



Meeting: Leicester, Leicestershire and Rutland Police and Crime Panel

Date/Time: Monday, 26 February 2018 at 10.00 am

Location: Sparkenhoe Committee Room, County Hall, Glenfield

Contact: Euan Walters (Tel: 0116 3052583)

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Membership

Mr. J. T. Orson JP CC (Chairman)

Cllr. John Boyce	Ms Mehrunnisa Lalani
Cllr. Lee Breckon, JP	Cllr. Abdul Osman
Cllr. Ruth Camamile	Cllr. Brian Page
Cllr. Stephen Corral	Cllr. Trevor Pendleton
Mr Keith Culverwell	Cllr. Michael Rickman
Cllr. Ratilal Govind	Cllr. Manjula Sood, MBE
Cllr. Malise Graham	Cllr. Alan Walters

Please note: this meeting will be filmed for live or subsequent broadcast via the Council's web site at www.leicestershire.gov.uk
– Notices will be on display at the meeting explaining the arrangements.

AGENDA

<u>Item</u>	<u>Report by</u>
1. Minutes of the meeting held on 31 January 2018.	(Pages 3 - 8)
2. Public Question Time.	
3. To advise of any other items which the Chairman has decided to take as urgent elsewhere on the agenda.	
4. Declarations of interest in respect of items on the agenda.	



5. Confirmatory Hearing for the Post of Chief Finance Officer.

(Pages 9 - 18)

6. Exclusion of Press and Public.

The public are likely to be excluded during the following item of business in accordance with Section 100(A) of the Local Government Act 1972:-

Panel Deliberations on the Proposed Appointment of a Chief Finance Officer.

7. Panel Deliberations on the Proposed Appointment of a Chief Finance Officer.

Following the deliberations the Chairman of the Panel will write to the PCC on the next working day, following the Confirmation Hearing, to outline the decision and recommendations of the Panel. The Candidate will also be sent a copy of the letter.

8. Date of next meeting.

The next meeting of the Panel is scheduled to take place on 28 March 2018 at 1:00pm at City Hall, Leicester.

9. Any other items which the Chairman has decided to take as urgent.

Minutes of a meeting of the Leicester, Leicestershire and Rutland Police and Crime Panel held at County Hall, Glenfield on Wednesday, 31 January 2018.

PRESENT

Mr. J. T. Orson JP CC (in the Chair)

Cllr. John Boyce
Cllr. Lee Breckon, JP
Cllr. John Bridges
Cllr. Ruth Camamile
Cllr. Stephen Corrall
Mr Keith Culverwell
Cllr. Malise Graham

Cllr. Sue Hunter
Ms Mehrunnisa Lalani
Cllr. Abdul Osman
Cllr. Brian Page
Cllr. Michael Rickman
Cllr. Manjula Sood, MBE
Cllr. Alan Walters

In attendance

Lord Willy Bach – Police and Crime Commissioner
Kirk Master – Deputy Police and Crime Commissioner
Chief Constable Simon Cole – Leicestershire Police
Paul Dawkins - Assistant Chief Officer (Finance & Resources)
Leicestershire, Northamptonshire & Nottinghamshire Police, and interim Chief Finance Officer, OPCC
Paul Hindson – Chief Executive Officer, OPCC

27. Minutes of the Confirmation Hearing held on 5 December 2017.

The minutes of the Confirmation Hearing held on 5 December 2017 were taken as read, confirmed and signed.

28. Minutes of the previous Police and Crime Panel meeting.

The minutes of the Police and Crime Panel meeting held on 5 December 2017 were taken as read, confirmed and signed.

29. Public Question Time.

There were no questions submitted.

30. Urgent items.

There were no urgent items for consideration. However, Cllr. Sood, MBE thanked Leicestershire Police for the way they were dealing with the recent murder which had taken place in the Belgrave area of Leicester. In response the Chief Constable thanked the community for their support in helping the Police investigate the matter.

31. Declarations of interest.

The Chairman invited members who wished to do so to declare any interest in respect of items on the agenda for the meeting.

Cllr. M. Sood declared a personal interest in respect of all substantive items as a member of the Police's Independent Advisory Panel, as a member of the Leicester Council of Faiths and a member of the Bishop's Faith Forum.

Mr. K. Culverwell declared a personal interest in respect of all substantive items as he had two close relatives that worked for Leicestershire Police.

Ms. M. Lalani declared a personal interest in respect of all substantive items as she had a close relative that was a member of the Police Cadets.

32. Independent Panel Members

The Panel considered a report of the Secretariat concerning the recruitment process and appointment of the Panel's independent co-opted members. A copy of the report, marked "Agenda Item 6", is filed with these minutes.

The Chairman welcomed the two new Independent Members, Mr Keith Culverwell and Ms Mehrunnisa Lalani, to their first Police and Crime Panel meeting.

RESOLVED:

That the contents of the report be noted

33. Police Precept and Budget

The Police and Crime Panel considered a report of the Police and Crime Commissioner (PCC) concerning the Proposed Precept for 2018/19 and the Medium Term Financial Plan (MTFP). A copy of the report, marked 'Agenda Item 7', is filed with these minutes.

Prior to presenting the report the PCC gave clarification on the arrangements in place for the role of Chief Finance Officer at the Office of the Police and Crime Commissioner. Since the former Chief Finance Officer Mrs Helen King had left, the role had been carried out in an interim capacity by Mr Paul Dawkins who was also the Assistant Chief Officer (Finance & Resources) at the Office of the Chief Constable. Members raised concerns that there could have been a conflict of interest in Mr Dawkins carrying out the two roles at the same time. The PCC stated that in his opinion there had been no conflict of interest and Mr Dawkins had played an invaluable role in producing the budget which was before the Panel.

With regard to a permanent successor to Mrs King, a role had been advertised with the title Director of Finance. Interviews had been conducted and a candidate had been selected. It was intended that the Panel would be formally notified of the candidate once a final security check was completed enabling a Confirmation Hearing to be arranged as per the legislation. As of 29 January 2018 the candidate had been spending time at the OPCC in order to familiarise himself with the office and he was being paid a salary for the days he spent working there. The Panel raised concerns as to whether this was compliant with the legislation given that a Confirmation Hearing had not been held yet and the Panel's Monitoring Officer advised that provided the employment status of the Director of Finance was as described and he was being paid on a daily rate as an agency worker on a self-employed basis (rather than being a permanent fulltime member of staff) then the legislation would not apply.

The PCC in introducing the item made the following points:

- (i) The Police Funding Settlement had been decided by the Government on the basis that Police and Crime Commissioners had the option of increasing the Precept by up to £12 a year for a band D property therefore in the view of the PCC there was an expectation from Government that he would do so. The PCC felt he had no choice.
- (ii) Were the PCC not to increase the Precept by the maximum allowed amount then Leicestershire Police would be required to lose 52 Police Officer posts. Were the proposed Precept of £12 a year for a band D property to be approved this would enable an additional 24 Police Officers to be recruited from current levels and a total of 72 more officers than if the precept was only increased by 1.99%.

Arising from discussions the following points were noted:

- (i) In response to a question from a Member, the PCC re-iterated that he and the Chief Constable had made representations to Government regarding fairer funding for Leicestershire Police in comparison with other Forces. Local MPs had supported this campaign as well as the Police and Crime Panel itself. However, the PCC was not confident that the campaign would result in a significant improvement in funding for Leicestershire Police which is why this budget had been a cautious one.
- (ii) There were guidelines on the minimum and maximum level of general reserves. Whilst it was extremely risky to empty the reserves or reduce them to dangerous levels, consideration had been given to how the reserves could be used and this budget used £5million of the reserves.
- (iii) The funds which had been generated by the Change Team were included in the budget which was before the Panel. The Change Team had previously been funded by reserves in 2017/18. For 2018/19, the team's costs had been included within the base revenue budget and would no longer be funded from reserves. It was intended to develop a further savings plan which would be shared with the Panel at a future meeting.
- (iv) A Member queried whether the budget took into account the possibility that the Council Tax collection rate could be lower as a result of the implementation of Universal Credit. In response it was clarified that the OPCC were aware of this possibility however the Council Tax collection figures provided to them by District Councils did not contain the detail to enable them to make any firm judgements on this.
- (v) The OPCC paid the following membership fees:
 - £19,750 per annum for the Association of Police and Crime Commissioners (APCC);
 - £2622 per annum for the Police and Crime Commissioners' Treasurers' Society;
 - £900 per annum for the Association of Policing and Crime Chief Executives (APACE);
 - £700 for the Independent Custody Visitors Association.

Being a Member of the APCC had value in that it enabled advice and best practice to be shared amongst its members and it was also able to give a view when reforms to policing were being considered nationally.

- (vi) Leicestershire Police had its own procurement team which looked for the best value and would only enter procurement on a national basis where that was the most cost effective option. Where better value could be obtained by procuring on a regional basis these opportunities would be pursued.
- (vii) It was noted that the proposed budget supported more use of technology enabling officers to complete more tasks away from a police station. Some of this technology relied on an internet connection and there had been problems with internet coverage in some areas of Leicestershire and Rutland but this problem had largely been overcome.
- (viii) The PCC confirmed that it was still intended to use Police Community Support Officers (PCSOs) in Leicestershire Police however a balance needed to be struck with the ratio of PCSO's to warranted officers and it had been decided to reduce the number of PCSOs to 180 by 2021 by a process of natural wastage.
- (ix) It was noted by a Member that many local authorities had reviewed their Treasury Management Policies and moved away from a strategy of zero risk in order to gain a greater return on investments, and it was therefore questioned whether Leicestershire Police should do the same. In response the Panel was informed that the OPCC and Leicestershire Police intended to conduct a review of this issue.
- (x) For 2017/18 the OPCC had an underspend of £84,000 which was being transferred to the Chief Constable to spend on policing issues such as tackling rural crime and violent crime.
- (xi) In response to concerns raised about the closures of some police stations it was noted that due to financial constraints a choice had to be made between officers on the streets and officers manning the front desk at police stations and given that the footfall at many police stations was low the decision had been made to prioritise the former.

It was moved by the Chairman and seconded by Cllr. Rickman that:-

- (a) The information presented in the report, including the total 2018/19 net budget requirement of £176.255m, including a council tax requirement for 2018/19 of £63.093m be noted;
- (b) The proposal to increase the 2018/19 Precept by £12.00 per annum (6.41%) for police purposes to £199.2302 for a Band D property be supported.
- (c) The future risks, challenges, uncertainties and opportunities included in the precept proposal, together with the financial and operational considerations identified be noted;
- (d) It be noted that any changes required, either by Government grant alterations notified through the final settlement or through amended council tax base and surplus/deficit notifications received from the collecting authorities, will be balanced through a transfer to or from the Budget Equalisation Reserve (BER).
- (e) The current MTFP, the anticipated savings required and plans to identify further solutions alongside the requirements of the Police and Crime Plan be noted.

The motion was carried unanimously.

34. OPCC office structure

The Police and Crime Panel considered a report of the Police and Crime Commissioner (PCC) which provided an update on the revised staffing structure of the OPCC and progress on filling the posts which were in the structure. A copy of the report, marked 'Agenda Item 8', is filed with these minutes.

Arising from discussions the following points were noted:

- (i) Reassurance was given that efforts were being made to ensure that both the OPCC and Leicestershire Police had a diverse workforce.
- (ii) Concerns were raised regarding the retention of staff at the OPCC and the perceived inability of the OPCC to attract high quality applicants for some of the roles that were vacant. The Chief Executive of the OPCC Mr Paul Hindson stated that in fact retention rates were quite high. He acknowledged that further analysis needed to be carried out to ascertain why the OPCC found it difficult to recruit to some posts and he offered to provide an update to the Panel once the matter had been investigated.

RESOLVED:

That the contents of the report be noted.

35. Cross-Force Collaboration.

The Panel considered a report of the Secretariat concerning scrutiny of cross-force collaboration between police forces in the East Midlands. A copy of the report, marked 'Agenda Item 9', is filed with these minutes.

Panel Members were of the view that most of the areas of work where cross-force collaboration took place were operational matters and therefore not within the remit of the PCC nor the Police and Crime Panel. The PCC confirmed that whilst the PCCs in the region met as a group from time to time and discussed what was occurring regionally he generally had little involvement in cross-force collaboration.

It was moved by the Chairman and seconded by Cllr. Boyce that:-

- (a) The Chairman and one other representative (Vice-Chairman or an Independent Member) be requested to attend meetings of the Regional Network of Police and Crime Panels and report back on issues raised at such meetings;
- (b) That the PCC be asked to submit annual reports on regional collaborative arrangements and the impact and effectiveness of such arrangements;
- (c) That at this point in time the need for a regional scrutiny body has not been made and that the Seminar proposed for 2018 when an update would be provided on the vision, business plans and outcomes of regional collaboration should provide sufficient oversight.

The motion was carried unanimously.

36. Date of next meeting.

RESOLVED:

It was noted that the next meeting of the Panel would be held on 28 March 2018 at 1:00pm at City Hall, Leicester.

1.00 - 3.00 pm
31 January 2018

CHAIRMAN

POLICE AND CRIME COMMISSIONER FOR LEICESTERSHIRE POLICE & CRIME PANEL – CONFIRMATION HEARING

Report of	POLICE & CRIME COMMISSIONER
Date	MONDAY 26 FEBRUARY – 10.00 A.M.
Subject	APPOINTMENT OF CHIEF FINANCE OFFICER FOR THE OFFICE OF THE POLICE AND CRIME COMMISSIONER
Author :	CHIEF EXECUTIVE OFFICER

Purpose of Report

1. To provide background information to the Police and Crime Panel on the appointment process leading to the selection of Mr Martin Henry as the preferred candidate for the role of Chief Finance Officer (CFO) for the Office of the Police and Crime Commissioner (OPCC).

Recommendation

2. The Panel is asked to endorse the appointment of Mr Martin Henry as the Chief Finance Officer for the OPCC.

Background

3. The Police Reform and Social Responsibility Act 2011, Schedule 1, states that a Police and Crime Commissioner must appoint a person to be “responsible for the proper administration of the commissioner’s financial affairs”, referred to as the Chief Finance Officer. Therefore there is a statutory requirement for this post within the commissioner’s office.
4. The Police and Crime Commissioner must notify the Police and Crime Panel of the proposed appointment of a Chief Finance Officer and must provide the following information:-
 - The name of the person whom the Commissioner is proposing to appoint (‘the candidate’).
 - The criteria used to assess the suitability of the candidate for the appointment.
 - Why the candidate satisfies those criteria.
 - The terms and conditions on which the candidate is to be appointed.
5. Once notified the Police and Crime Panel must hold a Confirmation Hearing to review the proposed appointment following which the Panel must make a report to the Police and Crime Commissioner on the proposed appointment.

6. The report must include a recommendation to the Police and Crime Commissioner as to whether or not the candidate should be appointed. The Police and Crime Commissioner may accept or reject the Panel's recommendation as to whether or not the candidate should be appointed. The commissioner must notify the panel of his decision whether or not to accept or reject the recommendation.

Recruitment Process

7. The role of Chief Finance Officer became vacant in November 2017. At that time the Police and Crime Commissioner considered the person specification and role description for the post of Chief Finance Officer. Some minor amendments were made to the person specification which sets out the skills, knowledge and experience required. The amendments made expanded the criteria for previous work experience to attract a wider breadth of candidates from both the public and private sector. Copies of the person specification and role description are attached at Appendix A to the report.
8. The recruitment process commenced in October 2017 with telephone sifting taking place on 20 November, interviews being held on 6 and 11 December. The process was managed by a recruitment company called JobsGoPublic who provided a list of five suitable candidates after the initial telephone sifting process. Only four of the five were invited to interview and one candidate withdrew before attending the interview. Three candidates were therefore interviewed on the dates above. At the conclusion of the formal interviews, the Commissioner, in discussion with the interview panel, made the decision to recommend Martin Henry as the appointment to the role of Chief Finance Officer.

How the Successful Candidate Satisfied the Criteria for the Role

9. Candidates were assessed against the criteria set out in the person specification and the role description as attached at Appendix A and interview questions were designed to test competence in these areas.
10. The proposed candidate was selected as a result of successfully completing all aspects of the recruitment process.

Proposed Candidate

11. The process concluded that the candidate now recommended to the Panel, Mr Martin Henry, was the most suitable for the role of Chief Finance Officer. Mr Henry has in excess of 20 years' experience in local government finance and has worked at two county councils, three borough councils (including one London Borough) and two district councils. The last 12 years of his local government career was as Chief Finance Officer and the last five years of his local government career was served as Director of Resources (and Chief Finance Officer) with responsibility for two district councils that shared a senior management team.
12. Mr Henry left local government employment in March 2016 and set up his own company to provide financial advice to the public sector. His first contract provided advice to an outsourcing company that provided services to a London Borough and lasted for 14 months. In that time he recommended and implemented changes to a Finance Service in a London Borough.
13. Mr Henry then briefly became an employee of the company he had been providing services to before applying for the role of the Chief Finance Officer at the OPCC.

14. Mr Henry submitted an application that demonstrated the breadth of experience against the criteria in the person specification and the role description.

Terms and Conditions of Appointment

15. The Chief Finance Officer post is a 'chief officer' grade on a spot salary of £70,000 per annum. The post is full time and is a permanent appointment as opposed to a contractual arrangement, as such, this appointment will attract other emoluments such as pension contributions and annual leave based on standard terms in line with any entitlements built up in previous public sector roles. Business travel costs by personal car will be reimbursed at the casual user rate. This post does not benefit from a provided vehicle.

Conclusion

16. The role of the Chief Finance Officer within the OPCC is a critical one. This is not only in terms of strategic financial management and statutory financial reporting but also being a part of a team to deliver the Police and Crime Plan.
17. Through a rigorous recruitment process Mr Henry has proved himself to be well qualified and experienced and has demonstrated that he would be a good fit for the OPCC team.

Implications

Financial	There are no direct financial implications of this report, which does, however, set out the financial consequences of the appointment being proposed - £70,000 per annum plus on costs.
Legal	It is a legal requirement that the OPCC has a Chief Finance Officer.
Equality Implications	Equality and diversity considerations were applied throughout the recruitment process. All candidates were able to request reasonable adjustments. The approach has allowed the OPCC to meet its equality duties, of eliminating discrimination, harassment and victimisation, advancing equality of opportunity and fostering good relations. All applicants fitted into the white English/Welsh/Scottish/Northern Irish/British category.
Risks and Impact	Not recruiting a suitably qualified Chief Finance Officer would present a significant risk to the OPCC. The appointment recommended in this report will overcome that risk and will equip the OPCC to manage strategic financial direction, financial planning and the statutory financial responsibilities of the Police and Crime Commissioner.
Link to Police and Crime Plan	The post-holder will contribute towards the strategic direction to deliver the Police and Crime Plan.

List of Appendices

Appendix A – Role description and person specification

Background Papers

Police Reform and Social Responsibility Act 2011.

Appendix A: Role description and person specification**PERSON SPECIFICATION**

Area:	Office of the Police & Crime Commissioner	Job Title:	Finance Director (Chief Finance officer and S151 Officer)	Weekly Hours:	37 hours per week minimum
Section:	PCC	Scale:	Chief Officer Grade - £70,000 p.a.	Version:	4
Post No:	PC002	Status:	Permanent	Version Date:	09/10/2017

Please describe, with example(s) in section 7 of your application form how you feel you meet each of the numbered essential criteria, and where possible the desirable criteria, below.

Criteria <i>Justifiable as necessary for safe and effective performance of the job.</i>	Essential <i>A clear definition of the necessary criteria.</i>	Desirable <i>Where available, elements that contribute to improved / immediate performance in the job.</i>
Education:	1. CCAB qualified, with significant post qualification experience and evidence of continuous professional development.	13. Educated to degree level. 14. Relevant post graduate management qualification.

<p>Work Experience:</p>	<p>2. Proven experience of operating at assistant director level or above in either the private or public sector.</p> <p>3. Demonstrate a track record of creating strategic plans, both finance and non-finance, and successfully managing delivery against them.</p> <p>4. Demonstrate a track record of managing a commissioning regime that had a proven impact on the success of an organisation.</p> <p>5. Demonstrate experience and knowledge of operating within the public sector, with a clear grasp of the challenges and opportunities of working within a publicly accountable organisation.</p> <p>6. Demonstrate a significant track record of successfully achieving outcomes against a resource-constrained background.</p>	<p>15. Demonstrate expertise in the process of setting a public authority's budget.</p> <p>16. Proven experience of operating as a Section 151 officer (or similar) or deputy</p> <p>17. Demonstrate a track record of successfully developing and implementing a performance regime</p> <p>18. Demonstrate knowledge of the role and functions of police and crime commissioners and the police service.</p> <p>19. Demonstrate successful operation in a commissioning environment.</p> <p>20. Experience of the management outsourced suppliers</p> <p>21. Demonstrate experience of successfully working in partnership with senior stakeholders at local, regional and national level.</p>
<p>Personal / Interpersonal Skills, Aptitudes:</p>	<p>7. Demonstrate strong oral and written communication skills.</p> <p>8. Demonstrate the building of effective partnership relationships with a range of stakeholders, including operating within a political environment to achieve mutually agreed outcomes.</p> <p>9. Demonstrate a disciplined approach to organising self and other resources in a changing and challenging environment.</p> <p>10. Demonstrate a track record of working flexibly in order to achieve outcomes, as part of a large and/or small team.</p>	<p>22. Demonstrate experience of successfully working through influence, rather than through direction and control, in order to achieve outcomes.</p> <p>23. Demonstrate effective presentation skills, particularly being able to relay complex information to a variety of audiences, both expert and non-expert.</p>
<p>Other Skills:</p>	<p>11. Proven ability to analyse complex data and relay it (orally and in writing) to a variety of audiences, both expert and non-expert.</p> <p>12. Proven research skills that have assisted in the development of an organisation</p>	

ROLE DESCRIPTION

Job title:	Finance Director (Chief Finance Officer and S151 Officer)
Post no:	PC002
Scale:	Chief Officer Grade
Responsible to:	Chief Executive
Responsible for:	Resources Manager (Deputy Section 151 Officer); Assurance and Compliance Officer, Commissioning Manager, Commissioning Officer
Contacts:	Police and Crime Commissioner, Deputy Police and Crime Commissioner, Chief Constable and their Chief Officer Team, Home Office, HM Treasury, Department for Communities and Local Government, HMIC, Audit Commission, Internal and External Auditors, Police and Crime Panel, Joint Audit Risk and Assurance Panel members, senior staff and officers in Leicestershire Police, other forces, and in the counties, City and district councils of the Leicestershire Police area.
Role:	<p>To support the Police and Crime Commissioner (PCC) with strategic advice (finance, commissioning and other) in order to enable the delivery of his/her objectives, particularly as set out in the Police and Crime Plan.</p> <p>To fulfil the statutory obligations and duties set out in Sections 112 to 114 of the Local Government Finance Act 1988 and paragraph 6 of Schedule 1 to the Police Reform and Social Responsibility Act 2011, and as prescribed by the Home Office Financial Management Code of Practice and other relevant legislative provisions and guidance.</p>

<u>Duties</u>	<u>Responsibilities</u>
<u>Operational:</u>	<ol style="list-style-type: none"> 1. Be the statutory Chief Finance Officer to the Police and Crime Commissioner for the proper administration of its financial affairs (Section 151 Local Government Act 1972, and Section 112 to 114 of the Local Government Finance Act 1988, the Localism Act, and paragraph 6 of Schedule 1 to the Police Reform and Social Responsibility Act 2011. 2. Contribute proactively to the strategic leadership of the Office of the Police and Crime Commissioner to enable the delivery of the objectives of the Office as primarily set out in the Police and Crime Plan. 3. Ensure the provision of a sound finance function, which delivers well researched and evidenced advice to the Police and Crime Commissioner, in conjunction with Chief Constable's finance function when appropriate 4. Advise the PCC and Chief Executive on the robustness of the PCC and Force budget and the adequacy of financial reserves as well as reporting when expenditure is likely to exceed resources available. 5. Represent the Police and Crime Commissioner in dealing with the Force and outside agencies in respect of financial and other strategic matters. 6. Assess the implications of future funding projections for the delivery of the objectives of the Police and Crime Commissioner, and put in place arrangements for the creation of a balanced medium term financial strategy 7. Proactively investigate, with the Chief Constable's finance function where appropriate, opportunities to develop and deliver improved productivity and efficiency across the Force, and to identify new funding opportunities from Government and other sources. 8. Support in the development and maintenance of the Police and Crime Plan, including research and engagement as appropriate. 9. Develop and deliver appropriate mechanisms and resources to monitor and challenge the financial performance of Leicestershire Police in order to support the Police and Crime Commissioner in his/her duty of holding the Chief Constable to account for financial performance and the Police and Crime Plan.

<p>Operational:</p>	<ol style="list-style-type: none"> 10. In conjunction with relevant experts, develop commissioning arrangements, processes and monitoring regimes for evaluating and implementing alternative approaches to service delivery that meet the Police and Crime Commissioner's aims and objectives as primarily set out in the Police and Crime Plan. 11. Work with the Police and Crime Commissioner and, where applicable, other local policing bodies, forces and partner organisations, to improve delivery through collaboration. 12. Ensure the development, implementation and monitoring of an effective audit, risk and assurance framework, including the Joint Audit Risk and Assurance Panel, in conjunction with the Office of the Chief Constable where appropriate. 13. Oversee the preparation of statutory and other accounts to meet all applicable accounting standards and codes of practice. 14. Oversee the Treasury Management and banking function undertaken by the Force including the preparation of annual treasury management strategies and policies and the reporting of treasury management performance to the Police and Crime Commissioner. 15. Provide advice in relation to the safeguarding of assets, including insurance and risk management. 16. Arrange for the issue of the precept, completion of associated government returns and the receipt of precept from billing authorities.
<p>General</p>	<ol style="list-style-type: none"> 17. Actively promote equality of opportunity, work towards eliminating discrimination and promote good relations between all groups of people 18. Undertake such other duties commensurate with the post as may be required for the safe and effective performance of the job. 19. This role description should develop along with the changing demands of policing reflected in the PCC's objectives and priorities. 20. Be flexible in terms of working location and hours, being prepared to, when required, work and travel locally and nationally to fulfil the duties of this role.

Additional Information:

Contract Type: Permanent

Date of last Job Evaluation Exercise: 18/7/2012

Training Requirements:

PDR Activities and Behaviours:

Car User:

Yes / No	Yes	Allowance {per mile / day etc}:	45p per mile
Yes / No	Yes	Authority to £ Value:	Per Corporate Governance Framework
Yes / No	Yes	Total Number & Level:	4 staff ranging from P043 to S01

Post Funding Method:

Owner/source of Funding:

IT Systems Required:

Skills Required:

Health tests required:

Risk Assessment:

Job Evaluation:

Yes / No	
Yes / No	Yes

Security Check Level:

(strikethrough checks NOT required)

RV, SC, EV1, DV, NPPV1, NPPV2, NPPV3

Additional Information:

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