

Our Ref: 2509/14

Date 1st May 2014



Freedom of Information Act 2000

I write further to your request for information received 20th March 2014.

I note you seek access to the following information:

- 1) How many members of staff did your office have when it was inherited from the Police Authority in November 2012, and what was the annual salary cost at that time?*
- 2) How many members of staff did your office have at March 31st, 2013, and what was the annual salary cost at that time?*
- 3) How many members of staff does your office have as of now, March 2014, and what is the current annual salary cost?*
- 4) Please state the job title and salary of each current member of staff, and state if their role was advertised or not?*
- 5) How many people does your office currently have working on a freelance / consultant / adviser basis and what is the cost of their contracts?*
- 6) How many people has your office seconded from local authorities / the police force and what is the cost of their salaries?*

Following receipt of your request, searches were conducted within the Office of the Police and Crime Commissioner to locate the information relevant to your request.

Your request for information has now been considered and the information asked for is as follows: -

Question 1

In November 2012 the Office of the Police and Crime Commissioner (OPCC) inherited 6 Full Time Members of staff. The annual salary cost was £293,000 which is inclusive of any pension and national insurance contributions.

Question 2

In March 2013 the OPCC had 6 full time members of staff. The annual salary cost was £288,000 which is inclusive of any pension and national insurance contributions.

Question 3

In March 2014 the OPCC had 10 full time members of staff. The annual salary cost was £532,000 which is inclusive of any pension and national insurance contributions.

Question 4

Position Broad Salary Range

Chief Executive £100,000 - £120,000

Chief Finance Office £90,000 - £110,000

Head of Governance £55,000 - £60,000

Senior Commissioning Manager £50,000 - £55,000

Planning and Performance Co-Ordinator £50,000 - £55,000

Policy and Performance Officer £35,000 - £40,000

Governance Support Officer x 2 £30,000 - £35,000

OPCC Administrator £25,000 - £30,000

Personal Assistant to PCC £25,000 - £30,000

All posts within the OPCC were recruited to within organizational HR policies concerning restructuring/redundancy, internal and external recruitment.

Question 5

No information held.

Question 6

There are 2 individuals currently on secondment within the OPCC. One is a Chief Inspector, the costs of which have not been recharged. The remaining individual is Communications Officer at a cost to the OPCC of £38.5k (including NIC and Pension).

Exempt Information

I am unable to provide the exact pay each of the staff members listed in Question 4 currently receive. This is due to the fact that this is considered to be the personal information of the individual and is therefore exempt by virtue of:

Section 40 (2) - Personal Information

Section 40(2) is a class based absolute exemption and as such legislators have identified that there would be harm in disclosure and there is no requirement to evidence this or consider the public interest test. However, as Section 40(2) is engaged and in order to make the exemption absolute we need to evidence that a data protection principle would be breached by disclosure.

In this case it would not be fair to process confidential payment information as this would reveal to the public how much a particular individual earns. Therefore the first principle of the Data Protection Act would be breached.

You should consider this to be a refusal under section 17 of the Act for your request. The Office of the Police and Crime Commissioner provides you the right to ask for a re-examination of your request under its review procedure. Letters should be addressed to Information Manager, Professional Standards Department at the above address. If you decide to request such a review and having followed the full process you are still dissatisfied, then you have the right to direct your comments to the Information Commissioner who will give it consideration.

Information Management

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