



**POLICE & CRIME
COMMISSIONER
for Leicestershire**

Your voice in Leicester,
Leicestershire & Rutland

Our ref: 2489/15

Date: 4th June 2015

Your Ref:

Freedom of Information Act 2000

I note you seek access to the following information:

Question 1

You state that the OPCC employs 15 people but the website stated then and still states:-

"Employees of the Office of the Police and Crime Commissioner for Leicestershire

The total head count of people employed by the OPCC is 31 of which 21 are within the Communications, PR, Engagement and Consultation Teams." (My underlining)

It then went on to detail that 24 were female and 7 male. $24 + 7 = 31$.

It also stated that:- "There are currently 21 employees of the OPCC under the remit of an administrative review."

Under "Vacancies" @ 03/15 it states:- "...are looking to appoint five people to the new ethics, integrity and complaints committee." And then further down the OPCC has a vacancy for a "Performance and Evaluation Co-ordinator."

Therefore, the new total would be 37 after these appointments.

So, either your figures are wrong, or the website is wrong or is misleading the public.

Question 2

From the latest update on the website I see the Chief Executive had a salary increase of 6.6% since last year and the Chief Finance Officer an increase of 3.2%. How can these be justified when police officers are lucky to get 1% and their budget is being cut by £34M according to Simon Cole?

Only three salaries are identified and the relevant structure does not identify any of the pay grades of the remaining staff that you refer to. Please advise what these salary ranges are?

I still think that the majority of the budget is being wasted on salaries, which is unacceptable to the tax paying public.

Question 3

Are you seriously trying to tell me that nobody knows how much the old Police Authority cost? I have already stated that PA salaries were some £250,000 so what were their additional costs?

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Question 4

So, when did the PA cease to exist? In November 2013 Clive Loader told us that it would continue alongside the PCC for some time.

Question 5

The fact that the Chief Executive post is required by law goes to show what a ridiculous set up the whole PCC is. A company with a larger turnover than the PCC and more employees wouldn't necessarily have a CE. This is typical mandate laid down by people who have no idea how to run an organisation, in other words just create more "jobs for the boys" at inflated salaries.

Question 6

I am glad to see a Finance Manager no longer appears in the Organisational Structure.

Question 7 & 8

My statement was correct based on the Organisational Structure dated 09/14 where the Head of Governance had two Governance Support Officers, an Administrator, and a PA to the PCC.

I see (03/15 version) he now has a Governance Officer and an Assurance Officer so they have dropped one and changed the name of another. Please explain what a Governance and Assurance officers do?

I find it hard to believe that after two years they are still playing about with staff numbers and names. When are they going to finalise the structure and start doing some real work?

Question 9

As above, they are still playing with names and numbers after two years. Please tell me what the new Planning and Performance Co-ordinator is Planning and Co-ordinating as you failed to tell me what the previous named individuals were doing?

Question 10

They are still playing with names and numbers. So what are the Commissioning Manager and his support officer going to Commission? I see they have created yet another new role, Head of Partnerships & Commissioning, so who is he going to Partner and Commission?

Sounds like fancy names for non-jobs.

Question 11

There was an Engagement & Consultation Manager in the 09/14 structure. I see they have created another two roles, Head of Policy Strategy with a Policy & Research Officer, so what on earth are they going to do?

Question 12

You failed to mention the Communications and PR Manager who now seems to have disappeared off the Organisational Structure. So, who is going to communicate with the public in future? Presumably the manager in the police force which means the PCC is no longer self-regulating and the police could veto the PCC output. Is that acceptable?



Question 13

I think my comment that not much original thought has gone into the organisational structure, and no thought as to whether the positions are necessary, has been confirmed by the chaotic changes in roles and structure that have taken place just since September 2014.

The PCC

Finally, you totally ignored my comments on the election of the PCC and whether the position was democratically approved, which it was not. As I stated before, the whole concept of PCCs is wrong especially if they are costing unacceptably more than the previous Police Authority and to date do not appear to have done anything of note. If they have then the Communications and PR Manager has failed to inform the public and whoever is responsible for the website is not doing his job. Is it now correct and up to date?

Conclusions

From your comments and explanation of numerous personnel and name changes it would appear that the organisation is grossly top heavy with managers (more than half of the 15 members of staff you refer to) and, after more than two years, Clive Loader still doesn't appear to know what organisational structure he is supposed to be running. Currently each individual area has its own manager, all on highly inflated salaries. Surely some areas could be combined but it is hard to know how because they just keep creating numerous fancy named positions that do not indicate what they are supposed to be doing. It will probably all change again when someone comes up with another "idea".

Looks like a typical government/civil service/military establishment with too many Chiefs and not enough Indians. Just like the Royal Navy has far too many Admirals and Leicestershire Police Force has far too many Inspectors.

Response

Police forces and police and crime commissioners (PCCs) are public authorities under FOIA. The FOIA confers two obligations on public authorities:

- the duty to confirm or deny whether the information requested is [held](#)
- the duty to communicate the information.

Under the FOIA any information, documentation or records that are created by, or in the possession of a public authority may be covered by the scope of a request and are liable for disclosure. This refers to:

- anything in a permanent recorded format (for example, video, audio recordings, hand written reports, notes, emails, minutes, etc.)



- information in the possession of another body or organisation on the authority's behalf (for example, a records storage company, archive or private contractor).

What is not covered by the Act is requests for opinion and there is no obligation on us to respond to your questions. However, the ones I can answer within the terms of the Act are as follows:

Question 1

The figure provided to you in my initial response was correct and originated from my contact within the OPCC office. However, I have emailed them to ask that they re-evaluate the information supplied on the website in light of your concerns.

Question 2

In this question you ask for an opinion and express your own opinion regarding the waste of tax payers money. Unfortunately under the legislation I can only answer questions that seek recorded information and as a result I am unable to assist you further.

Question 3

Information regarding the Annual Accounts of the Police Authority are online and can be viewed here

<http://www.leics.pcc.police.uk/Planning-and-Money/Finance/Annual-Accounts.aspx>

Question 4

The Police Authority was replaced by the Office of the Police and Crime Commissioner on 22 November 2012 as a legal entity.

Question 5, 6, 13 and the PCC

Please see my response to Question 2

Question 7 and 8, 9, 10, 11,

Please see the attached job descriptions which may assist.

Question 12

Leicestershire Police and the OPCC have a dedicated unit Communications, PR, Engagement and Consultation Teams

Office of Police and Crime Commissioner