

Police and Crime Commissioner for Surrey – Decision Making Record

Title: Renewal of Assistant Police and Crime Commissioner Contract
Decision number: 060/2014
Author and Job Role: Johanna Burne, Chief Executive
Protective Marking: Part One

Executive Summary:

In April 2013 the Commissioner decided to appoint two Assistant Commissioners to his team. Shiraz Mirza (Surrey Partnership Ltd) became Assistant Commissioner (Equality & Diversity) and Jane Anderson became Assistant Commissioner (Victims). They officially took up post on 1st May 2013 on a short term, one-year contract. This paper asks for a decision to renew the contract for Shiraz Mirza for a further short-term, one-year contract. The contract for Jane Anderson has been temporarily extended to July 2014 and will be subject of a separate decision paper.

The role of Police & Crime Commissioner is a significant one and considerably broader than the 17 strong Police Authority that it succeeds. The Commissioner has now set his Police & Crime Plan and has identified two specific areas – support for victims and equality and diversity issues - where Assistant Commissioners will be able to help him deliver against his plan and importantly, make a real difference to policing and community safety issues in Surrey. Copies of the role descriptions for both Assistant Commissioners have been published on the Commissioner's website.

Shiraz Mirza (Surrey Partnership Ltd) is a champion for the interests of minority and hard-to-reach groups in Surrey, ensuring they receive an excellent service from the police and from other criminal justice partners. He works to build links and networks with traditionally 'hard-to-reach' communities. The Commissioner is keen to engage with these communities on a range of issues, including overcoming barriers to recruitment to the police service and better understanding the experiences of victims of hate crime as they progress through the criminal justice system.

Shiraz Mirza has a long and distinguished history of community engagement work. His energy and enthusiasm for forging links with groups from all different walks of life, cultures and religions will help the Commissioner establish links with minority and hard to reach groups in the county. Shiraz is a Liberal Democrat member and former Mayor of the Council of the Royal Borough of Kingston-upon-Thames.

The Assistant Commissioners, whilst a key part of the Commissioner's team, are not permanent members of staff. The Commissioner is not therefore obliged to undertake a recruitment process in the same way he would for a member of staff. Instead, he has identified two individuals who have particularly relevant skills and experience for the roles. In May 2013, Shiraz Mirza entered into a 12-month contract with the Commissioner. The work of the Assistant PCC has been reviewed by the PCC. The PCC is satisfied that Mr Mirza is carrying on his role and wishes to enter into a further short-term one year contract with Mr Mirza to continue to carry out the engagement work that he has championed.

The appointment is due to be reviewed by the Police and Crime Panel in June 2014.

Hours of work and remuneration

It is expected that Assistant Commissioner Shiraz Mirza will be engaged for around 16 days a month. The exact demands on his time are likely to vary from week to week. He will receive a maximum of £2564 per annum for his services.

Recommendation

That Shiraz Mirza is appointed Assistant Commissioner (Equality & Diversity) with effect from 1st May 2014 for a period of one year.

Police and Crime Commissioner Approval

I approve the recommendation(s):

Signature: 

Date: 30/04/2014

All decisions must be added to the decision register.

Areas of consideration

Consultation

The appointments will be subject to scrutiny by the Police & Crime Panel. A review of the arrangements for Assistant PCCs will go to the Police and Crime Panel in June 2014.

Financial implications

The Assistant Commissioner will be remunerated at a maximum rate of £2564 per month.

Legal

Not applicable.

Risks

The appointments help to mitigate the risks inherent in one individual being responsible for a significant remit and responsibility.

Equality and diversity

It is expected that the Assistant Commissioner (Equality & Diversity) will help to ensure that the Commissioner is delivering against all his obligations in respect of equality and diversity.