Police and Crime Commissioner for Surrey – Decision Making Record

Report Title	Renewal of Contract – Shiraz Mirza
Decision number:	093/2015
Author and Job Role:	Alison Bolton, Chief Executive
Protective Marking:	Part One

Executive Summary:

Since April 2013, Shiraz Mirza (Surrey Partnership Ltd) has been providing advice to the Police & Crime Commissioner on matters of equality and diversity. The Commissioner believes that he has received an exceptional level of service from Surrey Partnership Ltd and wishes to extend the existing contract with them for a further year, following the expiration of the current contract period. This paper records a decision to renew the contract and to increase the number of days provided by Shiraz Mirza to the PCC from 16 to 20 per month.

After taking office, the Commissioner identified two specific areas – support for victims and equality and diversity issues - where additional support would be able to help him deliver against his plan and importantly, make a real difference to policing and community safety issues in Surrey.

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 work. His energy and enthusiasm for engaging with groups from all different walks of life, cultures and religions has helped the Commissioner establish links with minority and hard to reach groups in the county. Shiraz is also a Liberal Democrat member and former Mayor of the Council of the Royal Borough of Kingston-upon-Thames.

Mr Mirza is not a member of the PCC's staff and therefore, the Commissioner is not obliged to undertake a recruitment process. Instead, he has identified a consultant with unique, relevant skills and experience for the role. The PCC 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 2015.

Hours of work and remuneration

It is expected that Shiraz Mirza will be engaged for around 20 days a month. The exact demands on his time are likely to vary from week to week. He will receive a maximum of £3,269 per month for his services.

Recommendation

That the contract with Surrey Partnership Ltd is renewed for an additional year until 30th April 2016 and the number of hours worked be increased from 16 to 20 days per month.

Police and Crime Commissioner Approval

I approve the recommendation(s):

Signature:

an they

Date: 03/06/2015

All decisions must be added to the decision register.

Areas of consideration

Consultation

The decision will be reviewed by the Police & Crime Panel in June 2015.

Financial implications

An additional £705 per month from the PCC's budget.

Legal

None.

Risks

None.

Equality and diversity None.

Risks to human rights None.