

Police and Crime Commissioner for Surrey – Decision Making Record

Title: Renewal of Assistant Police and Crime Commissioner Contract
Decision number: 066/2014
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. The contract Jane Anderson was temporarily extended to July 2014. This paper asks for a decision to renew the contract for Jane Anderson for a further year to July 2015. The contract for Shiraz Mirza was subject of a separate decision paper (060/2014).

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.

Jane Anderson is the Victims Champion for Surrey's Criminal Justice Partnership and has a genuine interest in and ability to understand the needs and feelings of victims. Jane has built on her victim champion role and taken this forward in the office of the PCC. Her excellent knowledge and understanding of the criminal justice system in Surrey has been invaluable to the Commissioner. She has met with many victim support organisations and victims themselves in Surrey and produced recommendations for improvement which have been taken forward. She has also helped with the funding decisions for the PCC. The PCC values Jane's work highly and has given a paper to the Police and Crime Panel notifying them of his intention to renew her contract.

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.

The appointment was reviewed by the Police and Crime Panel in June 2014.

Hours of work and remuneration

Assistant Commissioner Jane Anderson is employed for 3 days a week at a full time equivalent rate of £41727.

Recommendation

That Jane Anderson is re-appointed as Assistant Commissioner (Victims) with effect from 1st July 2014 for a period of one year.

Police and Crime Commissioner Approval

I approve the recommendation(s):

Signature: 

Date: 16/07/2014

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 went to the Police and Crime Panel in June 2014.

Financial implications

The Assistant Commissioner will be remunerated at full time equivalent rate of £41272 for 3 days a week.

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 (Victims) will help to ensure that the Commissioner is delivering against all his obligations in respect of equality and diversity.