

**OFFICE OF THE POLICE AND CRIME COMMISSIONER
FOR HUMBERSIDE
DECISION RECORD**

Decision Record Number **DR 22/2023**

Title: **Scrutiny Panel Chairperson Allowance**

Executive Summary:

Due to the increasing demands on our scrutiny panel chairs (Hate Crime and Police Powers), and the value these panels have brought to our office and Humberside Police, it is felt that an allowance payment is now necessary for inclusion to the role. This payment has been considered for some time and would bring the panel chairs in line with that of the Joint Independent Audit Committee (JIAC) chairperson, and as a consideration of the allowance issued for the position of Ethics and Scrutiny Board chairperson.

The chairs of these panels currently attend at a minimum of 12 meetings per calendar year, which is the same rate of meetings as JIAC (who attend the HMICFRS meetings in force for example), and like the chair of the Ethics and Scrutiny Board. It is felt that due to this increased commitment, an allowance is more than required for the scrutiny chair roles. This allowance would be issued to the chairs of any new scrutiny panels the OPCC set up, to ensure consistency.

Decision of the PCC:

Approved

Background Report: Open

Police and Crime Commissioner for Humberside

I confirm I have considered whether or not I have any personal or prejudicial interest in this matter and take the proposed decision in compliance with my code of conduct.

Any such interests are recorded below.

The above decision has my approval.

Signature



Date 14/06/2023

POLICE AND CRIME COMMISSIONER

FOR HUMBERSIDE

SUBMISSION FOR: DECISION

OPEN

Title: Scrutiny Panel Chairperson Allowance

Date: 24/05/2023

1. Executive Summary

Due to the increasing demands on our scrutiny panel chairs (Hate Crime and Police Powers), and the value these panels have brought to our office and Humberside Police, it is felt that an allowance payment is now necessary for inclusion to the role. This payment has been considered for some time and would bring the panel chairs in line with that of the Joint Independent Audit Committee (JIAC) chairperson, and as a consideration of the allowance issued for the position of Ethics and Scrutiny Board chairperson.

2. Recommendation

The recommendation is for a payment of £1,680 per year (paid quarterly) for scrutiny panel chairpersons. This payment is felt to provide a suitable level of reward in relation to the hours of commitment the chairpersons give to the role. This is also the same level of payment as provided to the JIAC chairperson, ensuring consistency between them.

3. Background

The chairs of these panels currently attend at a minimum of 12 meetings per calendar year, which is the same rate of meetings as JIAC (who attend the HMICFRS meetings in force for example), and a similar number of meetings to the chair of the Ethics and Scrutiny Board. Since the panel's conception, the number of meetings a chair is expected to attend has increased three times over. The chair for our panels will now also be expected to attend the Independent Ethics & Scrutiny board and pre meetings around each meeting (such as agenda setting and briefings).

The Chairs are also expected to attend some force training relevant to their areas (e.g. Chair of police powers to attend Taser training) to gain an oversight and better understanding. Often our office has called the Chairs to several ad hoc meetings with little notice, and there has been no push back on this, always met with enthusiasm. It is felt that due to this increased commitment, an allowance is more than required for the scrutiny chair roles.

This allowance would be issued to the chairs of any new scrutiny panels the OPCC set up, to ensure consistency.

4. Options

- 1) For the role to remain without an allowance.
- 2) For the role to now include an allowance.

5. Financial Implications

The OPCC Deputy Chief Finance Officer, regarding payments, has provided advice and this will be included in any agreements that chairpersons will sign. Looking at the IR35 implications, we will make it clear on their advice that 'we are not paying anyone in a way that would be for tax avoidance, and we cannot provide any financial or tax advice (as we are not licenced/insured or qualified to do so)'. A considered risk is surrounding the allowance payment, and the ability for the OPCC to claim back should the chair leave or be asked to leave within the minimum term. We have therefore taken the decision to make the payments quarterly, in line with the panel meetings. Therefore, a quarterly £420 payment.

6. Legal Implications

Nothing further to add in addition to Section 5 (Finance) above.

7. Driver for Change/Contribution to Delivery of the Police and Crime Plan

As per the Executive Summary, due to the increasing demand on our scrutiny panel chairs (Hate Crime and Police Powers), and the value these panels have brought to our office and Humberside Police, it is felt that an allowance payment is now a necessary inclusion to the role.

This payment will also allow us to create a new agreement, which can help us ensure the chairs remain active in the roles and can impact positively on their communities. This role plays a key role in supporting the Police and Crime Commissioner (PCC) to objectively explore ethical issues and matters raised through scrutiny, in depth and from multiple perspectives, with the purpose of generating genuine and positive organisational learning, informing police and OPCC policy and priorities, challenging when appropriate and creating openness and transparency.

The Chair will remain independent, recruited by the Office of the Police and Crime Commissioner and as such will be expected to meet regularly with the Commissioner or OPCC representatives for the purpose of providing appropriate feedback. The Chair will deliver the findings from the panel to the Independent Ethics and Scrutiny Board directly to the Police and Crime Commissioner (PCC) and officers within Humberside Police.

8. Equalities Implications

Our scrutiny approach revolves around the ethics of good policing. Local volunteers from all walks of life, geographic areas and with lived experience make up the scrutiny panels.

9. Consultation

Not applicable.

10. Media information

The OPCC will publish the work of the scrutiny panels in the Annual Report. The chairpersons will be required to develop the sections for the Annual Report in future as part of the payment approach.

11. Background documents

Chair agreements documents, which are to be signed once this record has completed.

12. Publication

Open.

13. DPIA considered

Not applicable.