

30. However, the position of Deputy is not a politically restricted post. Some PCCs have consequently recruited political or personal contacts:

- In Greater Manchester the PCC has appointed his former constituency worker, Clare Regan, as his Policy Adviser without advertising the role.
- In Northamptonshire the PCC appointed three interim Assistant Commissioners on £65,000 each, two of whom were in his campaign team. The roles have been made permanent after an open recruitment process.
- The Labour PCC for West Midlands Police, has appointed three Assistant Commissioners on £22,500 each. All are Labour councillors.<sup>16</sup>

<sup>14</sup> Home Office, *Policing in the 21st Century: Reconnecting police and the people: Summary of consultation responses and next steps*, December 2010, paragraph 2.11

<sup>15</sup> Home Office, *Policing in the 21st Century: Reconnecting police and the people: Summary of consultation responses and next steps*, December 2010, paragraph 2.12

- The PCC for Kent has appointed her Liberal Democrat campaign manager with no apparent policing experience as an adviser with a salary of over £70,000.
- The PCC for Surrey has appointed a former colleague in the Metropolitan Police as his deputy, with a salary of £50,000.
- The PCC for West Yorkshire has appointed Isabel Owen as Deputy PCC with a wage of £53,000 a year. She is a former Labour parliamentary candidate with no policing experience. The role was only advertised to Labour Party colleagues.

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<sup>16</sup> Mail Online, *New police chiefs (who you didn't vote for) pay cronies thousands: Crime tsars give friends and allies jobs worth up to £73,000*, 23 March 2013 <http://www.dailymail.co.uk/news/article-2298205/New-police-chiefs-didnt-vote-pay-cronies-thousands-Crime-tsars-friends-allies-jobs-worth-73-000.html?ito=feeds-newsxml>

Police force	Police precept 2013/14 (£ for a Band D property)	Police precept 2012/13 (£ for a Band D property)	% precept change	Overall police budget 2013/14 (£m)	Budget for the Office of the PCC 2013/14 (£m)	OPCC% of budget
Avon & Somerset	168.03	168.03	0	277.3	1.4	0.50
Bedfordshire	153.49	150.49	2	102.877	0.885	0.86
Cambridgeshire	177.93	174.51	1.9	131.579	0.866	0.66
Cheshire	153.21	150.22	1.99	205	0.96147	0.47
Cleveland	198.28	194.41	2	133.8	0.9	0.67
Cumbria	204.66	200.79	1.95	122.3	0.891	0.73
Derbyshire	166.95	163.74	1.96	171.442913	0.971216	0.57
Devon & Cornwall	162.92	159.73	2	288.628	1.611	0.59
Dorset	183.51	180	1.95	120.337	0.8701	0.72
Durham	156.47	153.41	2	118.696646	1.103	0.93
Dyfed-Powys	206.28	198.54	3.9	98.178	0.794310	0.81
Essex	141.48	136.71	3.49	271.677	1.15	0.42
Gloucestershire	203.68	199.69	2	103.7	0.675	0.65
Greater Manchester	149.33	144.3	3.46	571.488	2.9	0.51
Gwent	198.23	193.09	2.66	130.123	0.9877	0.76
Hampshire	146.25	151.25	3.4	310.35	1.491 <sup>17</sup>	0.48
Hertfordshire	147.82	147.82	0	181.845	1.0	0.55
Humberside	173.12	173.12	0	182.563	1.4	0.77
Kent	141.47	138.68	2	316.7	1.5	0.47
Lancashire	152.92	149.93	2	258.733	2.1	0.81
Leicestershire	173.875	173.875	0	173.446	1.077	0.62
Lincolnshire	190.08	186.39	2			
Merseyside	153.63	150.62	2	332.623932	1.411521	0.42
Norfolk	200.76	196.92	1.97	149.8	1.282125	0.86
North Wales	<i>No response/information online</i>		3.98			
North Yorkshire	204.55	204.55	0	140.022	0.5355	0.38
Northants	193.2	193.2	0	122.48	1.09	0.89
Northumbria	86.91	83.68	3.5	278.107	Not decided	
Nottinghamshire	169.65	166.41	1.95	196.9	1.2	0.61
South Wales	181.28	169.42	7	258.6	0.845	0.33
South Yorkshire	142.55	137.55	3.5	252.728,773	3.144,717	1.24
Staffordshire	177.61	177.61	0	185.386	1.161	0.63
Suffolk	166.77	166.77	0	124	1.759175 <sup>18</sup>	0.14
Surrey	207.55	203.49	1.99	207.7	1.94035 <sup>19</sup>	0.93
Sussex	138.42	138.42	0	256.607	1.184	0.46
Thames Valley	157.38	154.3	2	393.981	1.664	0.42
Warwickshire	180.96	180.96	0	92.121	0.9067	0.98
West Mercia	178.72	178.72	0	207.3	1.2	0.58

<sup>17</sup> Not including one-off allocation of £2,001m. See below.

<sup>18</sup> Includes Community Safety Fund

<sup>19</sup> Includes Community Safety Fund

West Midlands	99.45	102.43	2.98	558.791	1.884	0.34
West Yorkshire	135.5	130.5	3.8	417.447	1.736	0.42
Wiltshire	157.77	157.77	0	106.693	0.964	0.90

31. We note that a number of Police and Crime Commissioners are maintaining other roles and jobs alongside their commitments as PCC. Kevin Hurley, the PCC for Surrey on a salary of £70,000, told us that alongside his role as PCC he was a private landlord, Director of Inspirational Security Solutions Ltd and Director of JK Chinese Healthcare Ltd. It will be for voters to judge how able he is to maintain two directorships alongside the role of PCC, but we are concerned about the apparent conflict of interest between the office of PCC and a directorship in a company that offers “to call upon a network of people with proven abilities in their field of expertise” in areas including “National and International Crime, including areas with law enforcement”.<sup>20</sup>

**32. Several Police and Crime Commissioners indicated to us that they would not be seeking re-election to other offices, such as local councils. The three PCCs who gave evidence to us attested to the severe demands on their time and believed that juggling the office of PCC with other jobs would be impossible. On the other hand, other Police and Crime Commissioners are retaining second jobs such as directorships of large companies, which may not easily be compatible with a full time and demanding office.**

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<sup>20</sup> <http://www.inspirationalsecuritysolutions.com/about-iss/>

## Costs to the public

33. The precept is the portion of council tax contributed to funding the local police force. The level of the precept is now set by Police and Crime Commissioners. For 2013–14, the Government has offered areas that set a 0% increase in the police precept an additional one-off grant equal to a council tax rise of 1%.

### Areas where the OPCC budget 2013/14 is more than the Police Authority budget 2012/13

Police force	Police Authority Budget 2012/13 (£million) <sup>21</sup>	Office of the PCC Budget 2013/14 (£million) <sup>22</sup>	Change in budget (£million)	Percentage change
Hampshire	1.496	3.492 <sup>23</sup>	1.996	133.4% increase
South Yorkshire	2.307	3.144717 <sup>24</sup>	0.84	36.4% increase
Leicestershire	0.860	1.077	0.255	29.7% increase
Lancashire	1.845	2.1	0.255	13.8% increase
Staffordshire	0.911	1.161 <sup>25</sup>	0.25	27.4% increase
Gwent	0.797	0.9877	0.19	23.8% increase
Avon & Somerset	1.216	1.4	0.184	15% increase
Nottinghamshire	1.026	1.2	0.174	17% increase
Humberside	1.364	1.4	0.036	2.6% increase
Bedfordshire	0.873	0.885	0.012	1.4% increase
Sussex	1.175	1.184	0.01	0.9% increase
Wiltshire	0.958	0.964	0.01	1% increase
Kent	1.498	1.5	0.002	0.1% increase
Cumbria	0.887 <sup>26</sup>	0.891	0.004	0.45% increase

<sup>21</sup> Taken from Police Estimates 2012/13, Chartered Institute of Public Finance and Accountancy, unless otherwise indicated. These figures are derived from questionnaires submitted by the police forces. Finalised data is not due to be published until late summer

<sup>22</sup> These figures have been provided by the Office of the PCCs. Differences in definitions may make direct comparison between PCCs and previous budget figures difficult.

<sup>23</sup> This includes a one-off budget of £2.001m for the attainment of the PCC's priorities. Without this extra budget, the underlying change is a 0.3% decrease.

<sup>24</sup> Including commissioning services, specific grants and capital financing.

<sup>25</sup> This figure includes a contingency budget of £150,000.

<sup>26</sup> Provided by OPCC

Suffolk	1.187	1.187175	0.57	No change
Greater Manchester	2.938	2.9	0	No change
Hertfordshire	1.000	1.0	0	No change

**Areas where the OPCC budget 2013/14 is less than the Police Authority budget 2012/13**

Merseyside	2.088	1.411521	-0.68	32.6% decrease
West Mercia	1.761	1.2	-0.56	31.8% decrease
North Yorkshire	1.080	0.5355	-0.54	50% decrease
Cleveland	1.201	0.9	-0.301	25.1% decrease
West Yorkshire	1.761	1.736	-0.25	14% decrease
Cheshire	1.195	0.96147	-0.23353	19.5% decrease
Thames Valley	1.818	1.664	-0.15	8.3% decrease
West Midlands	1.991	1.884	-0.11	5.5% decrease
Dyfed-Powys	0.906	0.794310	-0.11	11.5% decrease
Essex	1.259	1.15	-0.11	8.7% decrease
Derbyshire	1.071	0.971216	-0.1	9.3% decrease
Durham	1.203	1.103	-0.1	8.3% decrease
Gloucestershire	0.765	0.675	-0.1	13.1% decrease
Warwickshire	0.958	0.9067	-0.05	5.2% decrease
Dorset	0.902	0.8701	-0.032	3.5% decrease
Surrey	1.305	1.28135 <sup>27</sup>	-0.02365	1.8% decrease
Devon & Cornwall	1.588	1.611	-0.023	1.4% decrease
Norfolk	1.289	1.282125	-0.007	0.5% decrease
South Wales	0.849	0.845	-0.004	0.5% decrease

<sup>27</sup> Where a PCC has indicated that he/she has returned a figure including the Community Safety Fund, this amount has been subtracted

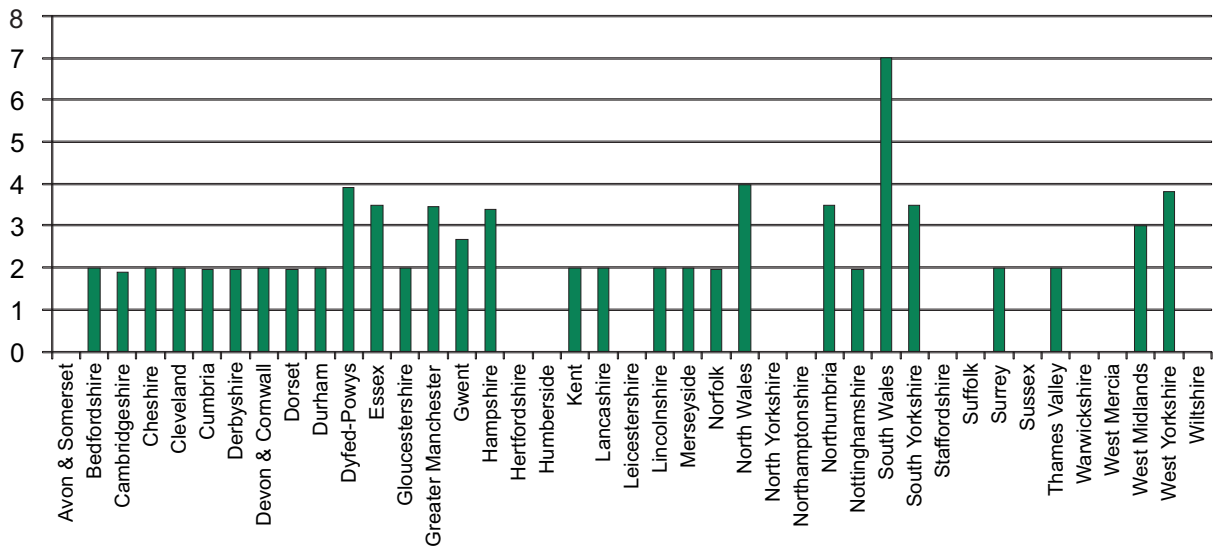
***Incomplete information***

Cambridgeshire		0.866		
Lincolnshire	1.050			
North Wales	0.749			
Northamptonshire		1.09		
Northumbria	2.416			

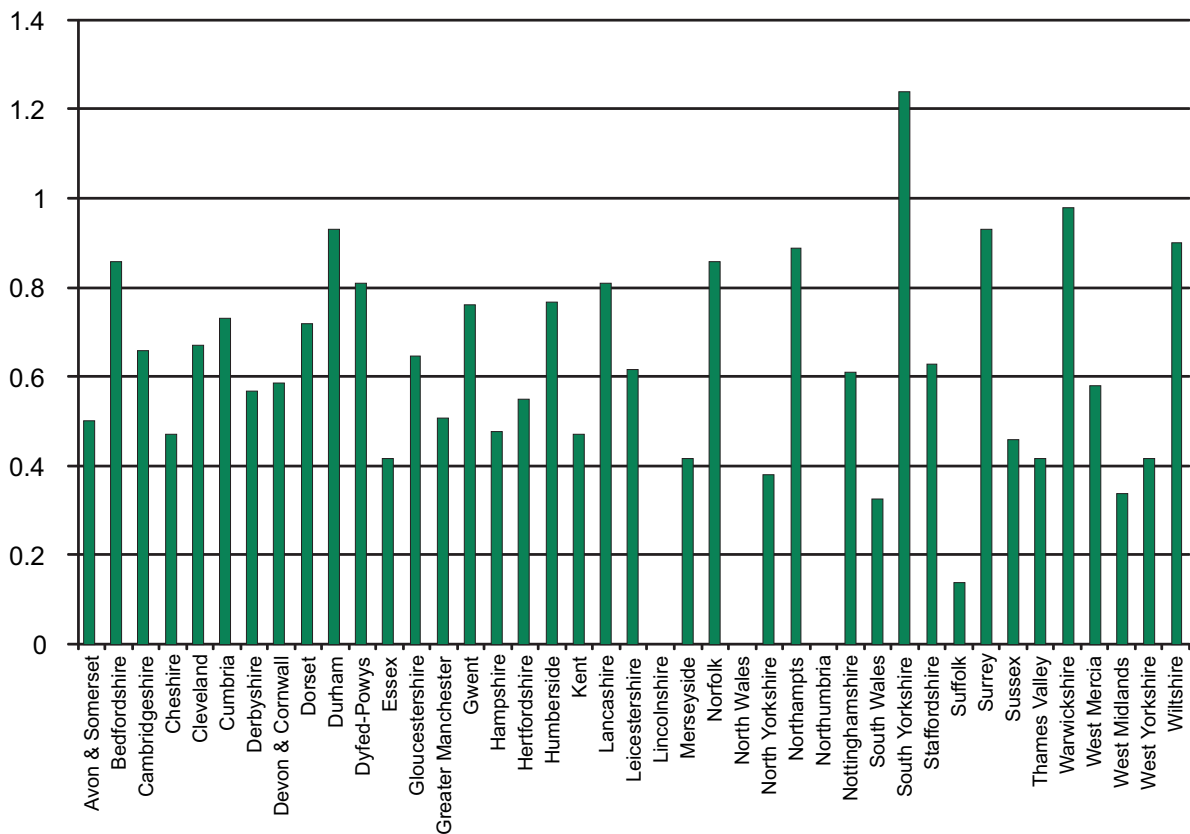
34. The 2013/14 budget is the first set by police and crime commissioners themselves. This entails substantial new responsibilities. For example, nine Home Office funding streams—for drugs, crime and community safety—were replaced on 1 April 2013 by the Community Safety Fund, a budget for PCCs to commission services in these areas. **In order to ensure that PCCs allocate their budgets effectively and fairly and that OPCC budgets continue to be comparable across the country, we recommend that the Government publishes a list of the costs of each OPCC compared with previous years.**



% change in precept: 2012/13-2013/14<sup>28</sup>



OPCC budget as a percentage of overall police area budget<sup>29</sup>



<sup>28</sup> Where no bar is shown, there was no change in precept from year to year.

<sup>29</sup> Where no bar is shown, not enough information was available to derive a figure.

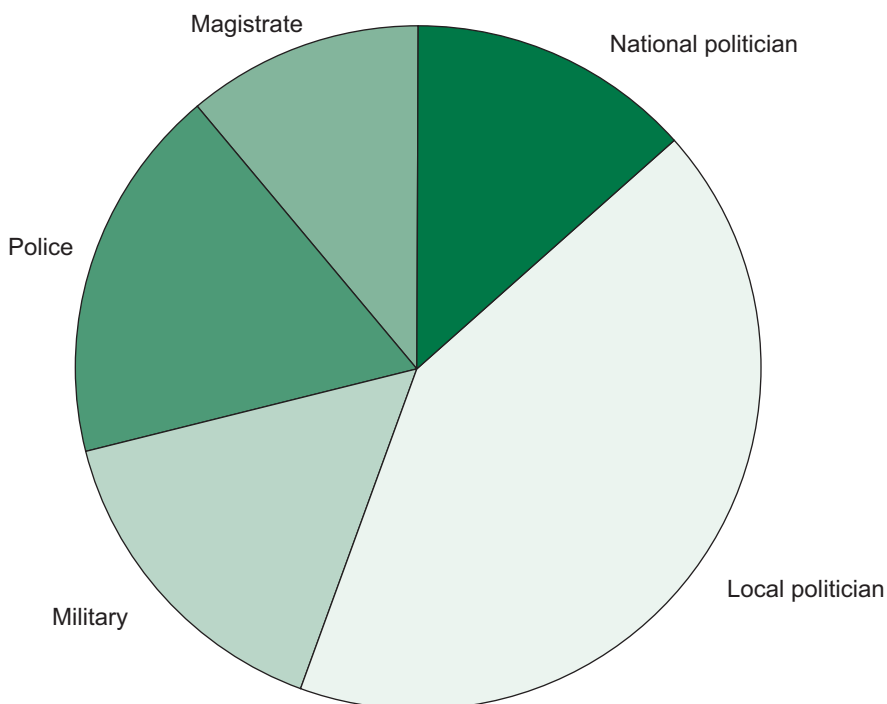
## 4 PCCs' Profile

35. Analysis of the professional experience, gender and ethnicity of police and crime commissioners is relevant for assessing whether they genuinely reflect the diverse public whom they are elected to represent.

36. Thirty-five of the new police and crime commissioners are male, six are female. 15 seats were contested by an all-male line-up of candidates. We note that the small number of women elected stems from the fact that 18% (35) of candidates were women, rather than an expression of voter preference.

**PCCs' previous experience**

Local politician	19
Military	7
National politician	6
Police	8
Magistrate <sup>30</sup>	5



- 51.56% of candidates (99 candidates) had been elected politicians (councillors, MPs, MEPs, Assembly Members). Of those that were elected, 25 had a background in politics.
- Over 50% of candidates had experience of working in the fields of policing or criminal justice.

<sup>30</sup> Some may fall into more than one category; for example, the office of magistrate is a part-time office often held alongside other employment.

- Thirty nine (20.3%) candidates are known to have served on a police authority.
- Thirty two (16.6%) candidates are known to have been employed by or served within the police service (predominantly former officers but also some Special Constables). Eight of those elected were former officers.
- Sixteen (8.3%) candidates are known to have served in the armed forces. Seven were elected.
- Sixteen (8.3%) candidates are known to be, or to have been a Magistrate. Five of those elected were magistrates.
- Thirty five (18%) candidates are women. Six of those elected were women.
- Twenty candidates were from ethnic minorities. No elected PCCs are from an ethnic minority.<sup>31</sup>

37. The diversity of candidates may have been affected by the election entry requirements. To stand for election as a police and crime commissioner, 100 signatures were required to support a nomination to stand, along with a £5,000 deposit. In an election for the House of Commons, candidates need ten signatures and a £500 deposit to validate their nomination. Candidates themselves believed that these barriers to entry were a problem, especially for independent candidates of whom three quarters (74%) considered that this had been a barrier.<sup>32</sup>

38. The election was also marked by a significant number of disqualifications. No one convicted of any imprisonable offence was allowed to stand for election, even if they were not actually imprisoned or the conviction had been spent. This included offences that took place as a juvenile.<sup>33</sup> The Electoral Commission highlighted that the PCCs election was characterised by stricter disqualification rules for people with certain previous convictions than most elections and it suggested that the rules were not well-understood by candidates.<sup>34</sup> Two candidates withdrew their candidature before the deadline for withdrawal passed and one candidate later declared himself disqualified.

39. The first police and crime commissioners are a monoculture. Only 1 in 7 are women and there is a complete lack of representation of ethnic minorities amongst the commissioners. All national political parties have made a virtue of the importance of diversity, but this does not seem to have extended to the candidates for police and crime commissioners. There was clear cross-party support for the conclusions of the Speakers Conference on Parliamentary Representation, which highlighted the barrier to diversity created by costly election processes—the implications for diversity of a high-cost election should not have come as a surprise.

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<sup>31</sup> Association of Police and Crime Commissioners—data derived from election addresses

<sup>32</sup> Electoral Commission, *Police and Crime Commissioner elections in England and Wales: Report on the administration of the elections held on 15 November 2012*, March 2013

<sup>33</sup> Police Reform and Social Responsibility Act 2011

<sup>34</sup> Electoral Commission, *Police and Crime Commissioner elections in England and Wales: Report on the administration of the elections held on 15 November 2012*, March 2013

40. In future, where local parties are involved in the selection of candidates for police and crime commissioner, they should certainly take an active role in increasing the recruitment pool at the start of the electoral process to reflect the diversity of the electorate.

**41. High barriers to entry—the requirement for 100 signatures and a £5,000 deposit—are intended to uphold the integrity of the office of Police and Crime Commissioner and to discourage frivolous candidacies. Although this may well be appropriate, it might also have an effect on competition and diversity in the PCC elections. Therefore, it is our intention to return to this question later this year, in our inquiry on PCCs. While we recognise that PCCs must be of the highest integrity, we also believe that the rules barring anyone from standing who has a criminal conviction for an imprisonable offence, even as a juvenile, are excessive and should be brought into line with the rules for other public offices.**

## Further scrutiny

42. Police and crime commissioners are a lynchpin in the new landscape of policing. The next PCC elections in three years (2016) will be an appropriate time for an overall assessment of what has actually been achieved by the Commissioners, and whether the change which has occurred could be considered a successful alternative to the previous arrangements. In the meantime, we will return to this issue in a major Report a year on from their appointment: we will be looking at the effectiveness of the current commissioners and how their work is contributing to crime reduction and cost efficiency.

43. In order to hold the Commissioners to account, this Report sets out the first register of PCCs' interests. It is clear that this kind of national picture will be valuable to the electorate and to the commissioners themselves. In future, we expect an independent national body such as HMIC to take on the responsibility for compiling a complete register. This will complement and strengthen the system of local accountability that is already in place.

## Annex I: information PCCs are required to publish

Elected Local Policing Bodies (Specific Information) Order 2011 SI 2011/3050	<b>What?</b>	<b>When?</b>
Paragraph 3 (a)-(e) of schedule 1	In relation to the income and expenditure of the elected local policing body— (a) the total budget of the elected local policing body; (b) where the elected local policing body is a police and crime commissioner, the precept issued by the commissioner; (c) information as to each anticipated source of revenue of the elected local policing body (other than, in the case of a police and crime commissioner, the precept); (d) information as to the proposed expenditure of the elected local policing body; (e) a copy of the annual investment strategy of the elected local policing body;	In respect of each financial year, before the beginning of the financial year to which it relates.
Paragraph 3 (f)-(g) of Schedule 1	(f) information as to each crime and disorder reduction grant made by the elected local policing body, including the conditions (if any) attached to the grant, the recipient of the grant, the purpose of the grant and the reasons why the body considered that the grant would secure, or contribute to securing, crime and disorder reduction in the body's area; [ (g) information as to each item of expenditure of— (i) the elected local policing body, or (ii) the chief officer of the police force maintained by the body, exceeding £500 (other than a crime and disorder reduction grant made by the elected local policing body), including the recipient of the funds, the purpose of the expenditure and the reasons why the body or the chief officer (as the case may be) considered that good value for money would be obtained.	Each month, as soon as practicable after the end of the month to which it relates.
Paragraph 4 (a) of Schedule 1	4. In relation to the property, rights and liabilities of the elected local policing body— (a) the identity of any premises or land owned by, or occupied for the purposes of, the elected local policing body;	As soon as practicable after an election, and shall be reviewed each year thereafter and any variation published
Paragraph 4 (b)-(c) of schedule 1	[ (b) a copy of each contract with a value exceeding £10,000 to which— (i) the elected local policing body, or (ii) the chief officer of the police force maintained by the body, is or is to be a party; (c) a copy of each invitation to tender issued by— (i) the elected local policing body, or (ii) the chief officer of the police force maintained by the body, in relation to a contract which the body or chief officer (as the case may be) expects will have a value exceeding £10,000;	As soon as practicable after it becomes available to the elected local policing body—
Paragraph 4(d)	(d) a list of every contract with a value not exceeding £10,000 to which— (i) the elected local policing body, or	Quarterly, as soon as

	(ii) the chief officer of the police force maintained by the body, is or is to be a party, including the value of the contract, the identity of every other party to the contract and the purpose of the contract.	practicable after the end of the quarter to which it relates.
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## Annex II: Chief Constables' pay

The salaries of senior officers vary according to the size of the force. New rules will allow PCCs to vary the existing starting salaries for Chief Constables by up to 10%. Under this arrangement the new chief constable of Essex, Stephen Kavanagh, will be paid £192,163—a basic wage of £148,000, an allowance of £22,000 and a housing subsidy of £7,000.

### Pay Structure from 1st September 2010

Forces	Chief Constable Salary	Deputy C C Salary
Metropolitan Police	£260,088	£214,722
West Midlands Greater Manchester	£181,455	£139,119
Strathclyde	£178,431	£139,119
West Yorkshire	£169,359	£135,489
Thames Valley	£160,290	£132,237
Merseyside Northumbria	£157,260	£129,744
Hampshire	£154,233	£127,248
Kent Lancashire Devon & Cornwall	£151,215	£124,749
South Yorkshire Essex Avon & Somerset Sussex South Wales	£148,194	£122,256
Nottinghamshire Lothian & Borders	£142,143	£117,264
Hertfordshire West Mercia Cheshire Humberside Staffordshire Leicestershire Derbyshire	£139,119	£114,771
Surrey Norfolk	£136,092	£112,278
Cleveland Durham Cambridgeshire North Wales North Yorkshire Gwent	£133,068	£109,782

<p>Grampian Northamptonshire Suffolk Dorset Wiltshire Bedfordshire</p>		
<p>Gloucestershire Lincolnshire Cumbria Warwickshire Dyfed-Powys Tayside</p>	<p>£130,044</p>	<p>£108,873</p>



# Conclusions and recommendations

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## Introduction

1. In areas such as Greater Manchester, police and crime commissioners will represent the interests of millions of people. With so much power concentrated in the hands of a single individual, it is vital that there is clear and objective scrutiny and an effective system of checks to ensure that the role is performed to the highest standards of integrity and competence. The Government has created a system that relies on local scrutiny and the main check is at the ballot box. In this Report, we show that regular, national comparisons are important for public confidence and draw together the first register of PCCs interests. (Paragraph 4)

## Scrutiny of PCCs

2. Where a police and crime commissioner exercises his power to suspend a chief constable, it is the PCC's responsibility under Schedule 8 to the Police Reform and Social Responsibility Act 2011 to inform the Police and Crime Panel. In the Lincolnshire case, however, the public was left in the dark about the reasons for the suspension and the Police and Crime Panel took no action to avert or even review an intervention that was ultimately thrown out of court. The Police and Crime Panel seemed totally incapacitated by erroneous legal advice that it was unable to investigate the Commissioner's course of action, so that the PCC did not even appear before the Panel for over 2 months. (Paragraph 9)
3. We recommend that where a PCC proposes to exercise his power to suspend a chief constable under section 38 of the Police Reform and Social Responsibility Act, there must be immediate review of the action by the Police and Crime Panel. In addition, the Police and Crime Commissioner must give the Panel and the chief constable a written explanation of the reasons for the suspension. (Paragraph 10)
4. In between elections, the Police and Crime Panel is, in all but the most extreme circumstance, the only check on a PCC's power over local policing. All three of the PCP chairs we heard from believed that their Panels did not have strong powers to hold a PCC to account. Parliament has defined the power of PCPs and it is the responsibility of the PCPs to exercise their powers. We are concerned that incompetent legal advisers appear to have sought to prevent PCPs from even meeting to scrutinise key and highly questionable decisions by PCCs, for instance the suspension of the chief constable in Lincolnshire and the fiasco concerning the appointment of a "Youth Commissioner" in Kent. It is in such circumstances that a PCP chair needs to ensure that the PCP meets urgently. If they fail to do so, on the basis of wholly inappropriate legal advice or otherwise, the process of local scrutiny of the PCP role falls into disrepute. (Paragraph 11)
5. Local scrutiny relies on the engagement of the public in the force area. With this in mind, we note the comments of Jenny Watson, Chair of the Electoral Commission, in its report on the PCC elections, that "the extremely low turnout – at just 15.1% – must be a concern for anyone who cares about democracy". We have not yet taken

evidence on this issue, but will return to the matter in our forthcoming inquiry later this year. (Paragraph 12)

6. a number of PCCs have so far failed to publish the required financial information, or disclose the details of their own interests and allowances. The Home Office must monitor compliance with legal responsibilities to publish information and publish a list of non-compliant PCCs. (Paragraph 14)
7. We are disappointed to note that not all Police and Crime Commissioners are meeting the standards of openness that we would expect. We conducted a survey of Police and Crime Commissioners' websites to investigate whether the necessary information was being published clearly. On 19 April 2013, we found that 10 PCCs had met their statutory obligations and published the full financial data required. Those were Avon and Somerset (Sue Mountstevens), Bedfordshire (Olly Martins), Cambridgeshire (Sir Graham Bright), Cheshire (John Dwyer), Hampshire (Simon Hayes), Merseyside (Jane Kennedy), Surrey (Kevin Hurley), Warwickshire (Ron Ball), West Mercia (Bill Longmore) and West Yorkshire (Mark Burns-Williamson). (Paragraph 18)
8. Our search suggested that 12 PCCs have yet to publish their annual budget data online: Cleveland (Barry Coppinger), Cumbria (Richard Rhodes), Derbyshire (Alan Charles), Devon and Cornwall (Tony Hogg), Essex (Nick Alston), Hertfordshire (David Lloyd), Humberside (Matthew Grove), Leicestershire (Sir Clive Loader), Norfolk (Stephen Bett), South Yorkshire (Shaun Wright), Suffolk (Tim Passmore) and North Wales (Winston Roddick). (Paragraph 19)
9. Following our evidence session with the Home Secretary on 18 April 2013, we understand that PCCs were contacted to encourage them to publish this data. However, on 3 May 2013, five PCCs still had not published annual budget data online—Humberside (Matthew Grove), Leicestershire (Sir Clive Loader), Norfolk (Stephen Bett), North Wales (Winston Roddick CB QC) and Suffolk (Tim Passmore). (Paragraph 20)
10. Where Police and Crime Commissioners are considered to have exceeded their powers or otherwise behaved inappropriately, it is unacceptable that those who expose the matter should be at risk of losing their jobs, or face other reprisals. (Paragraph 21)
11. We do not accept that a national register of PCCs' interests is not necessary. There was unanimous agreement among the Police and Crime Commissioners we called for evidence that such a register would be a fair and helpful way to hold PCCs to account. If a national register is being compiled for chief constables, it makes clear sense to do the same for their elected counterparts. (Paragraph 22)
12. While it should be for the local electorate to determine a PCC's suitability for the role, an informed choice would be facilitated by a reliable central register which would provide a ready comparison and a reliable source. The lack of such information centrally will inevitably encourage rumours, media speculation and suspicion, which may well be totally unfounded. We strongly recommend that an independent national body such as Her Majesty's Inspectorate of Constabulary

compile and publish a central register of police and crime commissioners' financial interests, pay and perks packages, gifts and hospitality, outside interests including second jobs on an annual basis. In the absence of such a register, we will attempt to do so, but it would be far preferably for an independent national body to undertake this essential function. Until this happens, we will undertake this task. (Paragraph 23)

### Salaries and offices

13. Several Police and Crime Commissioners indicated to us that they would not be seeking re-election to other offices, such as local councils. The three PCCs who gave evidence to us attested to the severe demands on their time and believed that juggling the office of PCC with other jobs would be impossible. On the other hand, other Police and Crime Commissioners are retaining second jobs such as directorships of large companies, which may not easily be compatible with a full time and demanding office. (Paragraph 32)

### Costs to the public

14. In order to ensure that PCCs allocate their budgets effectively and fairly and that OPCC budgets continue to be comparable across the country, we recommend that the Government publishes a list of the costs of each OPCC compared with previous years. (Paragraph 34)

### PCCs' profile

15. High barriers to entry—the requirement for 100 signatures and a £5,000 deposit—are intended to uphold the integrity of the office of Police and Crime Commissioner and to discourage frivolous candidacies. Although this may well be appropriate, it might also have an effect on competition and diversity in the PCC elections. Therefore, it is our intention to return to this question later this year, in our inquiry on PCCs. While we recognise that PCCs must be of the highest integrity, we also believe that the rules barring anyone from standing who has a criminal conviction for an imprisonable offence, even as a juvenile, are excessive and should be brought into line with the rules for other public offices. (Paragraph 41)

### Further security

16. Police and crime commissioners are a lynchpin in the new landscape of policing. The next PCC elections in three years (2016) will be an appropriate time for an overall assessment of what has actually been achieved by the Commissioners, and whether the change which has occurred could be considered a successful alternative to the previous arrangements. In the meantime, we will return to this issue in a major Report a year on from their appointment: we will be looking at the effectiveness of the current commissioners and how their work is contributing to crime reduction and cost efficiency. (Paragraph 42)
17. In order to hold the Commissioners to account, this Report sets out the first register of PCCs' interests. It is clear that this kind of national picture will be valuable to the

electorate and to the commissioners themselves. In future, we expect an independent national body such as HMIC to take on the responsibility for compiling a complete register. This will complement and strengthen the system of local accountability that is already in place. (Paragraph 43)

# Formal Minutes

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**Thursday 16 May 2013**

Members present:

Keith Vaz, in the Chair

James Clappison  
Michael Ellis  
Lorraine Fullbrook

Steve McCabe  
Mark Reckless  
Mr David Winnick

Draft Report (*Police and Crime Commissioners: Register of Interests*), proposed by the Chair, brought up and read.

*Ordered*, That the draft Report be read a second time, paragraph by paragraph.

Paragraphs 1 to 43 read and agreed to.

Annexes agreed to.

*Resolved*, That the Report be the First Report of the Committee to the House.

*Ordered*, That the Chair make the Report to the House.

*Ordered*, That embargoed copies of the Report be made available, in accordance with the provisions of Standing Order No. 134.

[Adjourned till Tuesday 4 June at 2.30 p.m.]

## List of Reports from the Committee during the current Parliament

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### Session 2012–13

First Report	Effectiveness of the Committee in 2010–12	HC 144
Second Report	Work of the Permanent Secretary (April–Dec 2011)	HC 145
Third Report	Pre-appointment Hearing for Her Majesty’s Chief Inspector of Constabulary	HC 183
Fourth Report	Private Investigators	HC 100
Fifth Report	The work of the UK Border Agency (Dec 2011–March 2012)	HC 71
Sixth Report	The work of the Border Force	HC 523
Seventh Report	Olympics Security	HC 531
Eighth Report	The work of the UK Border Agency (April–June 2012)	HC 603
Ninth Report	Drugs: Breaking the Cycle	HC 184
Tenth Report	Powers to investigate the Hillsborough disaster: interim Report on the Independent Police Complaints Commission	HC 793
Eleventh Report	Independent Police Complaints Commission	HC 494
Twelfth Report	The draft Anti-social Behaviour Bill: pre-legislative scrutiny	HC 836
Thirteenth Report	Undercover Policing: Interim Report	HC 837
Fourteenth Report	The work of the UK Border Agency (July–September 2012)	HC 792

### Session 2010–12

First Report	Immigration Cap	HC 361
Second Report	Policing: Police and Crime Commissioners	HC 511
Third Report	Firearms Control	HC 447
Fourth Report	The work of the UK Border Agency	HC 587
Fifth Report	Police use of Tasers	HC 646
Sixth Report	Police Finances	HC 695
Seventh Report	Student Visas	HC 773
Eighth Report	Forced marriage	HC 880
Ninth Report	The work of the UK Border Agency (November 2010–March 2011)	HC 929
Tenth Report	Implications for the Justice and Home Affairs area of the accession of Turkey to the European Union	HC 789
Eleventh Report	Student Visas – follow up	HC 1445
Twelfth Report	Home Office – Work of the Permanent Secretary	HC 928
Thirteenth Report	Unauthorised tapping into or hacking of mobile communications	HC 907

Fourteenth Report	New Landscape of Policing	HC 939
Fifteenth Report	The work of the UK Border Agency (April-July 2011)	HC 1497
Sixteenth Report	Policing large scale disorder	HC 1456
Seventeenth Report	UK Border Controls	HC 1647
Eighteenth Report	Rules governing enforced removals from the UK	HC 563
Nineteenth Report	Roots of violent radicalisation	HC 1446
Twentieth Report	Extradition	HC 644
Twenty-first Report	Work of the UK Border Agency (August-Dec 2011)	HC 1722