

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

<b>Request for PCC Decision</b>	<b>Received in OPCC Date: 15 April 2013</b>	<b>OPCC Ref: 40/13</b>
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**Title: CHIEF CONSTABLE BENEFITS SCHEME**

**Executive Summary: To be completed by PCC Specialist lead**

Prior to November 2012 the Police Authority had the discretion to determine Chief Officer benefits for the senior ACPO officers. Post November 2012 the Commissioner can determine his own Chief Executive and in respect of ACPO Officers, only the benefits of the Chief Constable.

The benefits scheme had been reviewed and minor changes proposed to reflect the current position as supported by the Commissioner. A copy of the draft scheme was attached at Appendix A to the report.

**Key Discussion Points**

It was agreed that a minor amendment be made to paragraph 1.2 (ii) of the Scheme, as follows: 'Provision of a car up to the **net residual** value of £30,000...' (Words in bold added). Amended scheme attached.

**Decision**

**Resolved that**

The Commissioner approved the Chief Constable Benefits Scheme 2014, subject to a minor amendment at paragraph 1.2(ii).

**Declaration**

I confirm that I have considered whether or not I have any personal or prejudicial interest in this matter and take the proposed decision in compliance with the Code of Conduct for the Police and Crime Commissioner for Derbyshire. Any such interests

are recorded below.	
None	
The above request has my approval.	
<i>Electronically signed</i> PCC Alan Charles	<b>Date</b> 14 April 2013
<b>PUBLICATION SCHEME CONSIDERATIONS</b>	
<b>Is the related Section B report to be published</b> <b>Yes</b>	
If no, please indicate relevant exemption	

<b>Is the publication of this approval to be deferred</b> <b>No</b>
<b>Date to be deferred to –</b>
NB Statutory Instrument 2011/3050 (as amended by SI 2012/2479) states that: <i>all decisions made by a PCC are in the types of information that must “be published as soon as practicable after it becomes available to the elected local policing body”.</i>

<b>OFFICER APPROVAL</b>
<b>Chief Executive or Nominee:</b>
I have been consulted about the proposal and confirm that financial, legal and equalities advice has been taken into account in the preparation of this report.
I am satisfied that this is an appropriate request to be submitted to the Police and Crime Commissioner
<i>Electronically signed</i>
Helen Boffy
Date 14 April 2013

**STRATEGIC GOVERNANCE BOARD**

**15 APRIL 2013**

**REPORT OF THE TREASURER**

**7B: CHIEF OFFICER'S BENEFIT SCHEME**

**1. PURPOSE OF THE REPORT**

- 1.1 To review the Chief Officer Benefits scheme to reflect the changes brought about by the Police Reform & Social Responsibility Act 2011.

**2. INFORMATION AND ANALYSIS**

- 2.1 Prior to November 2012, the Police Authority had the discretion (within the law) to determine Chief Officer benefits for the senior ACPO officers. Post November 2012 the Commissioner can determine his own Chief Executive and in respect of ACPO Officers, only the benefits of the Chief Constable. Other ACPO officers' benefits are now determined by the Chief Constable.
- 2.2 The Chief Officer benefits scheme was in place under the Police Authority Remuneration Panel and forms part of the terms of appointment of the Chief Officers in Derbyshire. This has been reviewed and minor changes are proposed to reflect the current position as supported by the Commissioner. A copy of the draft scheme is attached at **APPENDIX A** to this report.
- 2.3 There are no benefits offered to the Chief Executive of the Office of the Police and Crime Commissioner other than a car user allowance, with the customary travel reimbursement for business mileage.
- 2.4 The Scheme will have effect from 1 April 2013.

**3. RECOMMENDATIONS**

- i. That the Commissioner approve the Chief Constable Benefits Scheme 2014

#### 4. IMPLICATIONS

All implications are assessed and scored to the table below.

**HIGH** – supporting explanation and narrative required and to be contained within the report

**MEDIUM** – narrative to be contained within the report at the discretion of the author

**LOW** – no narrative required

	LOW	MEDIUM	HIGH
Crime & Disorder	√		
Environmental	√		
Equality & Diversity	√		
Financial	√		
Health & Safety	√		
Human Rights	√		
Legal		√	
Personnel		√	

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**BACKGROUND PAPERS: NONE**

#### **ATTACHMENTS**

Appendix A. Chief Constable Benefits Scheme April 2013

**Police and Crime Commissioner for Derbyshire  
DRAFT  
Chief Constable Benefits Scheme  
April 2103**

**Chief Constable Benefits – To be provided for the Chief Constable of Derbyshire Police as approved by the Police and Crime Commissioner for Derbyshire.**

**This scheme will have effect from 1 APRIL 2013.**

**1. Cars**

1.1 Cars – the Chief Constable will be provided with a car and will also retain the use of the ‘official’ pool car.

1.2 Two Options are offered.

- i. £7,000p.a. Car allowance (incorporating the current essential car allowance of £1,170), to be paid monthly and claims for business mileage to be reimbursed according to current rate for claiming back business mileage as shown at paragraph 1.4 below. The rate of this car allowance will be reviewed by the Commissioner every 3 years.
- ii. Provision of a car up to the net residual value of £30,000 including VAT, PITO discounts and optional extras. The car is to be chosen from a recommended range from the PITO framework and in consultation with the Force’s Fleet Manager. Choices outside this range will be subject to the approval of the Fleet Manager and the Commissioner. VAT will not be recoverable on the vehicle purchase.

1.3 The replacement schedule will normally be every four years but in exceptional circumstances the Commissioner may approve a change after three years, subject to a supporting business case from the Fleet Manager whose views should be seen as significant. The reasons for an earlier changes might include mileage, warranty, change in circumstances, resale value etc. At the time a change is approved the value of the provision will be reviewed and adjusted (in consultation with the Commissioner) to take into account price fluctuations in the car market. Obsolete cars will be sent to auction. The cars of the outgoing Chief Constable will be initially retained, until the new Chief Constable has had their choice of car delivered. The car will then be sent to auction.

1.4 The Chief Constable will be responsible for the purchase of fuel. This may be through a fuel card provided by the Commissioner which covers business mileage. Alternatively business mileage can be claimed back at a rate as recommended by the Fleet Manager, currently 15p per mile. Where a fuel card is used, the Chief Constable will pay for private mileage at the same

rate as he/she would claim for business mileage, currently 15p per mile. The rate of private/business mileage payments will be reviewed on an annual basis by the Fleet Manager, with recommendations for changes in the rates to be brought to the Commissioner for approval.

1.5 The car will be insured on a fully comprehensive basis, and will include the facility for covering additional named drivers with a minimum age of 21 (upon proof of a full driving licence). A separate insurance schedule will be established for this car. In relation to the insurance excess it is recommended that the Commissioner request that the Chief Constable be liable for the excess in the event of an accident.

1.6 Breakdown cover for the Chief Constable's vehicle will be provided. In the event of a Chief Constable's vehicle being unavailable through operational deployment, accident or extended breakdown, an alternative vehicle for operational and private use will be made available at the Commissioner's expense until such time as the Chief Constable's normal vehicle is returned to him/her.

1.7 The option of a car loan will not be provided as this is not economically viable.

## **2. Health Insurance**

2.1 Two options are offered.

- i. Multiplex HealthTrust Police Healthcare Scheme. Full costs for the Officer irrespective of age, taking into account annual premium rises. The Officer will be able to add their partner/family in to this cover but at their own expense. This is to be subject to review should there be any changes to the policy or the provider.
- ii. A payment of £500 per year (payable monthly) to cover an existing insurance policy – copy of the policy to be provided as evidence.

**3. Relocation.** Currently all cumulative relocation allowances (less the relocation 'Incidental Expenses' allowance) over and above £8,000 will be subject to tax.

### **3.1 Relocation Package.**

The existing Police Regulations relocation package are offered as listed in accordance with Police Regulations 1995:

- 100% removal costs using Force contractor.
- provision of accommodation or payment up to half max rent allowance or half housing allowance for n/e 26 weeks
- return travel to spouse/partner n/e 26 weeks
- disposal costs on sale of premises including legal and agent fees

- all liabilities including legal fees and stamp duty on house purchase
- storage costs n/e 26 weeks
- mortgage & council tax payments on the former main home for n/e 26 weeks
- a disturbance payment not exceeding £1,315 (now incorporated into the 'Incidental Expenses' Allowance)
- administration fee for any bridging loan deemed necessary

3.1 Incidental Expenses. In addition an 'Incidental Expenses' Package of up to £8,000 will be provided. Incidental expenses include all additional costs related to relocation. All payments will be made on receipted payments. Any areas of uncertainty should be cleared by the individual through the Head of Finance prior to expenditure.

#### **4. Fees and Professional Body Membership**

4.1 The ACPO fee will to be met by the Commissioner in addition to the CPOSA Professional Insurance.

#### **5. Home Security**

5.1 Basic cover. To be provided for those listed after consultation with the Technical Support Unit (TSU). Basic provision, charged to the incidental expenses allowance, will be provided for the installation of a standard approved burglar alarm, security lighting and a secure document cabinet, as arranged by the individual.

5.2 Additional cover. Further security coverage will be measured on a case by case basis against a TSU provided risk and threat assessment. The TSU will decide what home security measures are essential and desirable. Any additional measures are to be costed and approved by the Commissioner; if agreed these will be charged as a separate item within the relocation package. Any changes to this provision due to changes to the risk and threat assessment are to be presented to the Commissioner with recommendations.

5.3 Security Maintenance. The costs of ongoing maintenance of TSU approved security systems are to be met by the Commissioner and are included in this scheme.

#### **6. Amendments**

6.1 Any amendments to this package need to be authorised by the Commissioner.

1 April 2013