

HERTFORDSHIRE COUNTY COUNCIL

**EMPLOYMENT COMMITTEE
MONDAY 20 JUNE 2016 AT 2.30PM**

CHIEF OFFICER SECONDMENT

Report of the Chief Executive and Director Environment

Agenda Item
No.

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1. Purpose of report

- 1.1 To seek the Committee's agreement to extend the part time secondment of the Director, Community Protection to the role of Chief Executive of the Police and Crime Commissioner's Office (PCCO) and to delegate any decisions on further extensions to the Chief Executive and Director of Environment.

2. Summary

- 2.1 The Police and Crime Commissioner (PCC) has requested that the current part – time secondment of the Director, Community Protection to the role of Chief Executive of the PCCO be extended from 1 August 2016 to 2017.

3. Recommendation

- 3.1 That the proposed extension to the part time secondment of the Director Community Protection to the role of Chief Executive of the Police and Crime Commissioner's Office from 1 August 2016 until 31 July 2017, be agreed.
- 3.2 To agree that decisions on any further extensions to the secondment are delegated to the Chief Executive and Director of Environment to agree with the Policy & Crime Commissioner, rather than being referred back to the Committee.

4. Background

- 4.1 The re-elected Police and Crime Commissioner (PCC) has requested that the current arrangements, in place since 1 April 2013 and already extended until 31 July 2016, is further extended to 31 July 2017 with an opportunity to review it further at that point. The Director, Community Protection, Roy Wilsher, has been seconded on a part-time basis to the role of Chief Executive of the Police and Crime Commissioner's Office, alongside his current role within the Council.
- 4.2 The County Community Safety Unit, which is a joint venture between Hertfordshire Constabulary and the County Council, is already part of the Community Protection Directorate. The secondment of the Director of Community Protection as the PCCO's Chief Executive has over the past 3 years

greatly helped to strengthen the existing partnership with Hertfordshire Constabulary and has helped facilitate joint working / resource sharing between the PCC and the County Council. Examples of this include; the County Council providing the s.151 Chief Finance Officer function to the PCC via a secondment arrangement; shared work on Domestic Abuse support in the County; improved commissioning around support services; greater use of the Hertfordshire Home Security Service for victims of crime; shared resources by greater use of Community Protection's Training centre, 'Longfield' by the Police and partners and closer links between Police and Safer Neighbourhood Teams and Community Protection's District Teams.

- 4.3 With the ongoing pressure on police and council budgets, the Council needs to find creative ways to continue delivering quality services whilst reducing its costs. In the future, this arrangement may create more potential for further cross sharing of resources.
- 4.4 To date, there has been no detrimental impact from these arrangements for the County Council. The role of Director Community Protection and Chief Fire Officer has taken precedence in the case of local, regional or national emergencies. The Director Community Protection has withdrawn from some of his national commitments to enable him to undertake the additional work for his PCC role. He also has the continued support of the senior management team in the Community Protection Directorate.

5. Extension to the Secondment Arrangements

- 5.1 It is proposed that Roy Wilsher continues the Chief Executive role with the Police and Crime Commissioner's Office for two days a week from 1 August 2016 until 31 July 2017 and that he continues to operate as Director Community Protection and Chief Fire Officer, for three days a week.
- 5.2 It is proposed that any decisions on future extensions to this arrangement are delegated by the Committee to the Chief Executive to agree with the PCC.
- 5.3 The Police and Crime Panel will consider the PCC's proposal to extend the secondment as outlined above, once the Employment Committee (or the Chief Executive for any future extensions), has indicated whether it will agree to the extension.

6. Financial Implications

- 6.1 The employment and secondment arrangements for the extended secondment will remain on the same basis as for the current year.
- 6.2 The salary for the post of Director of Community Protection from 1 April 2016 is £135,701 per annum. He receives an additional £15k per annum paid as a one off honoraria payment (additional payment) to reflect the PCC Chief Executive responsibilities that he undertakes for 2 days a week. He will revert to his substantive role and pay at the end of the secondment. Such an adjustment is in accordance with the Council's Pay Policy for Senior Managers, which permits the Chief Executive and Director of Environment to

approve honoraria payments where an employee is temporarily taking on additional duties.

- 6.3 In addition, the PCC will continue to pay the County Council £72,809 per annum to reflect the Council's 50% share of the overall annual savings for the two organisations. This is based on the difference in the total cost of existing salaries for a senior manager in each organisation, less the total cost of one shared senior manager.
- 6.4 Any employment costs attributable to the secondment, including employer on-costs, will continue to be invoiced quarterly by the Council to the PCC in line with the original secondment agreement.

7. Equality Implications

- 7.1 There are no equality implications for the County Council by extending this arrangement.

8. Conclusions

- 8.1 The sharing of senior resources is an important step to help promote further joint working between the two organisations and also to help reduce senior manager pay bill costs.

Background Information

None