

To: Surrey Police Authority
Date: 6th February 2012
By: Alison Bolton, Chief Executive
Title: Update on Transition to PCCs

Purpose of Report/Issue:

Members are asked to note the progress being made by Surrey Police Authority on transition towards new arrangements for police governance with the arrival of a Police and Crime Commissioner.

Recommendation(s) -

Members are asked to note the report.

Equalities / Human Rights Implications – compliance with Equality and Diversity and Human Rights requirements are included within the Transition Action Plan.

Risk – risks associated with transition are covered in the Transition Action Plan. An overarching risk on Transition to PCCs is included in the Authority's risk register.

Attachments: None

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1. Background

- 1.1. The Police Reform and Social Responsibility Act received Royal Assent in September 2011. The Act replaces Police Authorities with a directly elected Police and Crime Commissioner (PCC) for each policing area in England and Wales to oversee policing in that area.
- 1.2. The elections for the first PCCs will be on 15th November 2012 with the PCCs taking up their post on 22nd November 2012. Until midnight on 21st November, Police Authorities will continue to oversee policing. PCCs will be scrutinised by Police and Crime Panels made up of representatives from every local council in the policing area and some independent members.
- 1.3. There is a great deal of work to be done to ensure effective transition to the new form of governance. This report gives an overview of the work to be undertaken and the progress being made in Surrey on the transition project.

2. Transition Work Streams

2.1 The main areas of transition work are as follows:

- Transfer of police staff (Stage 1) – all police staff (to include Police Authority staff) will transfer in the first instance from the employment of the Police Authority to the PCC. Work needs to be carried out to ensure staff are aware of changes, the transfer happens smoothly and that issues of direction and control of staff are resolved.
- Transfer of assets (Stage 1) – all assets such as buildings, IT, vehicles etc will be transferred from the Police Authority to the PCC on 22nd November 2012. This will be by means of a statutory transfer order, yet will still require considerable work and due diligence to ensure all assets are properly identified
- A second stage transfer of staff and assets which could see a split between the PCC and the Chief Constable is expected to take place by April 2014. We are already looking at the implications of this Stage 2 transfer.
- Financial Code – a financial code of management for the police service has been published by the Home Office setting out the roles and responsibilities of the PCC and Chief Constables. The code will need to be considered for Surrey Police's future financial, accountancy and auditing arrangements.
- Policing Protocol – this has been developed to set out the differing responsibilities of the PCC and Chief Constable.
- Elections – secondary legislation will provide details on how the elections will be run. Each policing area will need to ensure electoral arrangements are in place. In Surrey, Guildford Borough Council will take the lead on this work and will provide the Police Area Returning Officer.

- Briefing and information for PCCs – PCC candidates will need to be provided with information on areas such as nomination and election, the responsibilities of a PCC, the Act and key information about the local policing area. We are working closely with colleagues in Surrey Police to develop this area of work.
- Strategic Policing Requirement – the Home Secretary has issued a new Strategic Policing Requirement. This will need to be reflected in the PCC's first Police and Crime Plan and PCCs and Chief Constables will need to have regard to the requirement. Work needs to be done to understand the requirement and whether police forces are currently compliant.
- Setting up the Office of the PCC – from 22nd November, the PCC will have support staff and an office in place. Work needs to be done to provide the PCC with options of how they wish to be supported, where they would like to be accommodated, to provide a website and logo etc. In the first instance, the existing team of Authority staff will automatically transfer to the Office of the Commissioner.
- Governance – The existing, committee-based structure of decision-making and accountability will disappear with the abolition of the Authority. We are working on options for future models of governance, oversight and decision-making to ensure that the PCC can make open and transparent decisions and is able to effectively hold the Chief Constable to account.
- Communication of changes – a great deal of work is needed on communicating the changes both internally and externally. This includes providing information to the public on the changes to governance and the election process, giving staff information on what the changes mean for them and communication with partners with whom the Commissioner will have new and different relationships.
- Changes to partnership arrangements and funding – the PCC will have a wider remit than policing alone, being expected to work with the wider criminal justice sector. He or she will take over a number of funding streams that currently go to partners such as CSPs. Work needs to be done to understand what areas of community safety the PCC will have responsibility, how funding arrangements will work and how the PCC will commission services and issue grants.
- Preparation for early PCC decisions – during the first few weeks of office the PCC will be required to develop a proposed budget/precept and Police and Crime Plan. Work needs to be carried out to prepare options and information to the PCC for making these decisions.
- Setting up the Police and Crime Panel – the Police and Crime Panel will operate in full from November 2012 but exist in shadow form from the summer. The responsibility for setting up the panel falls to the local authorities, but we plan to work closely with them to ensure the panel's members can be properly briefed and effective

from day one. Work needs to be carried out to create the panel including its membership, support arrangements and constitution and a training plan needs to be put in place for members of the panel.

3. Progress on Transition in Surrey

- 3.1 Surrey Police Authority (SPA) has set up a transition steering group. This group is chaired by the SPA Chief Executive, Alison Bolton, and involves other SPA officers, senior Surrey Police staff and officers, Surrey County Council (the council potentially hosting the Police and Crime Panel) and Guildford Borough Council (the returning council for the election of PCCs). This steering group is meeting monthly and is overseeing the action plan to ensure transition preparation is on track.
- 3.2 Feeding into this group is a Surrey Police PCC Transition Meeting. This group is focusing on more task-orientated issues where the force will be carrying out much of the work, for example, due diligence around the transfer of assets and staffing. A SPA officer also sits on this group to ensure co-ordination. This group reports into the Transition Steering Group and the force Chief Officer Group.
- 3.3 In addition, there is a Surrey PCC Partnership Transition working group. This group is focusing on planning for what the PCC will need from partners in terms of information, what partners will need from the PCC, how the PCC will work with partners and future funding of partnerships and commissioning of services. The group involves representatives from statutory community safety partners in Surrey, including Surrey Police and the local authorities, and is chaired by the Police Authority's Partnership Policy Officer. It reflects the wider remit of the PCC by also including representatives from Probation, Criminal Justice, Health and the Drug and Alcohol Action Team. This group reports into the Transition Steering Group and into the county-wide Public and Community Safety Board.
- 3.4 A chart showing the relationship between these groups is attached.
- 3.5 To support transition work a high level project plan is in place to provide an overview of project progress. This is underpinned by a detailed action plan.
- 3.6 Progress is being made in many areas of the transition action plan, including:
 - Transition groups are set up and meeting regularly
 - An internal and external communications plan has been developed and initial internal communications started
 - A website page has been developed for information on PCCs and to provide a resource for PCC candidates

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- A Surrey Partnership Transition Conference is planned for 23 May 2012 to bring together all Surrey partners affected by the change to PCCs
- Proposals for the setting up of the Police and Crime Panel are being developed by the proposed “host” authority, Surrey County Council
- The returning officer for the election has been confirmed (from Guildford Borough Council) and the Surrey election officers group has met to begin planning the PCC election
- The force finance team has mapped out the work required to ensure transfer of assets
- Surrey Police HR staff are planning the transfer of staff.
- The Police Authority team of staff is due to be TUPE'd from the employment of the County Council to the employment of the Police Authority from 1st April in order to ensure its smooth transfer to the PCC's office.
- A briefing schedule for candidates has been developed
- Briefings have been provided to all CSPs and to many other partners on PCCs and Police and Crime Panels.

4. Next Steps

- 4.1 The Authority will continue to work on plans for transition and will bring a further update to the Authority in May.

