

**POLICE AND CRIME COMMISSIONER FOR HAMPSHIRE AND
HAMPSHIRE CONSTABULARY**

JOINT AUDIT COMMITTEE – 30 JUNE 2014

**UPDATE ON THE DEVELOPMENT OF POLICIES OF THE OFFICE OF THE
POLICE AND CRIME COMMISSIONER**

**REPORT OF THE CHIEF EXECUTIVE TO THE POLICE AND CRIME
COMMISSIONER**

1. PURPOSE

- 1.1 The purpose of this report is to provide an update on the development of policies that will operate for members of staff within the Office of the Police and Crime Commissioner.

2. RECOMMENDATIONS

This report recommends that:

- 2.1 The Joint Audit Committee consider the attached work plan and timescales proposed for the project and make recommendations as appropriate to the project team.

3. BACKGROUND

- 3.1 The Police Reform and Social Responsibility Act 2011 made provision for the Office of the Police and Crime Commissioner for Hampshire and Hampshire Constabulary to become two organisations with corporation sole status. This took effect on 21 November 2012.
- 3.2 Staff engaged to work within the office of the former Hampshire Police Authority were employed under the terms and conditions of Hampshire County Council. This was due to a historical arrangement between the two organisations. Since 21 November 2012, new members of staff engaged within the OPCC have been provided with terms and conditions based upon Hampshire County Council policies, but with variations to acknowledge, for example, the OPCC's use of Hampshire Constabulary IT equipment and the responsibilities that accompany that.
- 3.3 A project has been set up to develop new policies and terms for employees within the OPCC that best reflect the organisation and the requirements of its staff in supporting the work of the Commissioner. HR support will be provided by Hampshire County Council through its service provider agreement with the OPCC, and it has developed the

attached work plan. The project is scheduled to be completed by the beginning of December 2014.

- 3.4 Since the meeting in March, progress has been made on the attached project plan to the point where a detailed report will be presented to the Senior Management Team during July. This report will ask for decisions to be made about specific policies, whether they should be included within the suite of policies being developed for the OPCC and any cost implications of doing so. Once approved, consultation will begin with staff about the change to the policies of the organisation and any impact to them of this.

Kevin Gardner
Interim Chief Executive

For further information please contact Kevin Gardner, Chief Executive, on (01962) 871595 or e-mail opcc@hampshire.pnn.police.uk

APPENDICIES:

Appendix A –OPCC Review of Policies and Terms and Conditions.

Spreadsheet containing actions, lead officer and timescales