

From: Ann Barnes, Kent Police and Crime Commissioner
To: Kent Police and Crime Panel
Subject: Stage 2 Staff Transfers

Executive Summary

Following the successful transfer of a majority of police staff to the employment of the Chief Constable on April 1st 2014 under Stage 2 Transfers, this has paved the way for the Chief Constable and Commissioner to undertake an innovative piece of work to refresh and invigorate the way Kent Police and the Office of the Police and Crime Commissioner engages with the people of Kent.

On April 1st 2014, all police staff (with the exception of those employed in the Office of the Police and Crime Commissioner, The Corporate Communications and Staff Satisfaction Team) transferred from the employment of the Commissioner to the Chief Constable under an agreed Stage 2 Transfer Scheme.

Under the terms of the transfer, schemes had to be approved by the Home Secretary, however the actual division of staff between the Commissioner and Chief Constable was up to local discussion and agreement to find a model that works best locally.

In Kent, the timing of Stage 2 transfers has coincided neatly with a wider planned review of engagement and communication functions and priorities contained in the Commissioner's Police and Crime plan. The joint vision of the Commissioner and Chief Constable is to truly embed two-way engagement and communication with the people of Kent at the heart of everything Kent Police does. While this work continues, there has been no change to working practices, with the Chief Constable maintaining effective direction and control of the Corporate Communications and Staff Satisfaction teams.

Introduction

1. At the 5th November Police and Crime Panel meeting, the Commissioner set out the background, process and principles concerning Stage 2 Transfers. To briefly recap, these include:
 - The Police Reform and Social Responsibility Act (the Act) created two new corporation soles, the Police and Crime Commissioner and the Chief Constable.
 - At the point when Police Authorities ceased to exist, all police staff (previously employed by the Police Authority) 'transferred' to the employment of the Commissioner.
 - The Government directed that Commissioners and Chief Constables should agree on a 'second transfer' of police staff between the Commissioner and the Chief Constable.
 - There was no guidance given around what the transfer should look like (i.e. no one size fits all), with the expectation being that the final transfer schedule being down to local discussion and agreement.
 - The second transfer happened on 1st April, 2014.

- Ahead of this date, 'Transfer Schedules' (which essentially set out who will employ which groups of police staff) needed to be submitted to the Home Secretary for approval.

Update since the last Police and Crime Panel meeting

2. On the 5th February, 2014 the Home Secretary approved the Kent Transfer Schedule without amendment and the transfer went ahead on 1st April, 2014.
3. Under the agreed terms of the transfer, the Commissioner retained the existing employment of staff in the Office of the Police and Crime Commissioner (OPCC), Corporate Communications and Staff Satisfaction Teams. All other police staff transferred to the employment of the Chief Constable.

Next Steps

4. The Commissioner and Chief Constable have jointly commissioned work to better understand the engagement needs of Kent communities. This work, involving extensive research with the people of Kent, seeks to understand whether there is a need for change around the way engagement is done and make recommendations (should there be a case for change) to the Chief Constable and Commissioner around how this could be achieved. The aspiration of this work is to truly embed two-way engagement with the people of Kent at the heart of everything Kent Police and Commissioner does. This work also links directly to the "*Understand the benefits of a joint programme of community engagement and encourage the development of such a programme*" priority in the Commissioner's Police and Crime Plan.
5. The work is underpinned by the principles that were jointly agreed at outset of Stage 2:
 - To ensure that the Commissioner can fulfil responsibilities to hold the Force to account in an effective way, and to ensure the operational independence of the Chief Constable.
 - To ensure that the Commissioner can fulfil her responsibility to deliver the Police & Crime Plan.
 - To ensure, as the directly elected representative, the Commissioner can fulfil her key role as the community's voice in policing and her responsibility to ensure effective engagement with the public of Kent.
 - To recognise the distinctive strategic requirements of the Commissioner's role as opposed to the operational matters for the Chief Constable.
 - To minimise costs to Council Tax payers, as far as possible.
6. While the above work continues, there has been no change to working practices. The Chief Constable continues to maintain, for the time being, effective direction and control of the Corporate Communications and Satisfaction Survey Teams.
7. This work is currently on-going and the Commissioner and Chief Constable intend to fully consult and engage will all staff should any recommendations be taken forward.