



Senior Salaries Review Body

Review Body Chair: Dr Martin Read, CBE

Review of Police and Crime Commissioner Remuneration

Call for evidence document

5 February 2018

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Section 1: Introduction

1.1 In December 2017, the Home Secretary asked the Senior Salaries Review Body (SSRB) to conduct a review of Police and Crime Commissioner (PCC) remuneration. In particular, the SSRB is to consider:

- Whether the level of PCC pay remains set at an appropriate level, given how the role has evolved and the additional statutory functions taken on by PCCs.
- If there is evidence that an uplift is required, whether that should be applied consistently across police force areas or whether it should be applied differently according to local factors.
- The timing and frequency of future reviews.¹

1.2 This call for evidence document represents one strand of evidence collection for the requested review of PCC pay. This is an open call for evidence to enable all of those with an interest in this issue to contribute their views.

Previous reviews of PCC pay

1.3 The last substantial review of the pay of Police and Crime Commissioners (PCCs) was in 2011 ahead of the first election of PCCs in 2012. In October 2011 the SSRB made recommendations, accepted by government, that the pay of PCCs should be between £65,000 and £100,000 and be broadly linked to the size and complexity of the respective police forces. Those pay levels are set out in Appendix B and have been in place since PCCs were first elected in November 2012.

1.4 In both 2014 and 2015, the SSRB considered the pay of PCCs as part of their annual remit. In both years, a recommendation was made by the SSRB, accepted by government, that the pay of PCCs should remain unchanged.

¹ The remit letter from the Home Secretary is at Appendix A.

1.5 In 2016 and 2017, the Home Secretary wrote to the SSRB to say that the government was considering proposals to extend the remit of PCCs and, until the nature of the PCC role was clearer, they would not be in a position to accept a recommendation to increase PCC pay. The SSRB did not therefore make a recommendation on PCC pay in either of these years.

The role of a PCC

1.6 PCCs are elected representatives who work to ensure police forces in England and Wales are running effectively. They were created under the Police Reform and Social Responsibility (PRSR) Act 2011 which states that PCCs must:

- secure an efficient and effective police force for their area;
- appoint the Chief Constable, hold them to account for running the force, and if necessary dismiss them;
- set the police and crime objectives for their area through a police and crime plan;
- set the force budget and determine the precept;
- contribute to the national and international policing capabilities set out by the Home Secretary; and
- bring together community safety and criminal justice partners, to make sure local priorities are joined up.²

1.7 Each police force area in England and Wales, with the exception of London and Manchester,³ has an elected PCC. Neither Scotland nor Northern Ireland has PCCs. Policing and justice powers in those countries are devolved to the Scottish Parliament and Northern Ireland Assembly respectively.

1.8 PCCs are elected for a four year term and the first elections for PCCs were held on 15 November 2012, with the new commissioners taking office on 22

² Police Reform and Social Responsibility (PRSR) Act 2011:
<http://www.legislation.gov.uk/ukpga/2011/13/contents/enacted>

³ In London, these responsibilities belong to the Mayor's Office for Policing and Crime (MOPAC). In 2017, the PCC role for Greater Manchester police was abolished and the Mayor of Greater Manchester took on responsibility for policing and crime.

November 2012. Further elections were held on 5 May 2016. There are currently 40 elected PCCs.

Changes to the PCC role

- 1.9 Since the last review of PCC pay in 2011, the role of PCCs has evolved and expanded. In October 2014, the government transferred responsibility for the commissioning and referral of local victim services to PCCs to ensure support was tailored to local need. This replaced a system where the majority of services for victims were provided at a national level by government.
- 1.10 Two further changes to PCC responsibilities were brought in by the Policing and Crime Act of 2017.⁴ The first enabled PCCs to take on responsibility for key parts of the police complaints system in order to bring greater accountability and independence to the complaints process.
- 1.11 The second change enabled PCCs to hold their local fire and rescue services to account. This means PCCs can potentially create a single employer for both police and fire personnel if they are able to demonstrate a clear business case for doing so. To date, only one PCC has taken on responsibility for local fire and rescue services.⁵

⁴ Policing and Crime Act of 2017:

http://www.legislation.gov.uk/ukpga/2017/3/pdfs/ukpga_20170003_en.pdf

⁵ <https://www.gov.uk/government/news/essex-pcc-to-take-on-responsibility-of-local-fire-and-rescue-service>

Section 2: Call for evidence questions

2.1 The SSRB is issuing this call for evidence to enable all those with an interest in this area to contribute their views. It is not necessary for respondents to answer all questions if they do not wish to do so. The SSRB would welcome contributions on the following questions:

- Q1. Has taking on responsibility for local victims' services referral and commissioning and police complaints had a significant effect on the work and responsibilities of PCCs, and if so how? Should it affect their pay and, if so, to what extent?
- Q2. Would, or has, taking on responsibilities for fire and rescue services have, or had, a significant effect on the work and responsibilities of PCCs? Should it affect their pay and, if so, to what extent?
- Q3. Has the PCC role changed significantly in scope and responsibility since the first post-holders were elected in ways not covered by your response to the above questions? If so, how?
- Q4. Which are the most relevant comparable public sector roles that might provide a benchmark for PCC responsibilities and pay?
- Q5. Should PCCs' pay be fixed before and for the duration of their four-year term of office? If not, how and at what points in the electoral cycle should it be reviewed?
- Q6. Should there continue to be differentiation between pay of PCCs according to police force area? If so, why and what factors should determine the extent of differentiation?
- Q7. What other factors should the SSRB take into account when reviewing pay levels for PCCs?
- Q8. Are there other matters that fall under the scope of this call for evidence that you wish to raise?

Section 3: Process for submitting evidence and next steps

3.1 This call for evidence will run for 5 weeks from 5 February and will close on 12 March.

3.2 All responses should be submitted electronically to the following email address: ssrb.pcc@beis.gov.uk . All responses should be provided on the form available on this website: <https://www.gov.uk/government/organisations/review-body-on-senior-salaries>.

When responding, please state whether you are responding as an individual or representing the views of an organisation or group.

Confidentiality and data protection

3.3 The responses to this call for evidence will not be published but the SSRB may include in its report references and quotations from evidence provided. The review body will not identify named individuals when reporting on the responses that it receives to this call for evidence unless the evidence is received from parties the SSRB routinely quotes in its normal annual review processes or if it is agreed with the individuals concerned in advance.

3.4 Information provided in response to this call for evidence, including personal information, could be subject to a request under access to information regimes (these are primarily the Freedom of Information Act 2000 (FOIA), the Data Protection Act 1998 (DPA) and the Environmental Information Regulations 2004). The Office of Manpower Economics, which provides secretariat support to the SSRB, must deal with any such request in accordance with relevant statutory framework. If you consider that any of the information that you have provided is confidential, it would be helpful if you could explain why; there is a section on the form for providing responses that allows you to input this information. This will mean that, if the Office of Manpower Economics receives a request for disclosure of the information, it can take full account of your explanation. However, we cannot give an assurance that confidentiality can be maintained in all circumstances.

Next steps

- 3.5 Responses to this call for evidence will form part of the evidence for the Review of PCC remuneration, as discussed in Section 1.
- 3.6 Queries should be sent to: ssrb.pcc@beis.gov.uk. Alternatively, the SSRB secretariat team can be contacted by telephone on: 020 7211 8315.



Home Secretary

2 Marsham Street
London SW1P 4DF
www.gov.uk/home-office

Dr Martin Read CBE
Chair
Senior Salaries Review Body
Office of Manpower Economics
Fleetbank House
2-6 Salisbury Square
London
EC4Y 8JX

7 December 2017

Dear Dr Read

SENIOR SALARIES REVIEW BODY (POLICE AND CRIME COMMISSIONERS) REMIT 2018/19

I am writing to ask you to conduct a review of Police and Crime Commissioner (PCC) remuneration.

The Chief Secretary to the Treasury wrote to you in September setting out the Government's overall approach to pay. That letter confirmed that the Government has adopted a more flexible approach to public sector pay, to address areas of skills shortages and in return for improvements to public sector productivity. The last Spending Review budgeted for one per cent average basic pay awards, in addition to progression pay for specific workforces, and there will still be a need for pay discipline over the coming years; review bodies should continue to consider affordability when making their recommendations.

The role and remit of PCCs is clearly set out in primary legislation and informed the Senior Salaries Review Body's (SSRB) initial recommendations on PCC pay in its 2011 report. Legislation enabling PCCs to make a case to assume additional responsibility for the governance of fire and rescue services took effect in April 2017.

In light of this, I refer to the SSRB the following matters for recommendation for 2018/19:

- a) Whether the level of PCC pay remains set at an appropriate level, given how the role has evolved and the additional statutory functions taken on by PCCs;
- b) If there is evidence that an uplift is required, whether that should be applied consistently across police force areas or whether it should be applied differently according to local factors;
- c) The timing and frequency of future reviews.

I place great value on the independent advice of the review body and look forward to receiving your recommendations in due course.

A handwritten signature in black ink, appearing to read 'Amber Rudd', written in a cursive style.

The Rt Hon Amber Rudd MP

Appendix B**Pay of Police and Crime Commissioners (PCCs)**

Force	PCC Salary
West Midlands, West Yorkshire	£100,000
Avon & Somerset, Devon & Cornwall, Essex, Hampshire, Kent, Lancashire, Merseyside, Northumbria, South Wales, South Yorkshire, Sussex, Thames Valley	£85,000
Cheshire, Derbyshire, Hertfordshire, Humberside, Leicestershire, Nottinghamshire, Staffordshire, West Mercia	£75,000
Bedfordshire, Cambridgeshire, Cleveland, Dorset, Durham, Gwent, Norfolk, Northamptonshire, North Wales, North Yorkshire, Suffolk, Surrey, Wiltshire	£70,000
Cumbria, Dyfed-Powys, Gloucestershire, Lincolnshire, Warwickshire	£65,000