



**Police and Crime Commissioner for
Leicestershire
and
Chief Constable
of Leicestershire Police**

**JOINT CORPORATE GOVERNANCE
FRAMEWORK**

Review Log

Version	Date	Detail of Change(s)	Section	Author
August 2023	Adopted November 2023	n/a First Version	n/a	OPCC
August 2023 V2	Adopted March 2024	Addition: To sign contracts on behalf of the Police and Crime Commissioner in accordance with the Financial Regulations, once they have been approved in accordance with this Corporate Governance Framework, except those which are required to be executed under the common seal of the Police and Crime Commissioner or in such cases the Chief Executive is authorised to sign and affix the seal. Deletion: To sign contracts on behalf of the Police and Crime Commissioner in accordance with the Financial Regulations, once they have been approved in accordance with this Corporate Governance Framework, except those which are required to be executed under the common seal of the Police and Crime Commissioner or in such cases the Chief Executive is authorised to sign and affix the seal. Amendment: Table contents changed to reflect that the PCCCFO/PCC must sign all contracts.	3.5.4 3.6.1 9.5.3	OPCC CEO
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1. Overarching Corporate Governance

1.1 Introduction

- 1.1.1 The purpose of this Framework is to give clarity to the way the two organisations, Police and Crime Commissioner and Chief Constable, will be governed both jointly and separately, to do business in the right way, for the right reason at the right time. The framework also sets out how the Police and Crime Commissioner and Chief Constable work together to fulfil their statutory obligations and deliver for their local communities.

1.2 Context

- 1.2.1 The principal statutory framework within which the organisations will operate is:
- Police Reform and Social Responsibility Act 2011 (PRSRA11, the Act)
 - Policing Protocol Order 2023 (the Protocol)
 - Financial Management Code of Practice
 - Strategic Policing Requirement
 - Various conduct and transparency legislation
- 1.2.2 This framework sets out the governance arrangements established in legislation, regulations and good practice. It also draws on best practice and good governance principles across the public and private sector.

1.3 Principles

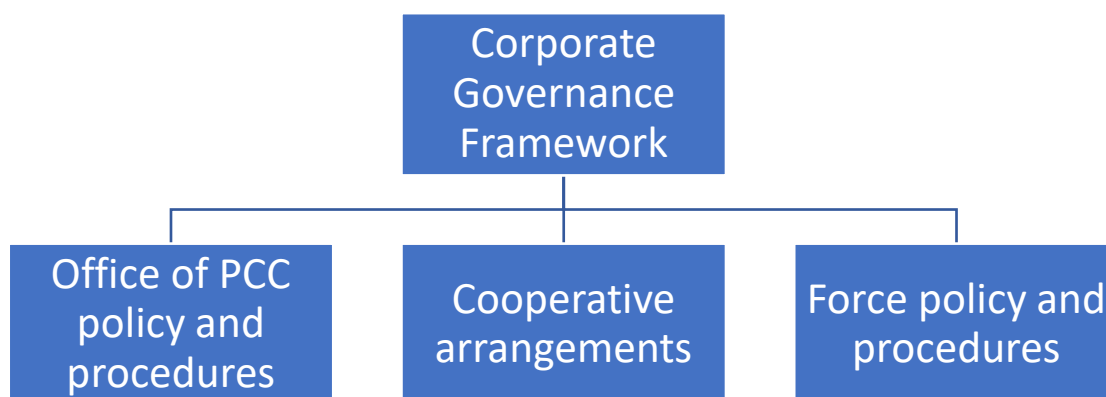
- 1.3.1 The core principles adopted by both organisations are those highlighted by the International Framework for good governance in the public sector¹:
- Behaving with integrity, demonstrating strong commitment to ethical values and respecting the rule of law,
 - Ensuring openness and comprehensive stakeholder engagement,
 - Defining outcomes in terms of sustainable economic, social and environmental benefits,
 - Determining the interventions necessary to optimise the achievement of the intended outcomes,
 - Developing the entity's capability including the capability of its leadership and the individuals within it,
 - Managing risks and performance through robust internal control and strong public financial management,
 - Implementing good practices in transparency, reporting and audit, to deliver effective accountability.

The principles of good decision making (set out in the Decision-Making Policy and the Police Code of Ethics) also apply.

1.4 Instruments of governance

- 1.4.1 The Corporate Governance Framework by which both organisations will be governed, both jointly and separately will consist of:
- the statutory framework and local policy, setting out the overarching summary
 - how the core principles will be implemented,
 - the parameters within which the organisations will conduct their business,
 - Separate policy and procedures for each corporation sole, with protocols

- where they operate jointly.
- Cooperative arrangements by which the Police and Crime Commissioner and the Chief Constable support the exercise of each other's functions.



1.5 Leadership

- 1.5.1 Effective governance requires ongoing adaptation and development. The Police and Crime Commissioner and Chief Constable will review the framework at the start of each Commissioners political term or as the PCC/CC deems necessary to ensure it is up to date and effective, and that both organisations are compliant.

1.6 Record of Decisions

- 1.6.1 Any significant decision of the Police and Crime Commissioner or of the Deputy Police and Crime Commissioner shall be set out in a Decision Record and shall be published on the Police and Crime Commissioner's website.
- 1.6.2 In determining the extent of information to be published the principles of the Freedom of Information Act 2000 will be applied.
- 1.6.3 The Police and Crime Commissioner will publish a **Decision-Making Policy and Procedure** document that will set out the framework and principles for decision making, and the processes for ensuring decisions are made by the right people in the right way and at the right level within the organisation. It will set out which decisions should be formally recorded and published.
- 1.6.4 The Police and Crime Commissioner shall also publish a Scheme of Delegation which sets out any delegations of the Police and Crime Commissioner's powers. The scheme may permit the sub-delegation of powers, but any such sub-delegation shall be notified to the Police and Crime Commissioner. The Police and Crime Commissioner may prohibit, vary or make any sub-delegation subject to conditions and limitations.

2. Corporate Governance Mechanisms

2.1 Introduction

- 2.1.1 This section sets out how the Police and Crime Commissioner and the Chief Constable conduct their organisations both jointly and separately in accordance with policy contained within the overarching statement of corporate governance. It will do this by highlighting the key enablers for ensuring good governance.

2.2 Context

- 2.2.1 This section sets out how the organisations are conducted, using the International Framework for Good Governance in the Public Sector¹ as the structure for setting out the statutory framework and local arrangements.

2.3 Corporate governance mechanisms

- 2.3.1 **Behaving with integrity, demonstrating strong commitment to ethical values, and respecting the rule of law.**

The Act² sets out ***the functions of the Police and Crime Commissioner and Chief Constable*** and the protocol³ sets out how these functions will be undertaken to achieve the outcomes of the police and crime plan and to assist the Chief Constable in delivering their role and outlining the expected relationship between them.

The Act requires the Police and Crime Commissioner to have ***a Chief Executive and Chief Finance Officer***⁴. The Chief Executive will be the head of paid service and undertake the responsibilities of monitoring officer⁵.

The Act requires the Chief Constable to appoint ***a Chief Finance Officer***⁶

The ***financial management code of practice*** and ***statements of roles***⁷ set out the responsibilities of Chief Finance Officers for both the Police and Crime Commissioner and the Chief Constable, and of the Chief Executive.

The ***scheme of delegation*** highlights the parameters for key roles in the organisations including delegations or consents from the Police and Crime Commissioner and Chief Constable, financial regulations and contracts.

The ***decision-making policy and procedure*** sets out the framework and principles for decision making, and the processes for ensuring decisions are made by the right people in the right way and at the right level within the organisation. It sets out which decisions will be formally recorded and published.

Officers, police staff and staff of the Office of Police and Crime Commissioner will operate within:

¹ International Framework: Good Governance in the Public Sector, IFAC and CIPFA 2014

² PRSRA11, s5 – 8,

³ Policing Protocol Order 2023

⁴ PRSRA11 sch 1 p6

⁵ Local Government and Housing Act 1989 s5,

⁶ PRSRA11 sch 2 p4.

⁷ Financial Management Code of Practice for the Police, s4, CIPFA Statement on the Role of Chief Finance Officers, APACE Statement on the Role of the Chief Executive

- Office of the Police and Crime Commissioner and Police Force policy and procedures,
- corporate governance framework,
- conduct regulations and codes of conduct.

The Policing Protocol 2023 requires all parties to abide by the seven ***principles of public life***⁸ and these will be central to the conduct and behaviour of all. Those principles are:

Selflessness Holders of public office should act solely in terms of the public interest.

Integrity Holders of public office must avoid placing themselves under any obligation to people or organisations that might try inappropriately to influence them in their work. They should not act or take decisions in order to gain financial or other material benefits for themselves, their family, or their friends. They must declare and resolve any interests and relationships including but not limited to assessing conflicts of interest pursuant to the Procurement Act 2023.

Objectivity Holders of public office must act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias.

Accountability Holders of public office are accountable to the public for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this.

Openness Holders of public office should act and take decisions in an open and transparent manner. Information should not be withheld from the public unless there are clear and lawful reasons for so doing.

Honesty Holders of public office should be truthful.

Leadership Holders of public office should exhibit these principles in their own behaviour. They should actively promote and robustly support the principles and be willing to challenge poor behaviour wherever it occurs.

The Code of Ethics combines these values with others espoused in policing, and sets and provides a framework for upholding high standards of conduct and behaviour. It adds two further principles:

Fairness Holders of public office should treat people fairly.

Respect Holders of public office should treat everyone with respect.

The Protocol also highlights the expectation that the relationship between all parties will be based upon the principles of goodwill, professionalism, openness and trust.

The Financial Management Code of Practice requires the Police and Crime Commissioner and Chief Constable to ensure that the good governance principles are embedded in the way the organisations operate.

⁸ Standards in Public Life, 2005 as amended by the 14th report of the Committee on Standards in Public Life

2.3.2 **Ensuring openness and comprehensive stakeholder engagement.**

The PCC and CC will have **communication and community engagement strategies** that set out how the Police and Crime Commissioner and Chief Constable will ensure that local people are involved in decision making and kept informed and involved.

The **publication scheme** establishes the means by which information relating to decisions will be made available to local people, with those of greater public interest receiving the highest level of prominence, except where operational and legal constraints exist.

The **Police and Crime Panel** is a check and balance on the Police and Crime Commissioner through reviewing or scrutinising their decisions. It is made up primarily of Councillors nominated from each of the local authorities and meet in public. They have particular responsibilities to scrutinise decisions about precept setting, the issue of Police and Crime Plans, and the appointment and dismissal of the Chief Constable and senior personnel of the OPCC including the Chief Executive Officer and Chief Finance Officer.

2.3.3 **Defining Outcomes in terms of sustainable economic, social and environmental benefits**

The Police and Crime Commissioner has issued **a Police and Crime Plan**. It outlines the police and crime objectives (outcomes) and the strategic direction for the policing of the Force area.

Within that the Police Force has defined their vision as **'a leading force in the country, delivering high quality policing that local people trust'**. The Policing **priorities** are established with clearly set out approach and outcomes.

Collaboration agreements set out those areas of business to be undertaken jointly with other Forces, Fire and Rescue Services and Local Policing Bodies, whether to reduce cost, increase efficiency or increase capability to protect local people.

A **Medium-Term Financial Strategy (MTFS)** has been developed to support delivery of the Police and Crime Plan.

A **Commissioning Framework** has been developed by the Police and Crime Commissioner to support the delivery of the Police and Crime Plan

2.3.4 **Determining the interventions necessary to optimise the achievement of the intended outcomes**

The national decision model⁹ is applied to spontaneous incidents or planned operations, by officers and staff within the Force as individuals or teams, and to both operational and non-operational situations. These are applied in the context of the Force **values** and **competencies**.

The Police and Crime Commissioner's **Police and Crime Plan** outlines the police and crime objectives (outcomes) and the strategic direction for the policing and supporting services of the Force area.

⁹ National Decision Model (NDM) for the Police Service, College of Policing

The **Commissioning Framework** ensures the right interventions are used to achieve the intended outcomes set out in the Police and Crime Plan.

2.3.5 *Developing the entity's capacity, including the capability of its leadership and the individuals within it*

The organisations' **recruitment and retention strategies** set the climate for continued development of individuals. The respective performance development review processes will ensure that these strategies are turned into reality for officers and members of staff.

2.3.6 *Managing risks and performance through robust internal control and strong public financial management*

A joint independent **audit risk and assurance panel** will operate in line with Chartered Institute of Public Finance and Accountancy (CIPFA) guidance and within the guidance of the Financial Management Code of Practice¹⁰.

The **scheme of delegation** highlights the parameters for decision making, including the delegations, consents, financial limits for specific matters and for contracts.

The **risk management strategy** establishes how risk is managed throughout the various elements of corporate governance of the organisations, whether operating solely or jointly.

2.3.7 *Implementing good practices in transparency, reporting, and audit, to deliver effective accountability*

The protocol¹¹ highlights that the Police and Crime Commissioner is **accountable to local people** and draws on this mandate to set and shape the strategic objectives for the force area in consultation with the Chief Constable.

The **Police and Crime Plan** sets out what the strategic direction and priorities are and how they will be delivered.

To complement this the **communication and community engagement strategies** set out how key stakeholders will be involved with the Police and Crime Commissioner and the Chief Constable to ensure they are part of decision making, accountability and future direction.

2.4 Annual Governance Statement (AGS)

This framework enables the development of local arrangements. Below each of the above mechanisms, the PCC and Chief Constable will build behaviours and outcomes that will demonstrate, through the AGS, good governance in practice. The AGS will outline the evidence of local arrangements.

¹⁰ Financial Management Code of Practice for the Police, s11.1.3

¹¹ Policing Protocol Order 2023, art14

3. Scheme of Delegation

3.1 Introduction

- 3.1.1 The first section details the key roles of the Police and Crime Commissioner, Chief Executive, the PCC's Chief Finance Officer (PCCCFO), Chief Constable and the Chief Constable's Chief Finance Officer (CCCFO) and of those who support them.
- 3.1.2 The second section describes the strategies, arrangements, instruments and controls adopted to ensure good governance in the organisations.
- 3.1.3 This section provides a framework which ensures the business is carried out efficiently, ensuring that decisions are not unnecessarily delayed. It forms part of the overall corporate governance framework of the two organisations. It should be read in the context of the previous two sections.
- 3.1.4 This Scheme sets out the delegations by the Police and Crime Commissioner to the Chief Executive, and other specified members of their staff and Police staff. It also sets out the delegations by the Chief Constable to specified officers and staff. It includes other instruments such as the financial regulations.
- 3.1.5 Statutory Officers are the Chief Executive (who is also the Monitoring Officer), Chief Constable, Deputy Chief Constable, PCCCFO, and CCCFO. This Corporate Governance Framework aims to clarify those powers which, for the benefit of good business practice, are given to the statutory officers. The Police and Crime Commissioner **may limit these powers and/or withdraw delegation**, as may the Chief Constable in relation to their delegations. Similarly, any sub-delegations by Statutory Officers may be limited or withdrawn by those Statutory Officers.
- 3.1.6 Removal and/or withdrawal of delegations shall be communicated in writing and brought to Corporate Governance Board for ratification. Delegations, powers, and responsibilities set out in legislation cannot be removed or withdrawn from the statutory officer.
- 3.1.7 The Police and Crime Commissioner may impose reporting arrangements on any authorised powers.
- 3.1.8 Powers are given to the Chief Constable by laws, orders, rules or regulations. Also, national conditions of employment give powers to the Police and Crime Commissioner, the Chief Constable and, in the case of police regulations, the Secretary of State for the Home Office.
- 3.1.9 The powers given to officers and staff should be exercised in line with these delegations, the law, financial regulations, and also policies, procedures, plans, strategies and budgets.
- 3.1.10 Whilst the Chief Constable has the statutory power to enter into contracts for goods and services with the consent of the Police and Crime Commissioner, in order to simplify systems of internal control, contracts will continue to be issued in the name of the Police and Crime Commissioner. Consequently, no consent framework is required. This does not preclude the Police and Crime Commissioner from providing consent to the Chief Constable to enter into contracts for goods and services on a case-by-case basis, with such consent to be evidenced in writing.

- 3.1.11 This Scheme of Delegation does not identify all the statutory duties which are contained in specific laws and regulations.

3.2 Key Roles

- 3.2.1 The Police and Crime Commissioner is the legal contracting body who owns all the assets and liabilities, and with responsibility for the financial administration of their office and the Police Fund, including all borrowing.
- 3.2.2 The Police and Crime Commissioner will receive all funding, including the government grant and precept, and other sources of income, related to policing and crime reduction. By law, all funding for the Police Force must come via the Police and Crime Commissioner. How this money is allocated is for the Police and Crime Commissioner to decide in consultation with the Chief Constable, or in accordance with any grant terms.
- 3.2.3 The Police and Crime Panel is a check and balance on the Police and Crime Commissioner through reviewing or scrutinising their decisions, but not those of the Chief Constable.
- 3.2.4 The Chief Constable is responsible for maintaining the King's peace, and the direction and control of the Force for the delivery of operational policing services. The Chief Constable is a separate corporation sole.
- 3.2.5 As a separate corporation sole, the Chief Constable may operate independently in specific areas. The Chief Constable is accountable to the law for exercise of police powers, and to the PCC for delivery of efficient and effective policing, management of resources and expenditure by the Force.
- 3.2.6 The Police and Crime Commissioner will be responsible for handling complaints and conduct matters in relation to the Chief Constable and staff of the Office of the Police and Crime Commissioner and monitoring complaints against officers and staff of the Police Force. The PCC is the appropriate authority to undertake reviews in relation to complaints recorded by the Police Force in accordance with the Policing and Crime Act 2017. The Chief Constable is responsible for handling all complaints and conduct matters relating to officers and staff under their direction and control. Both organisations are responsible for complying with the legitimate requirements of the Independent Office for Police Conduct.
- 3.2.7 The statutory duties of both CFOs are largely identical in nature although their responsibilities are linked to separate corporations sole. The two CFOs should operate effectively and without conflict, to reflect the legal and financial implications of having the two connected corporations sole. Both CFOs have a fiduciary duty to the local taxpayer as both have a responsibility for securing the efficient use of public funds. This implies public reporting responsibilities in certain circumstances for both CFOs. However, given that the PCC has the statutory responsibility for the Police Fund, the CFO of the PCC will have responsibility for all statutory reports relating to the adequacy of the overall resource envelope available to meet police force expenditure. There is a reciprocal fiduciary duty on both CFOs to support the other in the execution of their duties in relation to policing matters.
- 3.2.8 If either of the CFOs intends to exercise their statutory powers under section 114 of the 1988 Act, they should inform the other (as well as the Chief Executive) as soon as possible.

3.3 General principles of delegation

3.3.1 The Police and Crime Commissioner and Chief Constable expect anyone proposing to exercise a delegation or an authorisation under this scheme to draw to the attention of the Police and Crime Commissioner any issue which is likely to be regarded by the Police and Crime Commissioner as novel, contentious, repercussive or likely to be politically sensitive before exercising such powers.

3.3.2 For this document a decision or transaction is **novel** if:

- It is **unprecedented** or **outside the usual scope** of policing operations or governance. Falls outside established policies, procedures or precedents.
- The Force or OPCC has **no prior experience** with such an action.
- It may involve **new technologies, partnerships, or funding models** not previously used.

A matter is **contentious** if:

- It is **likely to attract criticism or controversy** from stakeholders, including the public, media, elected officials, or oversight bodies.
- It involves **ethical, legal, or reputational risks**.
- It may provoke **internal disagreement** among governance bodies or external scrutiny.

A decision is **repercussive** if:

- It has **wider implications** beyond the immediate police force or authority.
- It could **set a precedent** for other forces or influence national policy.
- It may lead to **financial, operational, or reputational ripple effects** across the sector.

A matter is deemed **politically sensitive** if:

- It intersects with **current political debates, legislation, or public policy**.
- It could be perceived as **partisan or misaligned** with government priorities.
- It may attract **ministerial attention or parliamentary scrutiny**.

3.3.3 The Police and Crime Commissioner is ultimately accountable for the Police Fund. Before any financial or legal liability affecting the Police Fund that the Police and Crime Commissioner might reasonably regard as novel, contentious, repercussive or politically sensitive is incurred, prior **written** approval must be obtained from the Police and Crime Commissioner.

3.3.4 The Police and Crime Commissioner must not restrict the operational independence of the police force and the Chief Constable who leads it¹². In exercising their functions the Chief Constable must have regard to the Police and Crime Plan issued by the Police and Crime Commissioner¹³.

3.3.5 To enable the Police and Crime Commissioner to exercise the functions of their office effectively will need access to information, and officers and staff within their force area. This access must not be unreasonably withheld or obstructed by the Chief Constable, or restrict the Chief Constable's direction and control of the Force¹⁴.

¹² Policing Protocol Order 2023, art18

¹³ PRSRA11 s8(2)

¹⁴ PRSRA11 ss2(5) and 36

- 3.3.6 The Police and Crime Commissioner has wider responsibilities than those solely relating to the police force and these are referred to elsewhere in the Corporate Governance Framework.
- 3.3.7 Delegations are set out in this scheme. The Police and Crime Commissioner and Chief Constable may require at any time that a specific matter is referred to them for a decision and not dealt with under powers of delegation.
- 3.3.8 Delegations may only be exercised subject to:
- (a) compliance with the corporate governance framework.
 - (b) provision for any relevant expenditure being included in the approved budget
- 3.3.9 These arrangements delegate powers and duties within broad functional descriptions and include powers and duties under all legislation present and future within those descriptions and all powers and duties incidental to that legislation. The scheme does not attempt to list all matters which form part of everyday management responsibilities.
- 3.3.10 Giving delegation under this scheme does not prevent an officer or member of staff from referring the matter to the Police and Crime Commissioner or Chief Constable for a decision or guidance if the officer or member of staff thinks this is appropriate (for example, because of sensitive issues or any matter which may have a significant financial implication – see paragraph 3.3.1).
- 3.3.11 When a statutory officer is considering a matter that also falls within another statutory officer's area of responsibility, they should consult the other statutory officer before authorising the action (see Decision Making, above).
- 3.3.12 All significant decisions statutory officers make under powers given to them by the Police and Crime Commissioner or Chief Constable must be recorded and published in accordance with the Decision-Making policy.
- 3.3.13 In this document, references made to the statutory officers include officers authorised by them to act on their behalf.
- 3.3.14 The statutory officers are responsible for making sure that members of staff they supervise know about the provisions and obligations of the Corporate Governance Framework.
- 3.3.15 The persons appointed as the Chief Executive (who is also the Monitoring Officer) and the Chief Finance Officers have statutory powers and duties relating to their positions, and therefore do not rely on matters being delegated to them to carry these out.
- 3.3.16 The Scheme of Delegation provides a member of staff with the legal power to carry out functions of the Police and Crime Commissioner and Chief Constable. In carrying out these functions the member of staff must comply with all other statutory and regulatory requirements and relevant professional guidance including:
- Police Reform and Social Responsibility Act 2011 and other relevant legislation issued under the Act.
 - Policing Protocol Order 2023
 - Financial Regulations
 - Financial Management Code of Practice
 - CIPFA Statement on the role of the Chief Finance Officer in public service organisations

- APACE Statement on the role of the Chief Executive
- Contract Regulations
- Public Contracts Regulations 2015 (where applicable)
- Procurement Act 2023
- Procurement Regulations 2024
- National Procurement Policy Statement 2025.
- The Police and Crime Commissioner's Corporate Governance framework
- The Police and Crime Commissioner's and Police Force employment policies and procedures.
- The Data (Use and Access) Act 2025 (DUAA), Data Protection Act 2018, the UK General Data Protection Regulation and the Freedom of Information Act 2000
- Health and safety at work legislation and codes.

This list is not exhaustive.

- 3.3.17 When carrying out any functions, the Police and Crime Commissioner, Chief Constable and staff must have regard to the following:
- The views of the people in their policing area
 - Any report or recommendation made by the Police and Crime Panel on the annual report for the previous financial year.
 - The Police and Crime Plan and any guidance issued by the Secretary of State.

This list is not exhaustive.

- 3.3.18 The corporate governance framework, including this Scheme of Delegation, will be reviewed at the start of each Commissioners political term or as the PCC/CC deems necessary. The scheme allows any person with appropriate authority to delegate that power further (subject to any statutory limitations) but before doing so they must inform the Police and Crime Commissioner and comply with any limitation conditions or prohibition issued by the Police and Crime Commissioner and notification of any sub-delegation shall be given to the Chief Executive.
- 3.3.19 These arrangements do not delegate any matter which by law cannot be delegated to a member of staff nor do they affect the constitutional relationship between the Police and Crime Commissioner and the Chief Constable
- 3.3.20 Any fundamental or significant change to strategic policies should seek the views of the Police and Crime Commissioner. Any new/existing policies which impact on the strategic direction of the Force or OPCC should be developed in consultation with the Police and Crime Commissioner.

Delegations by the Police and Crime Commissioner

3.4 Functions delegated to the Chief Executive, Office of the Police and Crime Commissioner

- 3.4.1 The Chief Executive is the Head of Paid Service and the Monitoring Officer of the Police and Crime Commissioner. The formal delegations, listed below, are those given to the Chief Executive. Any function delegated to the Chief Executive which maybe novel, contentious, or repercussive will be discussed with the Police and Crime Commissioner.

- 3.4.2 As the Monitoring Officer of the Police and Crime Commissioner there is a statutory responsibility to manage their legal affairs as set out in section 5 Local Government and Housing Act 1989 (as amended).
- 3.4.3 In their absence the Police and Crime Commissioner delegates to the Chief Executive all of his functions, except those prohibited by law¹⁵, unless otherwise agreed. Those prohibited by law are:
- Issuing a Police and Crime Plan
 - Determining police and crime objectives
 - Attendance at a meeting of a Police and Crime Panel in compliance with a requirement by the panel to do so.
 - Preparing an annual report to a Police and Crime Panel.
 - Appointing the Chief Constable, suspending the Chief Constable, or calling upon the Chief Constable to retire or resign.
 - Calculating a budget requirement
- 3.4.4 In the event of a significant conflict of interest arising which would preclude the Police and Crime Commissioner or Deputy PCC from exercising a function, that Police and Crime Commissioner delegates to the Chief Executive the exercise of any functions, except those prohibited by law¹⁵.

General

- 3.4.5 To prepare the Police and Crime Plan for submission to the Police and Crime Commissioner.
- 3.4.6 To prepare the Annual Report for submission to the Police and Crime Commissioner.
- 3.4.7 To provide information to the Police and Crime Panel, as reasonably required to enable the panel to carry out its functions.
- 3.4.8 To sign contracts on behalf of the Police and Crime Commissioner including contracts which are required to be executed under the common seal of the Police and Crime Commissioner, in line with limits set out in the Financial Regulations.
- 3.4.9 To consider whether, in consultation with the PCCCFO, to provide indemnity to the Police and Crime Commissioner or Chief Constable and to deal with or make provision to deal with other matters arising from any proceedings relating to them.
- 3.4.10 To consider and approve, in consultation with the PCCCFO, provision of indemnity and/or insurance to individual staff of the Police and Crime Commissioner, including Legally Qualified Chairs and other members of tribunals set up by the PCC.
- 3.4.11 To respond to consultations from Central Government or other national bodies in respect of all issues affecting the Police and Crime Commissioner, if necessary, after first taking the views of the Police and Crime Commissioner, Chief Constable or the PCCCFO, as appropriate.
- 3.4.12 To consider, with the Police and Crime Commissioner, any complaint or conduct matter made against the Chief Constable, and where appropriate, refer the matter

¹⁵ s18(3)(d) and (7) PRSRA11

to the IOPC.

- 3.4.13 To make arrangements for the support of public communications and engagement.
- 3.4.14 To make arrangements for the support to the Commissioner in holding the Chief Constable to account.
- 3.4.15 At the request of the Chief Constable, to exercise the power of the Police and Crime Commissioner under the Police (Property) Regulations 1997 to approve the keeping of unclaimed property if it can be used for police purposes.
- 3.4.16 To be the Senior Information Risk Owner, and carry out all functions and responsibilities of the Data Controller specified in the Data Protection Act 2018; Freedom of Information Act and to ensure compliance with the Procurement Act 2023, Procurement Regulations 2024 and Elected Local Policing Bodies (Specified Information) Order 2011, as amended, the Elected Local Policing Bodies (Specified Information) Order 2013 and The Elected Local Policing Bodies (Specified Information Order) amendment 2021
- 3.4.17 To discharge functions and responsibilities in respect of Police Appeal Tribunals.
- 3.4.18 To discharge functions and responsibilities in respect of Complaint Reviews.

Financial

- 3.4.19 The financial management responsibilities of the Chief Executive are set out in the financial regulations.
- 3.4.20 To manage the budget of the Police and Crime Commissioner's office, along with the PCCCFO, particularly to:
 - order goods and services and other items provided for in the revenue budget.
 - ask for and accept quotations and tenders for goods and services provided for in the revenue budget.

Staff employed by the Police and Crime Commissioner

- 3.4.21 To appoint and undertake the management of staff employed by the Police and Crime Commissioner, in line with agreed policies and procedures.
- 3.4.22 To dismiss staff employed by the Police and Crime Commissioner, in consultation with the Police and Crime Commissioner.
- 3.4.23 Paragraph 3.4.21 or 3.4.22 shall not apply to the appointment or dismissal of, or disciplinary action against the Chief Executive or PCCCFO.
- 3.4.24 No disciplinary action in respect of the Chief Executive or PCCCFO, except suspension of the officer for the purpose of investigating the alleged misconduct occasioning the action, may be taken by the Police and Crime Commissioner without having due regard to a recommendation in a report made by an independent person. Any such suspension must be on full pay and terminate no later than the expiry of two months beginning on the day on which the suspension takes effect.
- 3.4.25 "Disciplinary action" means any action occasioned by alleged misconduct which, if proved, would, according to the usual practice of the Police and Crime

Commissioner, be recorded on the member of staff's personal file, and includes any proposal for dismissal of a member of staff for any reason other than redundancy, permanent ill-health or infirmity of mind or body, but does not include failure to renew a contract of employment for a fixed term unless the authority has undertaken to renew such a contract; and "designated independent person" must be such person as may be agreed between the Police and Crime Commissioner and the relevant officer

- 3.4.26 To make recommendations to the Police and Crime Commissioner with regard to staff terms and conditions of service, in consultation with the PCCCFO.
- 3.4.27 To authorise, in line with staff conditions of service, the suspension of any member of staff employed by the Police and Crime Commissioner.
- 3.4.28 To bring national agreements on salaries, wages and conditions into effect, providing that any issues which are sensitive or have major financial implications will be referred to the Police and Crime Commissioner for a decision.
- 3.4.29 To approve payments under any bonus or performance-related payment schemes for staff approved by the Police and Crime Commissioner, honoraria payments made for taking on extra duties and responsibilities, or similar special payments outside of standard HR procedures.
- 3.4.30 To negotiate with, and reach agreements with, recognised trade unions and staff associations on any matters that can be decided locally. All agreements reached must be reported to the Police and Crime Commissioner.
- 3.4.31 To grant essential or casual car-user allowances.
- 3.4.32 To issue exemption certificates to staff whose posts would otherwise be politically restricted under the Local Government and Housing Act 1989.
- 3.4.33 To approve the retirement of staff on the grounds of ill health, and the payment of ordinary and ill-health pensions and other payments, as appropriate, following advice from a medical practitioner. All ill-health retirements must be reported to the Police and Crime Commissioner before implementation.
- 3.4.34 Settlement of employment tribunal cases and grievances of staff employed by the Police and Crime Commissioner with the exception of those cases felt to be exceptional because:
 - they involve a high-profile claimant
 - there is a particular public interest in the case
 - there is a real risk that the Police and Crime Commissioner or Chief Constable will be exposed to serious public criticism or serious weaknesses in the organisation or policies and procedures will be revealed.
- 3.4.35 To settle appeals against decisions of the Senior Administrator of the Local Government Pension Scheme, in line with the Occupational Pension Schemes (Internal Dispute Resolution Procedures) Regulations 1996.
- 3.4.36 To exercise the PCC's discretions under the Local Government Pension Scheme in relation to staff employed by the PCC, in consultation with the PCCCFO and in line with agreed policies.
- 3.4.37 To approve requests from staff employed by the Police and Crime Commissioner

to undertake additional outside work.

- 3.4.38 To appoint Independent Custody Visitors and terminate appointments if necessary.

Legal

- 3.4.39 To authorise the affixing of the common seal of the Police and Crime Commissioner to:
- all contracts, agreements or transactions in respect of which there is no consideration
 - all contracts, agreements or transactions above the UK Threshold and where there is a need for the seal to be attached
 - all deeds which grant or convey an interest in land
 - all documents where it is determined by the Police and Crime Commissioner there is a particular need for the seal to be attached.
- 3.4.40 To approve the financial settlement of all claims or requests for compensation against the Police and Crime Commissioner in accordance with financial regulations and against the Chief Constable in accordance with paragraph 8 of Schedule 2 Police Reform and Social Responsibility Act 2011 and s.88 of the Police Act 1996.
- 3.4.41 To approve all requests for financial assistance to officers and staff involved in legal proceedings or inquests except those felt to be significant because: -
- they involve a high-profile claimant;
 - there is a particular public interest in the case;
 - there is a real risk that the Police and Crime Commissioner or Chief Constable will be exposed to serious public criticism or serious weaknesses in the organisation or policies and procedures will be revealed.
 - the proceedings are by their nature considered to be a test case before the court.
- 3.4.42 To authorise, in agreement with the Chief Constable, the institution, defence, withdrawal or settlement of any claims or legal proceedings on the Police and Crime Commissioner's behalf, including the completion of necessary documentation in pursuance of court orders, directions and or procedural rules, in consultation with the legal adviser (and PCCCFO if there are significant financial implications).
- 3.4.43 To arrange for the provision of all legal or other expert advice and/or representation required for and on behalf of the Police and Crime Commissioner.

3.5 Functions delegated to the PCC's Chief Finance Officer

- 3.5.1 The PCCCFO, as the financial adviser to the Police and Crime Commissioner has a statutory responsibility to manage the Commissioner's financial affairs as set out in sections 112 and 114 of the Local Government Finance Act 1988, and the Accounts and Audit Regulations 2003 (as amended).
- 3.5.2 To lead on risk management on behalf of the PCC.
- 3.5.3 The detailed financial management responsibilities of the PCCCFO are set out in the financial regulations.
- 3.5.4 To sign contracts on behalf of the Police and Crime Commissioner in accordance with the Financial Regulations, once they have been approved in

accordance with this Corporate Governance Framework, except those which are required to be executed under the common seal of the Police and Crime Commissioner or in such cases the Chief Executive is authorised to sign and affix the common seal of the Police and Crime Commissioner.

3.6 Responsibilities of the Chief Constables Chief Finance Officer

- 3.6.1 To undertake the day-to-day management of procurement in accordance with the financial and contract regulations.
- 3.6.2 The detailed financial management responsibilities of the CCCFO are set out in the financial regulations.
- 3.6.3 To undertake the day-to-day management of physical assets including property, subject to the provision of financial regulations.
- 3.6.4 To provide regular reports to the Police and Crime Commissioner in order to demonstrate compliance and good governance.

3.7 Responsibilities of the Head of Legal Services

- 3.7.1 To authorise the institution, defence and/or withdrawal of legal proceedings on the PCC's behalf, including the completion of necessary documentation in pursuance of court orders, directions and or procedural rules, in consultation with the PCCCFO if there are significant financial implications (all in so far as they relate to staff employed by the PCC).
- 3.7.2 Settlement of employment tribunal cases and grievances of staff employed by the PCC, after consultation with the Chief Executive, with the exception of those cases felt to be exceptional because:
 - they involve a high-profile claimant.
 - there is a particular public interest in the case.
 - there is a real risk that the Police and Crime Commissioner will be exposed to serious public criticism or serious weaknesses in the organisation or policies and procedures will be revealed.
- 3.7.3 To settle appeals against decisions of the Senior Administrator of the Local Government Pension Scheme, in line with the Occupational Pension Schemes (Internal Dispute Resolution Procedures) Regulations 1996.
- 3.7.4 To arrange for the provision of all legal or other expert advice and/or representation required for and on behalf of the PCC and provide a quarterly report to the Police and Crime Commissioner on all legal action taken, to demonstrate compliance and good governance.

3.8 Urgent matters

- 3.8.1 If any matter which would normally be referred to the Police and Crime Commissioner for a decision arises where it is impractical to obtain the decision of the Police and Crime Commissioner and the matter is urgent the matter may be decided by the appropriate chief officer. Appropriate chief officers authorised to decide urgent matters are:
 - the Chief Executive (all issues other than operational matters);
 - the PCCCFO (financial and related issues)
- 3.8.2 Where possible the appropriate officer will consult the Deputy Police and Crime

Commissioner before taking an urgent decision unless such consultation is impractical.

- 3.8.3 Urgent decisions taken must be reported to the Police and Crime Commissioner as soon as practicable and published.

Delegations by the Chief Constable

3.9 Functions delegated to the Deputy Chief Constable

- 3.9.1 The Deputy Chief Constable may exercise or perform any or all of the functions of the Chief Constable of the Force during any period when the Chief Constable is unable to exercise functions, or otherwise with the consent of the Chief Constable¹⁶.
- 3.9.2 To appoint and dismiss staff employed by the Chief Constable.
- 3.9.3 To undertake the management of staff employed by the Chief Constable in line with agreed policies and procedures.
- 3.9.4 To approve the appointment or secondment of police officers for central services or overseas duty.
- 3.9.5 To be the appropriate authority for complaint and professional standards matters
- 3.9.6 To lead on risk management on behalf of the Chief Constable.
- 3.9.7 To be the Senior Information Risk Owner for and on behalf of the Chief Constable and carry out all functions and responsibilities for the Chief Constable's obligations as Data Controller specified in the Data Protection Act 2018; Freedom of Information Act.

3.10 Functions delegated to the Assistant Chief Officer (People)

- 3.10.1 To make recommendations to the Chief Constable with regard to staff terms and conditions of service, in consultation with the CCCFO.
- 3.10.2 To bring national agreements on salaries, wages and conditions into effect on the clear understanding that any issues which are sensitive or have major financial implications will be referred to the Chief Constable for a decision.
- 3.10.3 To negotiate with recognised trade unions and staff associations on any matters that can be decided locally, and to recommend agreements to the Chief Constable.
- 3.10.4 To recommend to the Chief Constable the retirement, in the interests of the efficiency of the service, of employees and to report on this issue each year, in consultation with the CCCFO.
- 3.10.5 In consultation with the Chief Executive, to issue exemption certificates to staff whose posts would otherwise be politically restricted under the Local Government and Housing Act 1989.
- 3.10.6 To recommend to the Chief Constable the retirement of police staff on the grounds of ill health, and the payment of ordinary and ill-health pensions and other

¹⁶ PRSRA11 s41

payments, as appropriate, following advice from a medical practitioner and in consultation with the CCCFO.

- 3.10.7 To approve payments under any bonus or performance-related payment schemes for staff approved by the Chief Constable, honoraria payments made for taking on extra duties and responsibilities, or similar special payments.
- 3.10.8 To grant essential or casual car-user allowances.

3.11 Functions delegated to the Chief Constable's Chief Finance Officer

- 3.11.1 The CCCFO, as the financial adviser to the Chief Constable has a statutory responsibility to manage the Chief Constable's financial affairs as set out in sections 112 and 114 of the Local Government Finance Act 1988, and the Accounts and Audit Regulations 2003 (as amended).
- 3.11.2 The detailed financial management responsibilities of the CCCFO and their staff are set out in the financial regulations.
- 3.11.3 To undertake the day to day management of procurement in accordance with financial and contract regulations.
- 3.11.4 To undertake the day-to-day management of physical assets including property, subject to the provision of financial regulations
- 3.11.5 To sign all contracts on behalf of the Chief Constable, irrespective of value, once they have been properly approved in accordance with financial regulations.
- 3.11.6 To oversee the day to day management and maintenance of land, buildings and structures in line with all relevant legislation, ensuring legal compliance and discharging all duties under the Health and Safety at Work Act etc.1974.
- 3.11.7 To be the HSE Duty Holder in respect of Asbestos, Legionella and Gas regulations.

3.12 Functions Delegated to the Head of Legal Services

- 3.12.1 To authorise the institution, defence and/or withdrawal of legal proceedings on the Chief Constable's behalf, including the completion of necessary documentation in pursuance of court orders, directions and or procedural rules, in consultation with the CCCFO if there are significant financial implications.
- 3.12.2 Settlement of employment tribunal cases and grievances of officers and staff employed by the Chief Constable, and of claims for unlawful conduct of constables under his direction and control in the purported performance of their functions, after consultation with the Deputy Chief Constable and Chief Executive, with the exception of those cases felt to be exceptional because:
 - they involve a high-profile claimant
 - there is a particular public interest in the case
 - there is a real risk that the Police and Crime Commissioner or Chief Constable will be exposed to serious public criticism or serious weaknesses in the organisation or policies and procedures will be revealed.
- 3.12.3 To settle appeals against decisions of the Senior Administrator of the Local Government Pension Scheme, in line with the Occupational Pension Schemes (Internal Dispute Resolution Procedures) Regulations 1996.

- 3.12.4 To arrange for the provision of all legal or other expert advice and/or representation required for and on behalf of the Chief Constable and provide a quarterly report to the Police and Crime Commissioner and Chief Constable on all legal action taken, to demonstrate compliance and good governance.
- 3.12.5 Where Legal Services are provided to the Chief Constable in accordance with Section 2(5) PRSRA11 the matter or transaction will require specific authorisation by the Police and Crime Commissioner. The settlements of claims shall be subject to Paragraph 8 Schedule 2 PRSRA11.

4 - Introduction to the Financial and Contract Regulations

4.1 Overview

- 4.1.1 Public sector accounting is covered by a range of government legislation and accounting standards that are designed to ensure proper accountability for public funds. These include:
- International Framework: good governance in the public sector
 - Various Account and Audit Regulations;
 - The Code of Practice on Local Authority Accounting issued by CIPFA;
 - The Public Sector Internal Audit Standards issued by CIPFA;
 - Delivering Good Governance: Guidance notes for Policing Bodies in England and Wales issued by CIPFA;
 - Statement on the Role of the Chief Finance Officer issued by CIPFA;
 - CIPFA Statement on the role of the CFO of the PCC and the CFO of the Chief Constable;
 - Prudential Code for Capital Finance in Local Authorities issued by CIPFA;
 - Treasury Management in the Public Services: Code of Practice and Guidance Notes issued by CIPFA;
 - Effective Governance of Collaboration in Policing issued by CIPFA;
 - Delivering Good Governance in Local Government: Guidance Note for Police issued by CIPFA;
 - The Financial Management Code issued CIPFA.
- 4.1.2 Each Police and Crime Commissioner and their respective Chief Constable is established in law as a corporation sole within the 2011 Act. As such, both are enabled by law to employ staff and hold funds in their official capacity. Chief Constables are charged with the impartial direction and control of all constables and staff within the police force that they lead. Staff of the Police and Crime Commissioner are accountable to the directly elected holder of that office via the delegation in place to the Chief Executive and Monitoring Officer
- 4.1.3 The Police and Crime Commissioner and the Chief Constable are both required to appoint Chief Finance Officers.
- 4.1.4 To conduct their business effectively, the Police and Crime Commissioner and Chief Constable need to ensure that they have sound financial management policies in place and that they are strictly adhered to. Part of this process is to adopt and implement Financial Regulations. The Regulations contained herein have been drawn up in such a way as to ensure that the financial matters of the Police and Crime Commissioner and the Chief Constable are conducted properly and in compliance with all necessary requirements.
- 4.1.5 The Regulations are designed to establish overarching financial responsibilities, to confer duties, rights and powers upon the Police and Crime Commissioner, the Chief Constable and their officers and to provide clarity about the financial accountabilities of groups or individuals. They apply to every member and officer of the service and anyone acting on their behalf, however under the terms of the Police reform and Social responsibility Act the Police and Crime Commissioner cannot delegate to a Constable and these regulations reflect this key issue.

4.1.6 Every member of staff and police officer is expected to read and understand the Financial and Contract Regulations and any related documents. They are expected to seek clarification on any areas they do not understand with either their line manager or other relevant person.

4.1.7 A modern organisation should also be committed to innovation, within the regulatory framework, providing that the necessary risk assessment and approval safeguards are in place.

4.2 Status

4.2.1 These Financial Regulations should not be seen in isolation, but rather as part of the overall regulatory and governance framework that includes the Policing Protocol, codes of conduct and the rest of the Corporate Governance framework.

4.2.2 The Police and Crime Commissioner, Chief Constable and all employees have a general duty to take reasonable action to provide for the security of assets under their control and for ensuring that the use of these resources is legal, properly authorised, provides value for money and achieves best value.

4.2.3 Financial Regulations explain the working financial relationship between the Police and Crime Commissioner and the Chief Constable and their respective chief financial officers, having regard also to the role played by the Commissioner's Chief Executive.

4.2.4 The Police and Crime Commissioner is responsible for approving or amending Financial Regulations after consultation with the Chief Constable. The PCCCFO and CCCFO are jointly responsible for maintaining a review of Financial Regulations and submitting any additions or amendments to the Police and Crime Commissioner and Chief Constable, after consulting with the Chief Executive.

4.2.5 More detailed financial instructions to supplement these Regulations, shall be issued by the CCCFO after consultation with the PCCCFO and Chief Executive.

4.2.6 Chief Officers are responsible for ensuring that all employees, contractors and agents are aware of the existence and content of these Financial Regulations and that they are complied with.

4.2.7 Breaches of Financial Regulations may result in disciplinary proceedings and, potentially, criminal action. Such cases shall be reported to the PCCCFO and/or CCCFO who shall determine, after consulting with the Monitoring Officer, whether the matter shall be reported to the Police and Crime Commissioner and/or Chief Constable.

4.2.8 The Police and Crime Commissioner, Chief Constable and all employees have a duty to abide by the highest standards of probity (i.e. honesty, integrity and transparency) in dealing with financial issues.

4.2.9 Financial Regulations and Contract Standing orders will be reviewed on an annual basis to ensure they are up to date.

4.3 Content

- 4.3.1 The Financial Regulations are divided into a number of sections, each with detailed requirements relating to the section heading. References are made throughout the individual sections to delegated limits of authority. These are also summarised in Section 11.

4.4 Definitions within the Regulations

- 4.4.1 The 'OPCC' shall refer to the Police and Crime Commissioner, Deputy Police and Crime Commissioner and all members of staff reporting directly to the Police and Crime Commissioner.
- 4.4.2 The 'Force' shall refer to the Chief Constable, police officers, police staff, police community support officers (PCSO), special constabulary, volunteers and other members of the wider police family under his /her direction and control.
- 4.4.3 Chief Officers when referred to as a generic term within the Financial Regulations shall mean the Chief Executive, PCCCFO, Chief Constable, CCCFO and all other members of the Chief Constables Executive Team.
- 4.4.4 'Employees' when referred to as a generic term shall refer to OPCC staff, police officers, police staff and other contractors or agents.
- 4.4.5 The expression 'authorised officer' refers to employees authorised through the scheme of delegation.
- 4.4.6 The expression 'contract' refers to any commitment (including purchase orders, memoranda of understanding, leases and service level agreements) to acquire, purchase or sell goods, services or building works made on behalf of the Police and Crime Commissioner, the Force or their affiliated bodies.
- 4.4.7 The expression 'best value for money' shall mean the most cost-effective means of meeting the need and takes account of whole life costs.
- 4.4.8 The expression 'Central Digital Platform' means Find a Tender service the platform upon which all UK public sector organisations are required, in accordance with the PA 2023, to publish advertisements and information about tenders and contracts, including contract performance and termination.
- 4.4.9 The expression 'Covered Procurement' means the award, entry into and management of a public contract. A public contract is a contract entered into by a contracting authority with a value above the relevant threshold that is not an Exempted Contract by Schedule 2 of the Procurement Act 2023.
- 4.4.10 The expression 'Exempted Contract' as defined in the Procurement Act 2023.
- 4.4.11 The expression 'Legislation' or 'Act' means the Procurement Act 2023 (PA23) and any secondary legislation.
- 4.4.12 The expression 'UK Threshold' means the threshold amounts that are set out in Schedule 1 of the Procurement Act 2023 and will be updated on 1st January 2026

and every two years thereafter, to keep pace with the World Trade Organisation Government Procurement Agreement (GPA).

4.4.13 The expression 'he' or 'she' shall refer to both male and female.

4.4.14 Within these Regulations references have been made to the responsibilities of the Chief Constable since most of the day-to-day financial management is vested with the staff, in particular the CCCFO, under the direction and control of that post. However, where resources are under the control of the Chief Executive or PCCCFO, the duties, rights and powers as detailed for the Chief Constable shall apply equally to the Chief Executive or PCCCFO.

4.4.15 The terms Chief Constable, CCCFO, Chief Executive and PCCCFO include any member of staff, contractors or agents to whom particular responsibilities may be delegated. However, the level of such delegated responsibility must be evidenced clearly, made to an appropriate level and the member of staff given sufficient authority, training and resources to undertake the duty in hand.

5. Financial Management

5.1 Key Roles

The Police and Crime Commissioner

- 5.1.1 The Police and Crime Commissioner has a statutory duty and electoral mandate to ensure an efficient and effective police service and to hold the police to account on behalf of the public. The Police and Crime Commissioner is the recipient of all funding relating to policing and crime reduction, including government grant, council tax precept and other sources of income. How this money is allocated is a matter for the Police and Crime Commissioner in consultation with the Chief Constable, or in accordance with any grant terms. The statutory officers of the Chief Constable and the Police and Crime Commissioner will provide professional advice and recommendations.
- 5.1.2 The Police and Crime Commissioner shall appoint a Chief Financial Officer (the PCCCFO) to be responsible for the proper administration of the Police and Crime Commissioner's financial affairs. The PCC shall also appoint a Chief Executive who will act as the Police and Crime Commissioner's monitoring officer.
- 5.1.3 The Police and Crime Commissioner is responsible for the development and approving the policy framework and budget, monitoring financial outcomes and the approval of medium-term financial plans in consultation with the Chief Constable. The PCC is responsible for approving the overall framework of accountability and control, and monitoring compliance. In relation to these Financial Regulations this includes:
- Police and Crime Plan and related delivery strategies
 - Medium Term Financial Strategy including Capital Strategy, Estates Strategy, DDaT Strategy and Fleet Strategy
 - Annual Plans including the annual revenue budget, capital programme, treasury management strategy including investment strategy
 - Risk management strategy
 - Governance policies
- 5.1.4 The Police and Crime Commissioner is responsible for approving procedures for recording and reporting decisions taken and for monitoring compliance with agreed policy and related executive decisions.
- 5.1.5 The Police and Crime Commissioner is also responsible for approving procedures for agreeing variations to approved budgets, plans and strategies forming the policy framework.
- 5.1.6 The Police and Crime Commissioner shall provide the PCCCFO with such staff, accommodation and other resources as are in his opinion sufficient to allow his duties under this section to be performed.
- 5.1.7 The Police and Crime Commissioner may appoint a Deputy Police and Crime Commissioner for that area and arrange for the Deputy Police and Crime Commissioner to exercise any function of the Police and Crime Commissioner other than those excluded from delegation by statute.

The Chief Constable

- 5.1.8 The Chief Constable is responsible to the public and accountable to the Police and Crime Commissioner for the delivery of efficient and effective policing, management of resources and expenditure by the police force.
- 5.1.9 To help ensure the effective delivery of policing services the Chief Constable has day to day responsibility for financial management of the force within the framework of the agreed budget allocation and levels of authorisation issued by the Police and Crime Commissioner.
- 5.1.10 The Chief Constable must ensure that the financial management of the Force's allocated budget remains consistent with the objectives and conditions set by the Police and Crime Commissioner and will be held to account for the effective financial management of the Force. The Chief Constable will discharge this through the CCCFO who will lead for the Force on financial management.
- 5.1.11 When the Chief Constable intends to make changes of policy with financial implications or seeks to move significant sums of their budget then the approval of the Police and Crime Commissioner should be sought.
- 5.1.12 The Chief Constable shall hold the CCCFO to account in ensuring that all financial processes are appropriately documented and communicated.

The Chief Executive

- 5.1.13 The Chief Executive is responsible for the leadership and general administration of the Police and Crime Commissioner's office and is the designated Head of Paid Service.
- 5.1.14 The Chief Executive is also the Police and Crime Commissioner's designated monitoring officer, appointed under section 5(1) of the Local Government and Housing Act 1989.
- 5.1.15 The monitoring officer is responsible for:
- ensuring the legality of the actions of the Police and Crime Commissioner and his officers;
 - ensuring that procedures for recording and reporting key decisions are operating effectively;
 - advising the Police and Crime Commissioner and officers about who has authority to take a particular decision;
 - advising the Police and Crime Commissioner about whether a decision is likely to be considered contrary or not wholly in accordance with the policy framework;
 - advising the Police and Crime Commissioner on matters relating to standards of conduct.

The PCCCFO

- 5.1.16 The PCCCFO is the Police and Crime Commissioner's Chief Finance Officer with responsibility for proper financial administration and a personal fiduciary responsibility to the local council taxpayer.

5.1.17 The PCCCFO's statutory responsibilities are set out in:

- Paragraph 6 of Schedule 1 to the Police Reform and Social Responsibility Act 2011
- Section 114 Local Government Finance Act 1988 (formal powers to safeguard lawfulness and propriety in expenditure)
- The Accounts and Audit Regulations 2011

5.1.18 The PCCCFO is the Police and Crime Commissioner's professional adviser on financial matters and shall be responsible for:

- ensuring that the financial affairs of the Police and Crime Commissioner are properly administered and that financial regulations are observed and kept up to date;
- ensuring regularity, propriety and Value for Money (VfM) in the use of public funds;
- ensuring that the funding required to finance agreed programmes is available from Central Government, council tax precept, other contributions and recharges;
- reporting to the Police and Crime Commissioner, the Police and Crime Panel and to the external auditor;
 - any unlawful, or potentially unlawful, expenditure by the Police and Crime Commissioner or officers of the Police and Crime Commissioner;
 - when it appears that any expenditure is likely to exceed the resources available to it to meet that expenditure;
- advising the Police and Crime Commissioner on the robustness of the estimates and the adequacy of financial reserves;
- preparing the annual statements of account, in conjunction with the CCCFO;
- ensuring the provision of an effective internal audit service, in conjunction with the Chief Finance Officer;
- securing the treasury management function, including loans and investments;
- advising, in consultation with the Chief Executive on the safeguarding of assets, including risk management and insurance
- arranging for the determination and issue of the precept;
- liaising with the external auditor; and
- advising the Police and Crime Commissioner on the application of value for money principles by the Force to support the Police and Crime Commissioner in holding the Chief Constable to account for efficient and effective financial management.

5.1.19 The PCCCFO, in consultation with the Chief Executive, CCCFO and/or Chief Constable as appropriate, shall be given powers to institute any proceedings or take any action necessary to safeguard the finances.

5.1.20 The PCCCFO has certain statutory duties which cannot be delegated, namely, reporting any potentially unlawful decisions by the Police and Crime Commissioner on expenditure and preparing each year, in accordance with proper practices in relation to accounts, a statement of the Police and Crime Commissioner's accounts, including group accounts.

5.1.21 The PCCCFO is the Police and Crime Commissioner's professional adviser on financial matters. To enable the fulfilment of these duties and to ensure the Police and Crime Commissioner is provided with adequate financial advice the PCCCFO:

- must be a key member of the Police and Crime Commissioner's Leadership Team, working closely with the Chief Executive, helping the team to develop and implement strategy and to resource and deliver the Police and Crime Commissioner's strategic objectives sustainably and in the public interest;
- must be actively involved in, and able to bring influence to bear on, all strategic business decisions, of the Police and Crime Commissioner, to ensure that the financial aspects of immediate and longer-term implications, opportunities and risks are fully considered, and alignment with the Police and Crime Commissioner's financial strategy;
- must lead the promotion and delivery by the Police and Crime Commissioner of good financial management so that public money is safeguarded at all times and used appropriately, economically, efficiently and effectively; and
- must ensure that the finance function is resourced to be fit for purpose.

The CCCFO

- 5.1.22 The CCCFO is the Chief Constable's Chief Finance Officer with responsibility for proper financial administration and a personal fiduciary responsibility to the local council taxpayer.
- 5.1.23 The CCCFO is responsible to the Chief Constable for all financial activities within the Force or contracted out under the supervision of the Force.
- 5.1.24 The CCCFO's responsibilities are set out in:
- Paragraph 4 of Schedule 2 and paragraph 1 of Schedule 4 to the Police Reform and Social Responsibility Act 2011
 - Section 114 Local Government Finance Act 1988 (formal powers to safeguard lawfulness and propriety in expenditure)
 - The Accounts and Audit Regulations 2011
- 5.1.25 The CCCFO is responsible for:
- ensuring that the financial affairs of the Force are properly administered and that these financial regulations are observed and kept up to date;
 - reporting to the Chief Constable, the Police and Crime Commissioner, the PCCCFO and to the external auditor:
 - any unlawful, or potentially unlawful, expenditure by the Chief Constable or officers of the Chief Constable;
 - when it appears that any expenditure of the Chief Constable is likely to exceed the resources available to it to meet that expenditure;
 - advising the Chief Constable on value for money in relation to all aspects of the Force's expenditure;
 - advising the Chief Constable on the soundness of the Force budget;
 - liaising with the external auditor;
 - working with the PCCCFO and their staff to produce the statements of accounts.
- 5.1.26 The CCCFO has certain statutory duties which cannot be delegated, namely, reporting any potentially unlawful decisions by the Force on expenditure and preparing each year, in accordance with proper practices, a statement of the Chief Constable's accounts. The Chief Finance Officer will need to observe the locally agreed timetable for the compilation of the group accounts by the PCCCFO.

- 5.1.27 The CCCFO is the Chief Constable's professional adviser on financial matters. To enable them to fulfil these duties the CCCFO:
- must be a key member of the Chief Constable's Management Team, helping it to develop and implement strategy and to resource and deliver the Police and Crime Commissioner's strategic objectives sustainably and in the public interest;
 - must be actively involved in, and able to bring influence to bear on, all strategic business decisions of the Chief Constable to ensure immediate and longer-term implications, opportunities and risks are fully considered;
 - must lead the promotion and delivery of good financial management so that the public money delegated from the Police and Crime Commissioner is safeguarded at all times and used appropriately, economically, efficiently and effectively; and
 - must ensure that the finance function is resourced to be fit for purpose.
- 5.1.28 It must be recognised that financial regulations cannot foresee every eventuality. The Chief Finance Officer, where relevant in consultation with the PCCCFO, shall be responsible for interpreting these regulations so as to ensure the efficient and effective operation of services.

The Joint Audit, Risk and Assurance Panel

- 5.1.29 The Home Office Financial Management Code of Practice states that the Police and Crime Commissioner and Chief Constable should establish a joint independent audit committee. This should be a combined body which will consider the internal and external audit reports of both the Police and Crime Commissioner and the Chief Constable. This committee will advise the Police and Crime Commissioner and the Chief Constable according to good governance principles and will adopt appropriate risk management arrangements in accordance with proper practices. In establishing the Joint Audit, Risk and Assurance Panel (JARAP) the Police and Crime Commissioner and Chief Constable shall have regard to CIPFA Guidance on Audit Committees.
- 5.1.30 The JARAP shall comprise between three and six members who are independent of the Police and Crime Commissioner and the Force.
- 5.1.31 The JARAP shall establish formal terms of reference, covering its core functions, which shall be formally adopted and reviewed on an annual basis.
- 5.1.32 The Police and Crime Commissioner and Chief Constable shall be represented at all meetings of the JARAP.

5.2 Financial Management Standards

- 5.2.1 The Police and Crime Commissioner, Chief Constable and all employees have a duty to abide by the highest standards of probity (i.e. honesty, integrity and transparency) in dealing with financial issues. This is facilitated by ensuring that everyone is clear about the standards to which they are working and the controls that are in place to ensure that these standards are met.

Responsibilities of the PCCCFO and CCCFO

- 5.2.2 To ensure the proper administration of the financial affairs of the Chief Constable and the Police and Crime Commissioner.
- 5.2.3 To ensure that proper practices are adhered to.
- 5.2.4 To advise on the key strategic controls necessary to secure sound financial management.
- 5.2.5 To ensure that financial information is available to enable accurate and timely monitoring and reporting of comparisons of national and local financial performance indicators. A schedule of the financial information expected to be provided is included within Section 11.
- 5.2.6 To ensure that all staff are aware of, and comply with, proper financial management standards, including these Financial Regulations.
- 5.2.7 To ensure that all staff are properly managed, developed, trained and have adequate support to carry out their financial duties effectively.

5.3 Accounting Records and Returns

- 5.3.1 Maintaining proper accounting records is one of the ways in which the Police and Crime Commissioner and Chief Constable will discharge their responsibility for stewardship of public resources. The Police and Crime Commissioner and Chief Constable have a statutory responsibility to prepare their own annual accounts to present fairly their operations during the year. These are subject to external audit. This audit provides assurance that the separate sets of accounts have been prepared properly, that proper accounting practices have been followed and that quality arrangements have been made for securing economy, efficiency and effectiveness in the use of resources.

Joint Responsibilities of the PCCCFO and CCCFO

- 5.3.2 To determine the accounting procedures and records, in accordance with recognised accounting practices, and approve the strategic accounting systems and procedures. All employees shall operate within the required accounting policies and published timetables.
- 5.3.3 To make proper arrangements for the audit of the Police and Crime Commissioner's, the Force's and Group accounts in accordance with the Accounts and Audit Regulations 2011.
- 5.3.4 To ensure that all claims for funds including grants are made by the due date.
- 5.3.5 To ensure that bank reconciliations and other key control accounts are reconciled on a timely and accurate basis.
- 5.3.6 To prepare and publish the audited accounts in accordance with the statutory timetable.

Responsibilities of the CCCFO

- 5.3.7 To obtain the approval of the PCCCFO before making any fundamental changes to accounting records and procedures or accounting systems.
- 5.3.8 To ensure that all transactions, material commitments and contracts and other essential accounting information are recorded completely, accurately and on a timely basis.
- 5.3.9 To maintain adequate records to provide a management trail leading from the source of income and expenditure through to the accounting statements.

5.4 The Annual Statement of Accounts

- 5.4.1 The Police and Crime Commissioner and Chief Constable have a statutory responsibility to prepare their own accounts to present fairly their operations during the year. They must be prepared in accordance with proper practices as set out in the Code of Practice on Local Authority Accounting in the United Kingdom (the Code). The accounts will comprise separate statements for the Police and Crime Commissioner, Chief Constable as well as group accounts covering both entities.
- 5.4.2 The Police and Crime Commissioner and Chief Constable are responsible for approving their own annual accounts and the Group accounts.
- 5.4.3 The accounts are subject to detailed independent review by the external auditor. This audit provides assurance that the accounts are prepared correctly, that proper accounting practices have been followed and that arrangements have been made for securing economy, efficiency and effectiveness in the use of resources.

Joint Responsibilities of the PCC and Chief Constable

- 5.4.4 To consider and approve their annual accounts in accordance with the statutory timetable.

Joint Responsibilities of the PCCCFO and CCCFO

- 5.4.5 To agree and publish the timetable for final accounts preparation, in consultation with the external auditor and to share this with the appropriate employees.
- 5.4.6 To select suitable accounting policies and apply them consistently.
- 5.4.7 To make judgements and estimates that are reasonable and prudent.
- 5.4.8 To comply with the Code of Practice on Local Authority Accounting.
- 5.4.9 To prepare, sign and date the separate statement of accounts, stating that they present fairly the financial position of the Police and Crime Commissioner, Force and Group at the accounting date and their income and expenditure for the financial year just ended.
- 5.4.10 To publish the approved audited accounts each year, in accordance with the statutory timetable.

- 5.4.11 To agree and report any delays in publication of the accounts to the PCC and Chief Constable, setting out reason for delays and expected date of publication.
- 5.4.12 To produce summary accounts for publication on the website.

5.5 Financial Monitoring and Reporting

- 5.5.1 The accurate and timely monitoring and reporting is essential to ensure actions can be taken to address potential overspends and to reallocate underspends to ensure resources are used to best effect in support of the Police and Crime Plan and Force priorities.

Responsibilities of the PCCCFO and CCCFO

- 5.5.2 To agree and publish a timetable for reporting to the Executive Board and Corporate Governance Board.
- 5.5.3 To ensure the process and resources are in place to deliver accurate and timely reports.
- 5.5.4 To prepare reports providing projections to the relevant boards.
- 5.5.5 To ensure virements made within delegated authority limits as set out in 6.2.16 are reported to the PCC and Chief Constable through the agreed financial and budget reporting process..

Responsibilities of Budget Managers

- 5.5.6 To provide reports in accordance with the format and schedule at 11.1.22.

6. Financial Planning

6.1 Key Elements of Financial Planning

- 6.1.1 The Office of the Police and Crime Commissioner and the Force are complex organisations, responsible for delivering a range of policing and community safety related activities. They need to develop systems to enable resources to be allocated in accordance with priorities. Financial planning is essential if they are to function effectively.
- 6.1.2 The financial planning process should be directed by the approved policy framework, the business planning process and the need to meet key objectives.
- 6.1.3 The planning process should be continuous and the planning period should cover at least 5 years. The process should include a more detailed annual plan - the budget, covering the forthcoming financial year. This allows the Police and Crime Commissioner and Force to plan, monitor and manage the way funds are allocated and spent.
- 6.1.4 It is recognised that the impact of financial planning in the police service will be constrained by the quality of information made available by central government on resource allocation.
- 6.1.5 Appropriate budget delegation will enable effective management of resources and protect the public purse.

Medium-Term Financial Strategy

- 6.1.6 The medium-term financial strategy explains how the Police and Crime Commissioner and Chief Constable will structure and manage their finances to support delivery of the aims and objectives of the service, as set out in the Police and Crime Commissioner's Police and Crime Plan, and to ensure sound financial management and good stewardship of public money.

Responsibility of the Police and Crime Commissioner

- 6.1.7 To be consulted in the development of and approve the medium-term financial strategy.

Responsibilities of the PCCCFO and CCCFO

- 6.1.8 To review and update, on an annual basis, the medium-term financial strategy.

Medium Term Financial Planning

- 6.1.9 The Police and Crime Commissioner and Chief Constable share a responsibility to provide effective financial and budget planning for the short, medium and longer term. They achieve this by preparing a medium term (4-5 years) financial plan and capital programme.

Responsibilities of the Police and Crime Commissioner

- 6.1.10 To agree, in consultation with the Chief Constable and other relevant partners and stakeholders, a medium-term financial strategy (MTFS) which includes funding and spending plans for both revenue and capital.
- 6.1.11 When agreeing the MTFS the Police and Crime Commissioner shall have due regard to:
- the Police and Crime Plan
 - policy requirements approved by the Police and Crime Commissioner as part of the policy framework
 - the strategic policing requirement
 - unavoidable future commitments, including legislative requirements
 - initiatives already underway
 - revenue implications of the capital programme and CIPFA's Prudential Code for Capital Finance in Local authorities
 - proposed service developments and plans which reflect public consultation
 - the need to deliver efficiency and/or productivity savings
 - affordability
 - impact on multiple years
 - government grant allocations
 - risk management and the use of reserves
 - potential implications for local taxpayers

Responsibilities of the PCCCFO and CCCFO

- 6.1.12 To determine the format and timing of the medium-term financial plans to be presented to the Chief Constable and the Police and Crime Commissioner. The format is to comply with all legal requirements.
- 6.1.13 To prepare a medium-term financial plan as defined in 6.1.9 in consultation with the Chief Constable, Police and Crime Commissioner and other stakeholders and Partners
- 6.1.14 To prepare and monitor a medium term forecast of potential resources, including options for the use of general balances, reserves and provisions, and assumptions about future levels of government funding.
- 6.1.15 A gap may be identified between available resources and required resources. Requirements should be prioritised by the Chief Constable to enable the Police and Crime Commissioner to make informed judgements as to future funding levels and planning the use of resources.

Annual Revenue Budget

- 6.1.16 The revenue budget provides an estimate of the annual funding and net expenditure requirements for the police service and sets out the financial implications of the Police and Crime Commissioner's strategic policies. It provides officers with delegated authority from the Police and Crime Commissioner to incur expenditure and a basis on which to monitor the financial performance of both the Police and Crime Commissioner and the Force.

- 6.1.17 The Police and Crime Commissioner should consult with the Chief Constable and other relevant partners and stakeholders in planning the overall annual budget which will include a separate force budget. This will take into consideration funding from government and from other sources, and balance the expenditure needs of the policing service and community safety against the level of local taxation. This should meet the statutory requirements to achieve a balanced budget (Local Government Act 2003) and be completed in accordance with the statutory timeframe.
- 6.1.18 The annual budget should be prepared within the context of the medium-term financial plan, representing the first year of that plan. The impact of the annual budget on the priorities and funding of future years as set out in the Police and Crime Plan and the medium-term financial plan should be clearly identified.

Responsibilities of the Police and Crime Commissioner

- 6.1.19 To set and agree the planning timetable with the Chief Constable.
- 6.1.20 To obtain the views of the local community on the proposed expenditure (including capital expenditure) in the financial year ahead of the financial year to which the proposed expenditure relates.
- 6.1.21 To present the proposed budget and council tax recommendations to the Police and Crime Panel.
- 6.1.22 To approve the annual revenue budget including any contribution to or from reserves.
- 6.1.23 To determine if required the establishment of annual ring fenced or cash limited revenue budgets for specific purposes such as for one or more departments, services, local policing areas or specific projects.

Responsibilities of the PCCCFO

- 6.1.24 To determine the format of the revenue budget to be presented to the Police and Crime Commissioner. The format is to comply with all legal requirements and with latest guidance issued by CIPFA.
- 6.1.25 To obtain timely and accurate information from billing authorities on the council taxbase and the latest surplus/deficit position on collection funds to inform budget deliberations.
- 6.1.26 To advise the Police and Crime Commissioner on the appropriate level of general balances, earmarked reserves and provisions to be held.
- 6.1.27 To submit a report to the Police and Crime Commissioner on (1) the robustness of the estimates and the adequacy of reserves and (2) the suite of prudential indicators for the next three years, arising from the Prudential Code for Capital Finance in Local Authorities. These indicators shall be consistent with the annual revenue budget and capital programme approved by the Police and Crime Commissioner. This report will be published on the Police and Crime Commissioner's website together with the agreed budget.

- 6.1.28 Upon approval of the annual budget, to submit the council tax requirement return to central government and precept requests to appropriate bodies in accordance with the legal requirement.
- 6.1.29 To produce and publish on the website, in accordance with statutory requirements and best practice, council tax information.

Responsibilities of the CCCFO

- 6.1.30 To prepare detailed budget estimates for the forthcoming financial year in accordance with the timetable agreed with the PCCCFO.
- 6.1.31 To submit draft budget proposals to the Chief Constable's Management Team to obtain approval from the Chief Constable.
- 6.1.32 To submit estimates in the agreed format to the Police and Crime Commissioner for approval.
- 6.1.33 To put in place the delegation of Force budgets as directed by the Chief Constable

6.2 Budgetary Control

- 6.2.1 Budget management ensures that once the Police and Crime Commissioner has approved the budget, resources allocated are used for their intended purpose and are properly accounted for. Budgetary control is a continuous process, enabling both the Force and the Police and Crime Commissioner to review and adjust their budgets during the financial year. It also provides the mechanism that calls to account managers responsible for defined elements of the budget.
- 6.2.2 The key controls for managing and controlling the revenue budget are that:
- there is a nominated budget manager for each cost centre heading who is accountable for all employees, assets, spending, income and contracts associated with the budgets under his direct control; and
 - the management of budgets must not be seen in isolation. It should be measured in conjunction with service outputs and performance measures.

Revenue Monitoring

- 6.2.3 By continuously identifying and explaining variances against budgets, the organisation can identify changes in trends and resource requirements at the earliest opportunity. The Police and Crime Commissioner, and Chief Constable through the CCCFO, will operate within an overall approved budget.
- 6.2.4 Arrangements may be necessary for the transfer of resources between accounting years, i.e. a carry forward. This may increase or decrease the resources available to budget holders in the following financial year, dependent upon the nature of the budget variation. Carry forwards impact on reserves and balances will be undertaken in accordance with the approved scheme for that purpose. Carry forwards are to be the subject of a report to the PCC as part of the year-end outturn report.

Responsibilities of the PCCCFO and CCCFO

- 6.2.5 To provide appropriate financial information on an accurate and timely basis to enable budgets to be monitored effectively.
- 6.2.6 To ensure that each element of income or expenditure has a nominated budget manager to take responsibility for that part of the budget. Budget responsibility should be aligned as closely as possible to the decision making process that commits expenditure.
- 6.2.7 To ensure that total spending remains within the overall allocation of resources and takes corrective action where significant variations from the approved budget are forecast. Where total projected expenditure exceeds the total allocation of resources due to circumstances beyond the control of the Chief Executive or the Chief Constable, the Police and Crime Commissioner shall be alerted immediately and proposals for remedy should be put forward as part of the regular reporting process to the Police and Crime Commissioner.
- 6.2.8 To ensure that relevant spending remains within any annual ring fenced or cash limited revenue budgets that the Police and Crime Commissioner has established.
- 6.2.9 To submit a budget monitoring report to the Police and Crime Commissioner on a regular basis throughout the year, containing the most recently available financial information. The reports shall be in a format agreed in advance with the Police and Crime Commissioner and PCCCFO.
- 6.2.10 To consider requests from Budget Holders who identify planned underspends in any financial year for budget provision to be carried forward to the following financial year and presented, in consultation with the PCCCFO, to the Police and Crime Commissioner for approval.

Responsibility of Budget Holders

- 6.2.11 To ensure they are aware of, and comply with, proper financial management standards, including these Financial Regulations.
- 6.2.12 To ensure that total spending remains within the overall allocation of resources they have received and take corrective action where significant variations are forecast.
- 6.2.13 To ensure that relevant spending remains within any annual ring fenced or cash limited revenue budget which they are responsible and accountable for.
- 6.2.14 To satisfy the Chief Constable that expenditure proposed against carried forward underspend is in accordance with Police and Crime Plan priorities and is non-recurrent in nature.

Virement

- 6.2.15 A virement is an approved reallocation of resources between budgets or heads of expenditure. A budget head is a line in approved budget monitoring reports at each

level in the organisation. The scheme of virement is intended to enable proper financial management at service and organisational level with a degree of flexibility within the overall policy framework determined by the Police and Crime Commissioner and, therefore, to provide the opportunity to optimise the use of resources to emerging needs.

6.2.16 The CCCFO should seek the approval of the Police and Crime Commissioner through the PCCCFO where:

- a virement might create a significant additional future year or continuing commitment. Revenue expenditure can only be funded from revenue funding;
- a change in policy would create an additional financial liability beyond the level of the current budget;
- a virement changes a public facing or politically sensitive element of the service;
- a virement is undertaken for the purpose of commissioning a service from another organisation;
- a virement (of any value) is between business service areas. A business service area is determined in 11.1.22;
- a virement (of any value) is between subjective headings. A subjective heading is determined in 11.1.20;
- a virement is in excess of £250,000.

6.2.17 Key controls for the scheme of virement are:

- It is administered by the PCCCFO / CCCFO in accordance with the limits set out within Financial Regulations. Any variation from this scheme requires the approval of the Police and Crime Commissioner (note specifics stated in 6.2.16).
- No virement may reduce the budget in a service forecast to overspend nor where the proposed virement would create an overspend. This applies at each level in the Force and the Office of the Police and Crime Commissioner.
- The overall budget is agreed by the Police and Crime Commissioner. Financial managers are therefore only authorised to incur expenditure in accordance with the estimates that make up the budget
- Virement does not create an additional overall budget liability.
- The PCCCFO / CCCFO shall ensure that virement is undertaken as necessary to maintain the accuracy of budget monitoring.
- Virements can be approved by the PCCCFO / CCCFO where the additional expenditure is fully reimbursed by another body.
- Virements from revenue to capital financing (RCCO) are permissible subject to the conditions listed above.
- No virements are permissible from capital to revenue or from revenue to capital.
- Virements to annual ring fenced or earmarked revenue budgets can only be agreed by the Police and Crime Commissioner.

6.3 Medium Term Capital Programme and Annual Capital Budget

6.3.1 Capital expenditure involves acquiring, enhancing or disposing of assets with a long-term value such as land, buildings, and major items of plant, equipment or vehicles. Capital planning supports the way services are delivered in the long term and may create long term financial commitments in the form of financing costs and revenue running costs.

6.3.2 The organisation is able to undertake capital investment providing the spending plans are affordable, prudent and sustainable. CIPFA's Prudential code sets out the framework under which the Police and Crime Commissioner will consider their spending plans.

6.3.3 The capital programme is part of the approved medium term financial plan.

Responsibilities of the Police and Crime Commissioner

6.3.4 To approve the asset management strategy.

6.3.5 To approve the annual capital budget and medium-term capital programme and how it is to be financed.

Responsibility of the Chief Constable

6.3.6 To develop asset management plans for all assets including land and buildings and significant building components.

6.3.7 Ensure accountability of budget managers for capital spend under their control.

Responsibilities of the PCCCFO and CCCFO

6.3.8 To prepare a financial strategy for consideration and approval by the Police and Crime Commissioner in consultation with the Chief Constable and having due regard to the issues set out in 5.1.3.

Medium Term Capital Programme

Responsibilities of the Police and Crime Commissioner

6.3.9 To approve a fully funded medium term capital plan and annual budget.

Responsibilities of the PCCCFO

6.3.10 To make recommendations to the Police and Crime Commissioner on the most appropriate level of revenue support, application of reserves, and appropriate levels of borrowing under the Prudential Code, and other funding, to support the capital budget.

Responsibilities of the CCCFO and PCCCFO

6.3.11 To prepare a capital programme, in accordance with the agreed financial strategy, for initial consideration by the Chief Constable's Management Team and then for presentation to the Police and Crime Commissioner.

6.3.12 To prepare a fully costed capital project plan (with costings for each life cycle stage) for all new schemes for submission to the Police and Crime Commissioner for consideration for inclusion in the capital programme. These appraisals will include all additional revenue and capital costs.

- 6.3.13 Each capital project shall have a named officer responsible for sponsoring the scheme, monitoring progress, ensuring completion of the scheme and post implementation review.
- 6.3.14 To identify and consider the application of available sources of funding for the capital programme, including the identification of potential capital receipts from disposal of property or under S106 town and country planning act 1990.
- 6.3.15 A gap may be identified between available resources and required capital investment. Requirements should be prioritised by the Chief Constable to enable the Police and Crime Commissioner to make informed judgements as to which schemes should be included in the capital programme budget, the minimum level of funding required for each scheme and the potential phasing of capital expenditure.
- 6.3.16 All schemes within the capital projects plan should incorporate realistic estimates of future price inflation.
- 6.3.17 Approval of the estate's capital programme budget by the Police and Crime Commissioner in February each year authorises the Chief Constable to seek planning permissions, incur professional fees and preliminary expenses as appropriate, commit expenditure against approved schemes, subject to 6.3.15.
- 6.3.18 To ensure that no finance leases or other credit arrangements are entered into without the prior approval of the PCCCFO.

Monitoring of Capital Expenditure

Responsibilities of the PCCCFO

- 6.3.19 To co-ordinate a joint budget monitoring report for presentation to the Police and Crime Panel, as necessary, containing the most recently available financial information in a format agreed with the CCCFO.

Responsibilities of the CCCFO

- 6.3.20 To ensure that adequate records are maintained for all capital contracts.
- 6.3.21 To monitor expenditure throughout the year against the approved budget.
- 6.3.22 To submit capital monitoring reports to both the Chief Constable's Executive Team and the Police and Crime Commissioner on a regular basis throughout the year. These reports are to be based on the most recently available financial information. The reports shall be in a format agreed by the Police and Crime Commissioner and PCCCFO.
- 6.3.23 To prepare a business case for all new capital schemes above £1m for submission to the Police and Crime Commissioner for consultation and approval, subject to the Joint Financial Regulation Thresholds. Amendments to the programme increasing its overall cost must demonstrate how such changes are to be funded.
- 6.3.24 To seek further approval from the Police and Crime Commissioner for any capital projects that exceeds the approved budget by the limits set in these Financial Regulations.

Responsibilities of the PCCCFO and CCCFO

- 6.3.25 To report on the outturn of capital expenditure as part of the annual report on the statutory accounts.
- 6.3.26 As part of the medium-term financial planning process to review the funding proposals for the capital programme to take account of the current economic circumstances and if necessary, make revised funding proposals to the Police and Crime Commissioner.

6.4 Maintenance of Balances, Reserves and Provisions

- 6.4.1 The Police and Crime Commissioner must decide the level of reserves and provisions he wishes to retain before he can decide the level of council tax. Reserves and provisions are maintained as a matter of prudence, and all are owned by the Police and Crime Commissioner. They enable the organisation to provide for cash flow fluctuations and unexpected costly events and thereby help protect it from overspending the annual budget, should such events occur. Reserves and provisions for specific purposes may also be maintained where it is likely that a spending requirement will occur in a future period.
- 6.4.2 The proposed use of reserves and provisions will be specified in the budget and should form part of regular budget monitoring reports.

Responsibilities of the Police and Crime Commissioner

- 6.4.3 To approve a policy on balances, reserves and provisions.
- 6.4.4 To approve the creation of each earmarked reserve or provision. The purpose, usage and basis of transactions should be clearly identified for each reserve established.
- 6.4.5 To approve the allocation of monies to and from general and earmarked reserves, as part of the annual budget setting process.

Responsibilities of the PCCCFO

- 6.4.6 To advise the Police and Crime Commissioner on appropriate levels of balances, reserves and provisions to reflect long term financial risks faced.
- 6.4.7 To report to the Police and Crime Commissioner on the adequacy of balances, reserves and provisions before he approves the annual budget and council tax.
- 6.4.8 To approve appropriations to and from each earmarked reserve. These will be separately identified in the Annual Statement of Accounts.

Responsibilities for the CCCFO

- 6.4.9 To ensure in consultation with the Chief Constable that the annual revenue budget is sufficient to finance foreseeable operational needs without having to request additional approval.

- 6.4.10 To present business cases to the PCCCFO and Police and Crime Commissioner for one-off expenditure items to be funded from earmarked and/or general reserves.

7. Management of Risk and Resources

7.1 Risk Management and Business Continuity

- 7.1.1 It is essential that robust, integrated systems are developed and maintained for identifying and evaluating all potential significant corporate and operational risks. This should include the proactive participation of all those associated with planning and delivering services.
- 7.1.2 All organisations, whether private or public sector, face risks to people, property and continued operations. Risk is the chance or possibility of loss, damage, injury or failure to achieve objectives caused by an unwanted or uncertain action or event. Risk cannot be eliminated altogether. However, risk management is the planned and systematic approach to the identification, evaluation and control of risk. Its objectives are to secure the assets of the organisation and to ensure its continued corporate and financial well-being. In essence it is, therefore, an integral part of good business practice.

Responsibilities of the Police and Crime Commissioner and Chief Constable

- 7.1.3 The Police and Crime Commissioner and Chief Constable are jointly responsible for approving their respective risk management policy statement and strategy, and for reviewing the effectiveness of risk management.

Responsibilities of Chief Officers

- 7.1.4 To prepare the risk management policy statement and for promoting a culture of risk management awareness and reviewing risk as an ongoing process.
- 7.1.5 To implement procedures to identify, assess, prevent or contain material known risks, with a monitoring process in place to review regularly the effectiveness of risk reduction strategies and the operation of these controls. The risk management process should be formalised and conducted on a continuing basis.
- 7.1.6 To ensure that appropriate business continuity plans are developed, implemented and tested on a regular basis.

Responsibilities of the Chief Executive

- 7.1.7 To evaluate and authorise any terms of indemnity that we are requested to give by external parties.

Responsibilities of the PCCCFO and CCCFO

- 7.1.8 To advise the Police and Crime Commissioner and Chief Constable on appropriate arrangements for insurance. Acceptable levels of risk should be determined and insured against where appropriate. Activities leading to levels of risk assessed as unacceptable should not be undertaken.
- 7.1.9 To arrange for an actuary to undertake a regular review of the self-insurance fund and, following that review, to recommend to the Chief Constable and Police and Crime

Commissioner a course of action to ensure that, over the medium term, the fund is able to meet all known liabilities.

- 7.1.10 To ensure that appropriate insurance cover is provided.
- 7.1.11 To ensure that claims made against insurance policies are made promptly.
- 7.1.12 To make all appropriate employees aware of their responsibilities for managing relevant risks.
- 7.1.13 To ensure that employees, or anyone covered by our insurance, are instructed not to admit liability or make any offer to pay compensation that may prejudice the assessment of liability in respect of any insurance claim.
- 7.1.14 To ensure that a comprehensive risk register is produced for both the Office of the Police and Crime Commissioner and the Force and updated regularly, and that corrective action is taken at the earliest possible opportunity to either transfer, treat, tolerate or terminate the identified risk.
- 7.1.15 To regularly report the risk register to the Joint Audit Risk and Assurance Panel.
- 7.1.16 To regularly review the risk management process and risk register.

7.2 Internal Control System

- 7.2.1 Internal control refers to the systems of control devised by management to help ensure objectives are achieved in a manner that promotes economical, efficient and effective use of resources and that assets and interests are safeguarded.
- 7.2.2 The organisation requires an internal control framework to manage and monitor progress towards strategic objectives. The organisation has statutory obligations, and, therefore, requires a system of internal control to identify, meet and monitor compliance with these obligations.
- 7.2.3 The organisation faces a wide range of risks, both from internal and external factors, which threaten the achievement of its objectives. A system of internal control is necessary to manage these risks. The system of internal control is established in order to provide achievement of:
 - efficient and effective operations
 - reliable financial information and reporting
 - compliance with laws and regulations
 - risk management
 - progress towards strategic objectives

Responsibilities of Chief Officers

- 7.2.4 To implement effective systems of internal control, in accordance with advice from the PCCCFO and CCCFO. These arrangements shall ensure compliance with all applicable statutes and regulations, and other relevant statements of best practice. They shall ensure that public resources are properly safeguarded and used economically, efficiently and effectively.

- 7.2.5 To ensure that effective key controls are operating in managerial control systems, including defining policies, setting objectives and plans, monitoring financial and other performance information and taking appropriate anticipatory and remedial action where necessary. The key objective of these control systems is to define roles and responsibilities.
- 7.2.6 To ensure that effective key controls are operating in financial and operational systems and procedures. This includes physical safeguard of assets, segregation of duties, authorisation and approval procedures and robust information systems.

Responsibilities of the PCCCFO and CCCFO

- 7.2.7 To produce an Annual Governance Statement for consideration and approval by the Police and Crime Commissioner and Chief Constable. Following approval, the Annual Governance Statement should be signed by the Chief Executive, Chief Constable and Police and Crime Commissioner.

7.3 Audit Requirements

Internal Audit

- 7.3.1 Internal audit is an assurance function that provides an independent and objective opinion to the organisation on the control environment, by evaluating its effectiveness in achieving the organisation's objectives. It objectively examines, evaluates and reports on the adequacy of the control environment as a contribution to the proper, economic, efficient and effective use of resources.
- 7.3.2 The requirement for an internal audit function for local authorities is either explicit or implied in the relevant local government legislation (section 151 of the Local Government Act 1972), which requires that authorities "make arrangements for the proper administration of their financial affairs". In the Police Service the Police and Crime Commissioner and Chief Constable are required to maintain an effective audit of their affairs by virtue of the Accounts and Audit Regulations 2011 (as amended) which state that a "relevant body must maintain an adequate and effective system of internal audit of its accounting records and of its system of internal control in accordance with the proper practices in relation to internal control". The guidance accompanying the legislation states that proper internal control practices for internal audit are those contained in the Public Sector Internal Audit Standards and associated Local Government Application note.
- 7.3.3 In fulfilling this requirement the Police and Crime Commissioner and Chief Constable should have regard to the Public Sector Internal Audit Standards and associated Local Government Application Note. In addition, the Statement on the Role of the Head of Internal Audit in Public Service Organisations issued by CIPFA sets out best practice and should be used to assess arrangements to drive up audit quality and governance arrangements.
- 7.3.4 In addition to enabling the Police and Crime Commissioner and the Chief Constable to fulfil their requirements in relation to the relevant Accounts and Audit Regulations, internal Audit is needed:

- to satisfy the Police and Crime Commissioner and the Chief Constable that effective internal control systems are in place; and
- to satisfy the external auditor that financial systems and internal controls are effective and that the Police Fund is managed so as to secure value for money.

Joint Audit Risk and Assurance Panel

7.3.5 The purpose of an audit committee is to provide those charged with governance (i.e., the Police and Crime Commissioner and Chief Constable) independent assurance on the adequacy of the risk management framework, the internal control environment and the integrity of the financial reporting and annual governance processes. By overseeing internal and external audit it makes an important contribution to ensuring that effective assurance arrangements are in place.

Responsibilities of the PCCCFO and CCCFO

- 7.3.6 To ensure the provision of an adequate and effective internal audit service.
- 7.3.7 To ensure that internal auditors, having been security cleared, have the authority to:
- access premises at reasonable times;
 - access all assets, records, documents, correspondence, control systems and appropriate personnel, subject to appropriate security clearance;
 - receive any information and explanation considered necessary concerning any matter under consideration;
 - require any employee to account for cash, stores or any other asset under their control;
 - access records belonging to contractors, when required. This shall be achieved by including an appropriate clause in all contracts.
- 7.3.8 To ensure Internal Audit have direct access to all appropriate officers, managers and staff.
- 7.3.9 To recruit and appoint 3-6 members of the Panel on behalf of the Police and Crime Commissioner and Chief Constable. These members should be independent of both the Police and Crime Commissioner and the Force.
- 7.3.10 To establish the Panel's Terms of Reference.
- 7.3.11 To review and present the Internal Audit Strategy to the Joint Audit, Risk and Assurance Panel for approval.

Responsibilities of the CCCFO

- 7.3.12 To ensure that new systems for maintaining financial records or records of assets, or significant changes to existing systems, are discussed with and agreed by the PCCCFO and internal audit prior to implementation.
- 7.3.13 To notify the PCCCFO immediately of any suspected fraud, theft, irregularity, improper use or misappropriation of property or resources. Pending investigation and reporting, the CCCFO should take all necessary steps to prevent further loss and to secure records and documentation against removal or alteration. Investigation of internal

financial irregularities shall normally be carried out by the Professional Standards Department, who shall consult with the Head of Internal Audit as appropriate and keep him informed of progress. At the conclusion of the investigation the Head of Internal Audit shall review the case to identify any internal control weaknesses that allowed the financial irregularity to happen and shall make recommendations to ensure that the risk of recurrence is minimised.

Responsibilities of the Joint Audit, Risk and Assurance Panel

7.3.14 To approve the terms of reference within which internal audit operates. In terms of internal audit, the terms of reference will include the following key activities and responsibilities:

- advising the Police and Crime Commissioner and Chief Constable on the appropriate arrangements for internal audit and approving the Internal Audit Strategy;
- approving (but not directing) the internal audit annual programme;
- overseeing and giving assurance to the Police and Crime Commissioner and Chief Constable on the provision of an adequate and effective internal audit service; receiving progress reports on the internal audit work plan and ensuring appropriate action is taken in response to audit findings, particularly in areas of high risk;
- considering the Internal Audit Annual Report and annual opinion on the internal control environment for the Police and Crime Commissioner and Force; ensuring appropriate action is taken to address any areas for improvement.
- reviewing and monitoring the effectiveness of policies on fraud, irregularity and corruption;
- scrutinising the draft statement of accounts and annual governance statements prior to publication.

7.3.15 To approve the internal audit strategy, which sets out:

- internal Audit objectives and outcomes;
- how Internal Audit will form and evidence his opinion on the control environment to support the Annual Governance Statement;
- how Internal Audit's work will identify and address significant local and national issues and risks;
- how the service will be provided, i.e. internally, externally, or a mix of the two; and what resources and skills are required for the delivery of the strategy; and
- the resources and skills required to deliver the strategy.

Responsibilities of Internal Audit

7.3.16 To prepare - in consultation with the Police and Crime Commissioner, Chief Constable, PCCCFO, and CCCFO - an annual audit plan that conforms to the CIPFA Code of Practice, for consideration by the Joint Audit, Risk and Assurance Panel.

7.3.17 To attend meetings of the Joint Audit, Risk and Assurance Panel and to present to each Panel a report on the progress in delivering the annual plan, the matters arising from audits, and the extent to which agreed actions in response to issues raised in the audit reports have been delivered.

- 7.3.18 To present an annual report to the Joint Audit, Risk and Assurance Panel, including an opinion on the effectiveness of the internal control environment.

Responsibilities of all service managers

- 7.3.19 To consider and respond promptly to control weaknesses, issues and recommendations in audit reports and ensure that all critical or significant agreed actions arising from the audit are carried out in accordance with the agreed action plan included in each report.

External Audit

- 7.3.20 The external auditor has rights of access to all documents and information necessary for audit purposes.
- 7.3.21 The basic duties of the external auditor are governed by a code of audit practice, which will, in future, be produced by the National Audit Office. The code of audit practice sets out the auditor's objectives to review and report upon:
- the financial aspects of the audited body's corporate governance arrangements;
 - the audited body's financial statements;
 - aspects of the audited body's arrangements to secure Value for Money.
- 7.3.22 In auditing the annual accounts the external auditor must satisfy themselves that:
- the accounts are prepared in accordance with the relevant regulations;
 - they comply with the requirements of all other statutory provisions applicable to the accounts;
 - proper practices have been observed in the compilation of the accounts and the statements presents a true and fair view; and
 - the body whose accounts are being audited has made proper arrangements for securing economy, efficiency and effectiveness.

Responsibilities of the PCCCFO and CCCFO

- 7.3.23 To liaise with the external auditor and advise the Police and Crime Commissioner and Chief Constable on their responsibilities in relation to external audit and ensure there is effective liaison between external and internal audit.
- 7.3.24 To provide the Home Office with a copy of the annual audit letter.
- 7.3.25 To ensure that for the purposes of their work the external auditors are given the access to which they are statutorily entitled in relation to premises, assets, records, documents, correspondence, control systems and personnel, subject to appropriate security clearance.
- 7.3.26 To respond to draft action plans and to ensure that agreed recommendations are implemented in a timely manner.
- 7.3.27 To review and sign annual letters of representation and submit to the external auditor.

Responsibilities of the Joint Audit, Risk and Assurance Panel

- 7.3.28 To approve the annual work plan and fee.
- 7.3.29 To receive and respond to the audit results report.
- 7.3.30 To receive the annual audit letter.

7.4 Preventing Fraud and Corruption

- 7.4.1 The organisation will not tolerate fraud or corruption in the administration of its responsibilities, whether from internal or external sources.
- 7.4.2 The Police and Crime Commissioner, Chief Constable and employees at all levels will lead by example in ensuring adherence to legal requirements, rules, procedures and practices.
- 7.4.3 The organisation also expects that individuals and organisations (e.g., suppliers, contractors, and service providers) with whom it comes into contact will act with honesty and integrity.

Responsibilities of the Police and Crime Commissioner and Chief Constable

- 7.4.4 To approve and adopt a policy on registering of interests and the receipt of hospitality and gifts.

Responsibilities of the Chief Executive Officer and Chief Constable

- 7.4.5 To maintain a policy and register for the registering of interests and the receipt of hospitality and gifts to:
- all police officers and police staff under the direction and control of the Chief Constable,
 - the Chief Constable,
 - all staff employed by the Police and Crime Commissioner and
 - the Police and Crime Commissioner

and including within the policy and register where gifts and hospitality have been declined.

- 7.4.6 To maintain a whistle blowing policy to provide a facility that enables employees, the general public and contractors to make allegations of fraud, misuse and corruption in confidence, and without recrimination, to an independent contact. Procedures shall ensure that allegations are investigated robustly as to their validity, that they are not malicious, and that appropriate action is taken to address any concerns identified. The Police and Crime Commissioner and Chief Constable shall ensure that all employees are aware of any approved whistle blowing policy.

Responsibilities of the PCCFO and CCCFO

- 7.4.7 To maintain an effective anti-fraud, anti-corruption and anti-money laundering policy.

- 7.4.8 To ensure that adequate and effective internal control arrangements are in place.
- 7.4.9 To implement and maintain a clear internal financial control framework setting out the approved financial systems to be followed by all elected or appointed representatives and employees.
- 7.4.10 To ensure that support is given to the National Fraud Initiative (NFI) through the timely supply of appropriate data.

7.5 Assets

Security

- 7.5.1 The PCC holds assets in the form of land, property, vehicles, equipment, furniture and other items, together worth many millions of pounds. It is important that assets are safeguarded and used efficiently in service delivery, that there are arrangements for the security of both assets and information required for service operations and that proper arrangements exist for the disposal of assets. An up-to-date asset register is a prerequisite for proper fixed asset accounting and sound asset management.
- 7.5.2 The Police and Crime Commissioner will own and fund all assets regardless of whether they are used by the Police and Crime Commissioner, by the Force or by both bodies.
- 7.5.3 The Chief Constable is responsible for the direction and control of the Force and will therefore have day-to-day use and management of these assets.
- 7.5.4 The Chief Constable cannot have an interest in land. Therefore, ownership of land, buildings and significant building components falls under the responsibility of the Chief Executive.
- 7.5.5 The Police and Crime Commissioner will consult the Chief Constable in planning the budget and developing a medium term financial strategy. Both these processes will involve a full assessment of the assets required to meet operational requirements, including in terms of human resources, infrastructure, land, property and equipment.

ESTATES

Responsibilities of the Police and Crime Commissioner

- 7.5.6 To approve an estates asset management plan, including disposals.
- 7.5.7 To approve a joint estates strategy.
- 7.5.8 To receive regular updates from the Head of Estates on progress against the estate management plan.
- 7.5.9 To approve any significant changes to the estate over £100,000

Responsibilities of the PCCCFO and CCCFO

7.5.10 To ensure that an estates strategy is produced and presented to the Police and Crime Commissioner for approval. This will form part of the development of the capital programme and annual budget process.

7.5.11 To ensure that:

- assets and records of assets are properly maintained and securely held and that contingency plans for the security of assets and continuity of service in the event of disaster or system failure are in place;
- lessees and other prospective occupiers of our land are not allowed to take possession or enter the land until a lease or agreement has been established as appropriate;
- title deeds to property are held securely;
- assets no longer required are disposed of in accordance with the law and the regulations of the organisation;
- The property portfolio is managed in accordance with the agreed estates asset management plan and within budgetary provisions, in consultation with the Chief Executive and PCCCFO as appropriate.
- Land and buildings are valued in accordance with 7.5.11.

Valuation**Responsibilities of the CCCFO**

7.5.12 To maintain a land and buildings asset register for fixed assets with a value in excess of the limits shown in Section 11, in a form approved by the PCCCFO. Land and buildings are to be recorded when they are acquired. Land and buildings shall remain on the asset register until disposal. Land and buildings are to be valued in accordance with the Code of Practice on Local Authority Accounting in the United Kingdom and the requirements specified by the PCCCFO.

Asset Disposal

7.5.13 It would be uneconomic and inefficient for the cost of assets to outweigh their benefits. Obsolete, non-repairable or unnecessary resources should be disposed of in accordance with the law and these regulations.

Responsibilities of the PCC

7.5.14 To approve the disposal of buildings and interests in land.

Responsibilities of the PCCCFO and CCCFO

7.5.15 To ensure that income received for the disposal of land and buildings is properly banked and accounted for.

7.5.16 To ensure that appropriate accounting entries are made to remove the value of disposed assets from the records and to include the sale proceed if appropriate.

Responsibilities of the CCCFO

- 7.5.17 Following approval from the PCC, to dispose of buildings and interests in land at the appropriate time and at the most advantageous price. Where this is not the highest offer, this can only be done with the agreement of the PCCCFO.
- 7.5.18 All disposals of land and buildings shall be recorded in the asset register or inventory as appropriate.

ASSETS WHICH ARE NOT LAND AND BUILDINGS**Responsibilities of the Police and Crime Commissioner**

- 7.5.19 To approve a Digital, Data and Technology (DDaT) strategy
- 7.5.20 To approve a Transport Strategy
- 7.5.21 To receive regular updates from the Head of IT and Head of Transport on progress against the DDaT and Transport Strategy.

Responsibilities of the PCCCFO and CCCFO

- 7.5.22 To ensure that:
- asset registers are maintained to provide information about assets so that they are safeguarded, used efficiently and effectively, adequately maintained and valued in accordance with statutory and management requirements;
 - assets and records of assets are properly maintained and securely held and that contingency plans for the security of assets and continuity of service in the event of disaster or system failure are in place;
 - no asset is subject to personal use by an employee without proper authority;
 - valuable and portable items such as computers, cameras and video recorders are identified with security markings as belonging to the organisation;
 - all employees are aware of their responsibilities with regard to safeguarding assets and information, including the requirements of the Data Protection Act and software copyright legislation;
 - assets no longer required are disposed of in accordance with the law and the regulations of the organisation;
 - To report quarterly a list of all vehicles purchased, disposed of and hired with their values, in the previous quarter.
 - all employees are aware of their responsibilities with regard to safeguarding the security of ICT systems, including maintaining restricted access to the information held on them and compliance with the information and security policies.
 - A DDaT strategy is produced and presented to the Police and Crime Commissioner for consideration and endorsement. This will form part of the development of the capital programme and annual budget process.
 - A fleet management strategy is produced and presented to the Police and Crime Commissioner annually for consideration in September and final approval in March each year. This will form part of the development of the capital programme and annual budget process

Valuation

Responsibilities of the CCCFO

- 7.5.23 To maintain an asset register for all fixed assets with a value in excess of the limits shown in Section 11, in a form approved by the PCCCFO. Assets are to be recorded when they are acquired. Assets shall remain on the asset register until disposal. Assets are to be valued in accordance with the Code of Practice on Local Authority Accounting in the United Kingdom and the requirements specified by the PCCCFO.

Inventories

Responsibilities of the Chief Constable

- 7.5.24 To ensure that inventories are maintained in a format approved, as appropriate, by the PCCCFO and CCCFO that record an adequate description of items with a value in line with Section 11. Other items of equipment should also be recorded if they are deemed to be both desirable and portable (e.g. laptops).

Stocks and Stores

Responsibilities of the CCCFO

- 7.5.25 To make arrangements for the care, custody and control of the stocks and stores and to maintain detailed stores accounts in a form approved by the PCCCFO. .
- 7.5.26 To undertake a complete stock check at least once per year either by means of continuous or annual stock take. The stock take shall be undertaken and certified by an authorised member of staff who is independent of the stock keeping function. This procedure shall be followed and a complete stock check undertaken whenever stock keeping duties change.
- 7.5.27 Discrepancies between the actual level of stock and the book value of stock may be written-off, in line with the values agreed in Section 11.
- 7.5.28 To write-off obsolete stock, in consultation with the PCCCFO.

Intellectual Property

- 7.5.29 Intellectual property is a generic term that includes inventions and the written word.
- 7.5.30 It is policy that if any intellectual policy is created by the employee during the course of employment, then, as a general rule, this will belong to the employer, not the employee. Various acts of Parliament cover different types of intellectual property. Certain activities undertaken may give rise to works that could attract intellectual property rights, for example, software.
- 7.5.31 In the event that the organisation decides to become involved in the commercial exploitation of inventions, the matter should proceed in accordance with an intellectual property policy. Matters should only proceed after legal advice.

Responsibilities of the Police and Crime Commissioner and Chief Constable

7.5.32 To approve the intellectual property policy.

Responsibilities of the Chief Constable

7.5.33 To ensure that employees are aware of these procedures.

7.5.34 To prepare guidance on intellectual property procedures and ensuring that employees are aware of these procedures.

Asset Disposal

7.5.35 It would be uneconomic and inefficient for the cost of assets to outweigh their benefits. Obsolete, non-repairable or unnecessary resources should be disposed of in accordance with the law and these regulations.

Responsibilities of the PCCCFO and CCCFO

7.5.36 To ensure that income received for the disposal of an asset is properly banked and accounted for.

7.5.37 To ensure that appropriate accounting entries are made to remove the value of disposed assets from the records and to include the sale proceed if appropriate.

Responsibilities of the CCCFO

7.5.38 To dispose of assets (other than buildings and interests in land) at the appropriate time and at the most advantageous price. Where this is not the highest offer, this can only be done with the agreement of the PCCCFO.

7.5.39 All asset disposals shall be recorded in the asset register or inventory as appropriate.

7.6 Treasury Management and Banking Arrangements**Treasury Management**

7.6.1 The Police and Crime Commissioner and the Force handle millions of pounds in each financial year. It is important that money is managed properly, in a way that balances risk with return, with the prime consideration being given to the security of invested monies.

7.6.2 The organisation will create and maintain, as the cornerstones for effective treasury management:

- a treasury management policy statement, stating the policies, objectives and approach to risk management of its treasury management activities;
- suitable Treasury Management Practices (TMPs) setting out the manner in which the organisation will seek to achieve those policies and objectives, and prescribing how it will manage and control those activities.

Responsibilities of the Police and Crime Commissioner

- 7.6.3 To adopt the key recommendations of CIPFA's Treasury Management in the Public Services: Code of Practice (the Code).
- 7.6.4 To approve the annual treasury management policy and annual investment strategy.
- 7.6.5 To receive and approve regular treasury management performance monitoring reports.

Responsibilities of the PCCCFO

- 7.6.6 To implement and monitor treasury management policies and practices in line with the CIPFA Code and other professional guidance.
- 7.6.7 To prepare reports on the Police and Crime Commissioner's treasury management policies, practices and activities, including, as a minimum, an annual strategy, half yearly performance monitoring reports and an annual report.
- 7.6.8 To execute and administer treasury management in accordance with the CIPFA Code and the Police and Crime Commissioner's policy.
- 7.6.9 To arrange borrowing and investments, in compliance with the CIPFA Code.
- 7.6.10 To ensure that all investments and borrowings are made in the name of the Police and Crime Commissioner.

Banking Arrangements

- 7.6.11 A consistent and secure approach to banking services is essential in order to achieve security of cash deposits and the best possible value for money. To minimise administration and costs the Police and Crime Commissioner and Chief Constable will share bank accounts.

Responsibilities of the PCCCFO

- 7.6.12 To have overall responsibility for the banking arrangements.
- 7.6.13 To authorise the opening and closing of all bank accounts in the name of the Police and Crime Commissioner.
- 7.6.14 To ensure bank reconciliations are undertaken on a timely and accurate basis.
- 7.6.15 To determine signatories on all bank accounts.
- 7.6.16 To authorise the opening of payment processing platforms to accept electronic payments.

Responsibilities of the CCCFO

- 7.6.17 To facilitate the opening and closing of bank accounts and payment processing platforms in the name of the Police and Crime Commissioner, for specific purposes, as agreed by the PCCCFO.
- 7.6.18 To undertake bank reconciliations on a timely and accurate basis for these specific bank accounts.
- 7.6.19 To determine signatories on these specific bank accounts, in consultation with PCCCFO

Imprest Accounts / Petty Cash

- 7.6.20 Cash advances may be made to an individual in a department / establishment in order that relatively small incidental payments may be made quickly. A record of disbursements from the account should be maintained to control the account and so that the expenditure may be substantiated, accurately reflected in the accounts and correctly reimbursed to the account holder.

Responsibilities of the CCCFO

- 7.6.21 To provide appropriate employees with cash, bank imprests, pre-paid cash cards or procurement cards to meet minor expenditure on behalf of the organisation. The CCCFO shall determine reasonable petty cash limits and maintain a record of all transactions and petty cash advances made, and periodically review the arrangements for the safe custody and control of these advances.
- 7.6.22 To prepare detailed Financial Instructions for dealing with petty cash, to be agreed with the PCCCFO, and these shall be issued to all appropriate employees.

Money Laundering

- 7.6.23 The organisation is alert to the possibility that it may become the subject of an attempt to involve it in a transaction involving the laundering of money.
- 7.6.24 Suspicious cash deposits in any currency in excess of £10,000 (or equivalent) should be reported to the National Crime Agency (NCA) or a successor body.
- 7.6.25 The organisation will monitor its internal control procedures to ensure they are reliable and robust.

Responsibilities of the PCCCFO

- 7.6.26 To be the nominated Money Laundering Reporting Officer (MLRO).
- 7.6.27 Upon receipt of a disclosure to consider, in the light of all information, whether it gives rise to such knowledge or suspicion.
- 7.6.28 To disclose relevant information to the National Crime Agency (NCA) or a successor body.

7.6.29 To prepare and review the anti-money laundering policy.

Responsibilities of Chief Officers

7.6.30 To undertake appropriate checks to ensure that all new suppliers and counterparties are bona fide.

Responsibilities of employees

7.6.31 To notify the PCCCFO as soon as they receive information which may result in them knowing or having reasonable grounds for knowing or suspecting money laundering, fraud or use of the proceeds of crime.

7.6.32 Cash bankings from a single source over £10,000 should be reported to the PCCCFO. This instruction does not apply to seizures and subsequent bankings under the Police and Criminal Evidence Act, Proceeds of Crime Act, Misuse of Drugs Act or other legislation.

7.7 Workforce

7.7.1 Workforce costs form the largest element of the annual policing budget. An appropriate workforce management strategy including recruitment and retention, should exist, in which staffing requirements and budget allocations are matched.

Responsibilities of the Chief Constable and Chief Executive

7.7.2 To ensure that their employees and those under their direction and control are appointed, employed and dismissed in accordance with relevant statutory regulations, national agreements and personnel policies, budgets and strategies.

7.7.3 To advise the Police and Crime Commissioner on the budget necessary in any given year to cover estimated staffing levels.

7.7.4 To adjust the staffing numbers to meet the approved budget provision, and varying the provision as necessary within policy constraints in order to meet changing operational needs.

7.7.5 To have systems in place to record all matters affecting payments to staff, including appointments, resignations, dismissals, secondments, suspensions, transfers and all absences from work.

7.7.6 To approve policy arrangements for premature retirements on grounds of ill-health or efficiency for all staff and redundancy arrangements for police staff.

7.7.7 To approve the overall strategy in consultation with the Police and Crime Commissioner.

7.8 Trust Funds

- 7.8.1 Trust Funds have a formal legal status governed by a Deed of Trust. Employees and police officers acting as trustees must ensure that they are conversant with the requirements of the Trust Deed and the law and comply fully with them.
- 7.8.2 The financial procedures and financial regulations should be viewed as best practice, which ought to be followed whenever practicable.
- 7.8.3 No employee shall open a trust fund without the specific approval of the CCCFO and PCCCFO.

Responsibilities of Trustees

- 7.8.4 All employees acting as trustees by virtue of their official position shall ensure that accounts are audited as required by law and submitted annually to the appropriate body and the PCCCFO and/or CCCFO shall be entitled to verify that this has been done.

7.9 Administration of Seized and Found Property (Evidential and Non-Evidential)

- 7.9.1 The Chief Constable is required to exercise a duty of care and safeguard evidential or non-evidential property pending decisions on its ownership, or private property of an individual e.g. a suspect in custody.

Responsibilities of the Chief Constable

- 7.9.2 To determine procedures for the safekeeping of the private property of a person, other than a member of staff, under his guardianship or supervision. These procedures shall be made available to all appropriate employees and should ensure that there is an appropriate segregation of duties and regular inventory checks.
- 7.9.3 To determine procedures for the safekeeping of evidential or non-evidential property. These procedures shall be made available to all appropriate employees, shall make specific reference to the need for insurance of valuable items and shall ensure that there is an adequate segregation of duties and regular inventory checks.
- 7.9.4 To issue separate Financial Instructions for dealing with cash, including seized cash under the Proceeds of Crime Act.

Responsibilities of all employees

- 7.9.5 To notify the CCCFO immediately in the case of loss or diminution in value of such private property.

7.10 Gifts, Loans and Sponsorship

- 7.10.1 This does not include the receipt of hospitality and gifts – please see Section 7.4.
- 7.10.2 In accordance with the Police Act 1996, the Police and Crime Commissioner may decide to accept gifts of money and gifts or loans of other property or services (e.g. car

parking spaces) if they will enable the police or the Police and Crime Commissioner either to enhance or extend the service which they would normally be expected to provide. The terms on which gifts or loans are accepted may allow commercial sponsorship of some police force and Police and Crime Commissioner activities.

- 7.10.3 Gifts, loans and sponsorship are particularly suitable for multi-agency work such as crime prevention, community relations work, and victim support schemes.
- 7.10.4 Gifts, loans and sponsorship can be accepted from any source which has genuine and well intentioned reasons for wishing to support specific projects. In return, the provider may expect some publicity or other acknowledgement. It is acceptable to allow the provider to display the organisation's name or logo on publicity material, provided this does not dominate or detract from the purpose of the supported project.
- 7.10.5 The total value of gifts, loans and sponsorship accepted, should not exceed 1% of the gross expenditure budget annually.

Responsibilities of the Police and Crime Commissioner

- 7.10.6 To approve the policy on gifts, loans and sponsorship.

Responsibilities of the PCCCFO and the CCCFO

- 7.10.7 To accept gifts, loans or sponsorship within agreed policy guidelines.
- 7.10.8 To refer gifts, loans and sponsorship to the Police and Crime Commissioner for approval before they are accepted, where they exceed £10,000, or market equivalent, or where there would be public sensitivity over acceptance of the gift, loan or sponsorship.
- 7.10.9 To present an annual report to the Police and Crime Commissioner listing all gifts, loans and sponsorship.
- 7.10.10 To maintain a central register, in a format agreed by the PCCCFO, of all sponsorship initiatives and agreements including their true market value, and to provide an annual certified statement of all such initiatives and agreements. The register will be made available to the PCCCFO, who shall satisfy himself that it provides a suitable account of the extent to which such additional resources have been received.
- 7.10.11 To bank cash from sponsorship activity in accordance with normal income procedures.

8. Systems and Procedures

8.1 Introduction

- 8.1.1 There are many systems and procedures relating to the control of assets, including purchasing, costing and management systems. The organisation is reliant on computers for financial management information. This information must be accurate and the systems and procedures sound and well administered. They should contain controls to ensure that transactions are properly processed and errors detected promptly.
- 8.1.2 The PCCCFO and CCCFO both have a statutory responsibility to ensure that financial systems are sound and must therefore be notified of any proposed new developments or changes.

Responsibilities of the PCCCFO and CCCFO

- 8.1.3 To make arrangements for the proper administration of financial affairs, including to:
- issue advice, guidance and procedures for officers and others acting on behalf of the organisation;
 - determine the accounting systems, form of accounts and supporting financial records; and their retention.
 - establish arrangements for the audit of financial affairs;
 - approve any new financial systems to be introduced;
 - approve any changes to existing financial systems.
- 8.1.4 To ensure, in respect of systems and processes, that:
- systems are secure, adequate internal control exists and accounting records (e.g., invoices, income documentation) are properly maintained and held securely. This is to include an appropriate segregation of duties to minimise the risk of error, fraud or other malpractice;
 - appropriate controls exist to ensure that all systems input, processing and output is genuine, complete, accurate, timely and not processed previously;
 - a complete audit trail is maintained, allowing financial transactions to be traced from the accounting records to the original document and vice versa;
 - systems are documented and staff trained in operations.
- 8.1.5 To ensure that there is a documented and tested business continuity plan to allow key system processing to resume quickly in the event of an interruption. Effective contingency arrangements, including back up procedures, are to be in place in the event of a failure in computer systems.
- 8.1.6 To establish separate schemes of delegation, from the Police and Crime Commissioner and the Chief Constable to their own staff identifying staff authorised to act on their behalf in respect of income collection, placing orders, making payments and employing staff.

8.2 Income

- 8.2.1 Income is vital and effective systems are necessary to ensure that all income due is identified, collected, receipted and banked promptly.

- 8.2.2 The NPCC national charging policies and national guidance should be adopted when setting and applying charges under section 25 of the Police Act 1996. The purpose of charging for special services is to ensure that, wherever appropriate, those using the services pay for them.
- 8.2.3 The Police and Crime Commissioner and Chief Constable should ensure that there are arrangements in place to ensure that expected charges are clearly identified in their budgets and that costs are accurately attributed and charged. When considering budget levels the Police and Crime Commissioner and the Chief Constable should ensure that ongoing resource requirements are not dependant on a significant number of uncertain or volatile income sources and should have due regard to sustainable and future year service delivery.
- 8.2.4 When specifying resource requirements the annual budget plan and the MTFP will identify the expected income from charging. This should take account of NPCC charging policies in respect of mutual aid.

Responsibilities of the CCCFO and PCCCFO

- 8.2.5 To adopt the NPCC national charging policies and national guidance when setting and applying charges under section 25 of the Police Act 1996. Any divergence from the NPCC national charging policies and national guidance should be agreed by the Police and Crime Commissioner and the Chief Constable.
- 8.2.6 To make arrangements for the collection of all income due and approve the procedures, systems and documentation for its collection, including the correct charging and recording of VAT. When the Procurement Act 2023 came into force on 24th February 2025, for the purposes of the publication of any notices under this new Legislation, the estimated contract value must be provided inclusive of VAT.
- 8.2.7 To agree a charging policy for the supply of goods and services, including the appropriate charging of VAT, and to review it regularly in line with corporate policies. All charges should be at full cost recovery except where regulations require otherwise or with the express approval of the Police and Crime Commissioner.
- 8.2.8 To ensure that all income is paid fully and promptly into the Income Bank Account. Appropriate details should be recorded to provide an audit trail.
- 8.2.9 To order and supply to appropriate employees all receipt forms, books or tickets and similar items and be satisfied as to the arrangements for their control. Official receipts or other suitable documentation shall be issued for all income received.
- 8.2.10 To operate effective debt collection procedures.
- 8.2.11 To initiate, in consultation with the Chief Executive, appropriate debt recovery procedures, including legal action where necessary.
- 8.2.12 To arrange the write-off of bad debts, in accordance with the limits outlined in Section 11. Proposals for write-offs should be supported by evidence proportionate to the value to be written off.

Responsibilities of the CCCFO

- 8.2.13 To prepare detailed Financial Instructions for dealing with income, to be agreed with the PCCCFO, and to issue them to all appropriate employees.

8.3 Ordering and Paying for Work, Goods and Services

- 8.3.1 Public money should be spent in accordance with the financial and regulatory framework and policies. The organisation has a statutory duty to ensure financial probity and best value. The Police and Crime Commissioner's and Chief Constable's joint financial regulations and purchasing procedures help to ensure that the public can receive value for money. These procedures should be read in conjunction with the Contract Regulations in Section 9.

Responsibilities of the PCCCFO and CCCFO

- 8.3.2 To maintain contract financial regulations covering the principles to be followed for the purchase of goods and services.
- 8.3.3 To issue official orders for all work, goods or services to be supplied, except for supplies of utilities, periodic payments such as rent or rates, petty cash purchases, procurement card purchases or other exceptions approved by the PCCCFO. Orders must be in a form approved by the PCCCFO. Official orders are:
- Orders generated by the Agresso order system
 - Orders generated by the Property defect reporting system
 - The contracted supplier on-line order systems utilised by the Ordering or other authorised team.
- 8.3.4 To maintain a list of exemptions which do not require an official order. Items may be included on the list of exemptions if:
- The amount of usage of the service cannot be predicted for example Telecoms and Utilities;
 - The time of the requirement cannot be predicted, for example Tyres, Boarding Up, Medical and Appropriate Adult services are needed in response to unplanned incidents;
 - The requirement is planned but the actual costs are variable or cannot be quantified at the start, for example an agency staff member working variable hours each week, or Postage.
- 8.3.5 Official orders must not be raised for any personal or private purchases, nor must personal or private use be made of the organisation's contracts.
- 8.3.6 Goods and services ordered must be appropriate and there must be adequate budgetary provision.
- 8.3.7 To ensure that payments are made to the correct person, for the correct amount, on time, and are recorded properly, regardless of the method of payment.

- 8.3.8 Payment by BACS is the preferred method of payment.
- 8.3.9 To ensure that there is adequate segregation of duties between the raising and authorising of orders and the receipt of goods and services.
- 8.3.10 To ensure that VAT is recovered where appropriate.
- 8.3.11 To ensure that all expenditure, including VAT, is accurately recorded against the right budget and any exceptions are corrected.
- 8.3.12 To ensure that all purchases made follow the rules, regulations and procedures, as set out in this document, and any relevant organisational procedures including contract financial regulations.
- 8.3.13 To prepare, in consultation with the PCCCFO, detailed Financial Instructions for dealing with the ordering and payment of goods and services, and to issue these to all appropriate employees.

Responsibilities of the Chief Officers

- 8.3.14 To ensure that every member and employee declares any links or personal interests that they may have with purchasers, suppliers and contractors if they are engaged in contractual or purchasing decisions and that such persons take no part in the ordering or payments for a supplier or contract with which they are connected.

8.4 Payments to Employees

- 8.4.1 Employee costs are the largest item of expenditure. It is therefore important that there are controls in place to ensure accurate, timely and valid payments are made in accordance with individuals' conditions of employment.

Responsibilities of the CCCFO

- 8.4.2 To ensure, in consultation with the PCCCFO, the secure and reliable payment of salaries, overtime, pensions, compensation and other emoluments to existing and former employees.
- 8.4.3 To ensure that tax, pension and other deductions are made correctly and paid over at the right time to the relevant bodies.
- 8.4.4 To pay all valid travel and subsistence claims or financial loss allowance.
- 8.4.5 To pay salaries, wages, pensions and reimbursements by the most economical means.
- 8.4.6 To ensure that payroll transactions are processed only through the payroll system. Payments to individuals employed on a self-employed consultant or subcontract basis shall only be made in accordance with HM Revenue & Customs (HMRC) requirements. The HMRC applies a tight definition of employee status, and in cases of doubt, advice should be sought from them.

- 8.4.7 To ensure that full records are maintained of payments in kind and properly accounted for in any returns to the HMRC.
- 8.4.8 To prepare detailed Financial Instructions for dealing with payments to employees, to be agreed with the PCCCFO, and these shall be issued to all appropriate employees.

8.5 Taxation

- 8.5.1 The Police and Crime Commissioner and Chief Constable are legally required to properly account for taxation and to pay over to the relevant bodies.

Responsibilities of the PCCCFO

- 8.5.2 To ensure the timely completion and submission of all HM Revenue & Customs (HMRC) returns regarding PAYE and National Insurance and that due payments are made in accordance with statutory requirements.
- 8.5.3 To ensure the timely completion and submission of VAT claims, inputs and outputs to HMRC.

Responsibilities of the PCCCFO and CCCFO

- 8.5.4 To ensure that the correct VAT liability is attached to all income due and that all VAT receivable on purchases complies with HMRC regulations.
- 8.5.5 To provide details to the HMRC regarding the construction industry tax deduction scheme.
- 8.5.6 To ensure that appropriate technical staff have access to up to date guidance notes and professional advice.

8.6 Purchasing Cards and Corporate Credit Cards

- 8.6.1 Purchase cards are an alternative method of buying and paying for relatively low value goods, which generate a high volume of invoices. This should generate an efficiency saving from lower transaction costs (i.e. fewer invoices processed and paid for through the integrated accounts payable system), as well as reducing the number of petty cash transactions.
- 8.6.2 Credit cards provide an effective method for payment for designated officers who, in the course of their official business, have an immediate requirement for expenditure which is relevant to the discharge of their duties.

Responsibilities of the CCCFO

- 8.6.3 To provide detailed financial instructions to card holders.
- 8.6.4 To authorise and maintain control over the issue of cards.
- 8.6.5 To reconcile the purchase card account to the ledger on a monthly basis.

- 8.6.6 To maintain a list of all purchase/ credit card holders.

Responsibilities of Card Holders

- 8.6.7 Purchase Card holders are responsible for ordering and paying for goods and services in accordance with the Force contract financial regulations, section 9.1 of these financial regulations and all procedures laid down by the CCCFO.
- 8.6.8 To ensure that purchases are in accordance with approved policies.
- 8.6.9 To provide receipted details of all payments made by corporate credit card each month, including nil returns, to ensure that all expenditure is correctly reflected in the accounts and that VAT is recovered.

8.7 Ex Gratia Payments

- 8.7.1 An ex gratia payment is a payment made where no legal obligation has been established. An example may be recompense to a police officer for damage to personal property in the execution of duty or to a member of the public for providing assistance to a police officer in the execution of duty.

Responsibilities of the CCCFO

- 8.7.2 To make ex gratia payments, on a timely basis, to members of the public up to the level shown in Section 11 in any individual instance, for damage or loss to property or for personal injury or costs incurred as a result of police action where such a payment is likely to facilitate or is conducive or incidental to the discharge of any of the organisations functions.
- 8.7.3 To maintain details of ex gratia payments in a register.
- 8.7.4 To make ex gratia payments, on a timely basis, up to the level shown in Section 11 in any individual instance, for damage or loss of property or for personal injury to a police officer, police staff or any member of the extended police family, in the execution of duty.

9. Contract Regulations

9.1 Contract regulations cover all types of contract including awarding contracts, placing orders, loan or leasing arrangements, employing outside consultants, where a party is supplying goods, works or services or disposing of assets (other than land) or spending grant income received from a third party. They must be followed for all contracts with outside organisations or people. These contract regulations cover any contract or purchase of goods and services by any employee regardless of how the expenditure is funded.

9.2 What is a Contract?

9.2.1 A contract is any agreement to provide goods, works or services in exchange for payment or in kind. Employees should avoid giving verbal commitments to suppliers as this can constitute a contract.

9.2.2 The terms and conditions to be applied to the contract provide clarity and protection to the participants, and the specification of the requirement should be clearly understood by both parties. Their length and complexity are likely to depend on the extent of cost and complexity of the goods or services to be supplied.

9.2.3 All employees engaged in the following activities, shall make every effort to ensure that the best value for money is achieved for the acquisition and delivery of:

- goods or materials;
- services and consultancy;
- building works;
- the supply of goods or services to third parties which provide an income.

9.2.4 Such efforts shall also continue throughout the lifetime of any contract to ensure that best value for money is maintained in the quality and standard of all goods, services and works supplied and in the review of proposals to change or vary any feature of any contract during its lifetime.

9.2.5 Section 12(1)(a)) of the Procurement Act 2023 specifies that value for money is a key objective of public procurement. The Police and Crime Commissioner must have regard to the following objectives:

When carrying out a procurement, the Police and Crime Commissioner must have regard to the importance of the following objectives set out at 12(1) and 12(4):

- i) delivering value for money;
- ii) maximising public benefit;
- iii) sharing information for the purpose of allowing suppliers and others to understand the authority's procurement policies and decisions;
- iv) acting, and being seen to act, with integrity; and
- v) removing or reducing the barriers faced by SMEs.

9.3 Key Controls

9.3.1 No contract or project shall be deliberately or artificially divided into a number of separate contracts in order to avoid the obligations set out in these Contract Regulations, the Act or any relevant legislation.

- 9.3.2 Competition shall be encouraged from potential providers to supply goods, services, building works, etc.
- 9.3.3 Every contract concluded shall comply with:
- the Public Contracts Regulations 2015, or the Procurement Act 2023 and the Procurement Regulations 2024 (as applicable) and any other relevant procurement Legislation in force from time to time in the United Kingdom including any requirement for aggregation;
 - any laws of the United Kingdom including any Act of Parliament requiring the letting of contracts by competitive tendering or relating to Best Value; and
 - the requirements of any applicable codes of practice.
- 9.3.4 Subject to compliance with 9.3.3, exemption from any of the provisions of these Contract Regulations may only be made in exceptional circumstances as set out in these regulations.
- 9.3.5 The Police and Crime Commissioner shall be informed of exemptions made under 9.3.4 at the earliest opportunity.
- 9.3.6 In addition to adhering to the above, any employee who is engaged in any activities or processes leading to the award of a contract or in its subsequent delivery shall:
- show no undue favour to or discriminate against any contractor or potential contractor;
 - carry out their work in accordance with the highest standards of propriety and proper practice (including respecting the confidentiality of commercial information);
 - not breach the requirements of the gift and hospitality policy;
 - declare any links or personal interests that they may have with potential or existing suppliers and contractors and take no part in the selection or direct management of a supplier or contractor with which they are connected.
- 9.3.7 These Contract Regulations shall apply, irrespective of the source of funding for a contract.

Responsibilities of the Police and Crime Commissioner

- 9.3.8 To establish an agreed set of Contract Regulations.
- 9.3.9 To monitor contract outcomes and compliance with these Contract Regulations.

Responsibilities of the Monitoring Officer

- 9.3.10 To receive reports where the arrangements for agreeing or letting contracts have not met the requirements of these regulations.
- 9.3.11 To approve the terms of standard contracts.
- 9.3.12 To approve all contracts above the UK Threshold where the Police and Crime Commissioner is the supplier.
- 9.3.13 To ensure that there is a record of all signed contracts over £10,000.

Responsibilities of the PCCCFO

- 9.3.14 To make sure that the Police and Crime Commissioner achieves best value.
- 9.3.15 To make sure that all contracts are in line with Financial and Contract Regulations.
- 9.3.16 To consult the Monitoring Officer and provide guidance on any relevant financial matter relevant to these financial and contract regulations.
- 9.3.17 To consult the Monitoring Officer and recommend action if arrangements for agreeing contracts have not met the requirements of these Financial and contract regulations.

Responsibilities of the Chief Officers

- 9.3.18 To follow Financial and Contract regulations and any codes of practice, guidance or instructions provided by the Monitoring Officer and the PCCCFO and relevant professional bodies.
- 9.3.19 To ensure that all officers and staff comply with Financial and Contract regulations.
- 9.3.20 To obtain appropriate legal, financial and other advice.
- 9.3.21 To comply with all relevant laws.
- 9.3.22 To be satisfied that agreed budgetary provision exists to cover the financial commitment being made.
- 9.3.23 To ensure that the Force has systems in place to avoid fraud and corruption and breach of Financial and contract regulations.
- 9.3.24 To provide any information required by the Monitoring Officer, PCCCFO or CCCFO to ensure compliance with legal requirements.
- 9.3.25 To ensure that there is relevant approval for all contracts in line with the scheme of delegation.

Responsibilities of the CCCFO

- 9.3.26 To report quarterly a list of all transactions authorised and their total value in the previous quarter.
- 9.3.27 To report quarterly a list of all procurements of Intermediate Value and above due to be commenced in the coming quarter, with their estimated value.
- 9.3.28 To report quarterly a list of all procurements of Intermediate Value and above due to be accepted in the coming quarter, with their estimated value.

Responsibilities of the Head of Procurement

- 9.3.29 To apply and monitor the use of these Financial and Contract regulations and any codes of practice, guidance or instructions provided by the Monitoring Officer, and the PCCCFO to all contracts.
- 9.3.30 To be responsible for procurement standards and practice.
- 9.3.31 To produce and action the annual “procurement plan” including the planning of medium to long term purchase requirements.
- 9.3.32 To report any breach or potential breach of Financial and Contract regulations to the Monitoring Officer or the PCCCFO.
- 9.3.33 To make sure that all suppliers have in place sufficient insurance cover as appropriate in accordance with Force risk and insurance guidance.
- 9.3.34 To be responsible for keeping a register of all contracts over £10,000 entered into by the Police and Crime Commissioner and to make arrangements for its publication in accordance with legislation.
- 9.3.35 To seek legal, financial and other appropriate advice in good time to ensure that the Force complies with legal requirements.
- 9.3.36 To agree a procedure with the PCCCFO and the Police and Crime Commissioner as to how best to check the financial standing of suppliers.

Responsibilities of Staff with financial management responsibility

- 9.3.37 To comply at all times with Financial and Contract Regulations and codes of practice, guidance or instructions provided by the CCCFO, Monitoring Officer, PCCCFO and Head of Procurement.
- 9.3.38 Prior to the issue of any quotation request or invitation to tender, to prepare with the assistance of Head of Procurement a detailed description or technical specification of the required works, goods, services, and/or materials.
- 9.3.39 Informing the Head of Procurement of the nature and estimated value of the contracts which may be required by the department in the next financial year.

Responsibilities of all Managers

- 9.3.40 To understand the contract procedures that relate to their level of delegation and that must be followed when negotiating and agreeing contracts and ordering works, goods and services.
- 9.3.41 To ensure that there are sufficient funds to cover the financial commitment being made.
- 9.3.42 Pursuant to the Act, the Police and Crime Commissioner has a duty to both identify and mitigate any conflicts of interest, or potential conflict of interest. An “interest” includes a personal, professional or financial interest and may be direct or in-direct. A conflict of interest arises where a person acting on behalf of the PCC or CC in relation to the procurement has a conflict of interest. Where a conflict of interest is identified the

relevant officer or member of staff must undertake all reasonable steps to ensure that a conflict of interest does not put a supplier at an unfair advantage or disadvantage in relation to the procurement. A mitigation may include the removal of the individual(s) identified as having the conflict of interest being removed from the process, or potentially may result in a supplier being removed from the process. For all above UK Threshold procurement processes a conflicts assessment must be undertaken in accordance with section 83 of the Act prior to a tender or transparency notice being published. The conflicts assessment will be led by the Procurement and Support Services Department with the stakeholder and the Blue Light Commercial (BLC) conflicts assessment template shall be utilised.

- 9.3.43 The PCC or CC must not award a contract where conflicts or potential conflicts exist between the interests involved in commissioning such services and the interests involved in providing them affect, or appear to affect, the integrity of the award of that contract. In certain cases, agreed mitigations may be sufficient to overcome any conflicts of interest. If mitigations are not sufficient to overcome any conflict of interest that individual will not be allowed to have any role in the procurement or management of the contract.
- 9.3.44 Managing and checking for conflicts of interest also applies for the whole life/term of the contract through until it ends. An assessment of the possibility of any actual, potential or perceived conflicts of interest should be carried out and reviewed at regular points through the life of the contract. These reviews shall be documented and stored securely.
- 9.3.45 Speak to the Procurement and Support Services Department for help with conflicts of interest.

9.4 Power to Delegate

- 9.4.1 The CCCFO may delegate their powers under these Contract Regulations to an authorised officer.

9.5 Purchasing Procedures and Thresholds

- 9.5.1 Where collaborative frameworks or contracts for the supply of goods, services or works exist which comply with 9.2 (Key Controls), these arrangements may be used in preference to conducting a separate quotation or tender process. Such arrangements will be identified by the Head of Procurement with the agreement of stakeholders. Supplier selection shall then be in accordance with the terms of the framework or contract.
- 9.5.2 Where collaborative agreements are with single suppliers, the Head of Procurement shall take such steps as may be necessary to assure him / herself that the agreement represents best value for money prior to making recommendation on the use of the arrangement.
- 9.5.3 Where no suitable collaborative arrangements exist for sourcing goods, works or services, the procedure to be followed shall be determined by reference to the estimated value of the purchase as set out below. Unless specified otherwise the value of the contract is the estimated whole life cost.

Contract Value	Process	Contract to be published	Document Storage	Budget Holder need to engage Procurement and Support Services
Up to £10,000 (Up to £25k for IT/Estates)	Budget holder to obtain 1 quote and place order with supplier best able to provide value for money	No	Budget Holder must retain quotes and reason for selecting supplier	No, if only a Purchase Order is required. Yes, if a signed contract is required.
£10,000 - £30,000 (including VAT)	Budget holder to obtain 3 quotes and place order with supplier best able to provide value for money	No	Budget Holder must retain quotes and reason for selecting supplier	No, if only a Purchase Order is required. Yes, if a signed contract is required.
£30,000 – UK Threshold	Budget holder must engage Procurement Service to run procurement process. Procurement will run a formal tender, call off under available framework agreement or advise on an SSD	Yes, on the Central Digital Platform (Find a Tender)* or Contracts Finder (as applicable)** first and on then Intend e-procurement	Procurement Services must keep records of procurement	Yes
UK Threshold and above	Budget holder must engage Procurement Service to run procurement process. Procurement will run a formal tender, call off under available framework agreement.	Yes, on the Central Digital Platform (Find a Tender) or Contracts Finder (as applicable) * first and then on Intend e-procurement	Procurement Services must keep records of procurement	Yes

*The Procurement Act 2023 has been in force since the 24 February 2025. To be compliant with the Legislation, notices about procurements commenced from 24 February 2025 onwards must be published on Find a Tender.

**Awarded contract notices about earlier procurements and call-offs from frameworks let under the Public Contracts Regulations 2015 and other previous procurement regimes must still be published on Contracts Finder.

- 9.5.4 Prior to going out to tender the service lead and Procurement and Support Services must determine the outcomes desired from the contract and the evaluation criteria for the acceptance of a tender for that contract.
- 9.5.5 For transactions of £30,000 (including VAT) and above the Procurement and Support Services team must be consulted in the development of the desired outcomes and evaluation criteria.
- 9.5.6 Acceptance procedures are set out below. Exemptions to this Regulation are detailed in 9.15 (Negotiated contract), 9.15 (Single Quotation/Tender Contract) and 9.16 (Proprietary Article or Service). The tender rules relating to procurements made under procurement Legislation will always apply. Post tender negotiation may only take place under the conditions set out in 9.15 (Negotiated Contract).
- 9.5.7 Any procurement activities with a value below the UK Threshold values must be treated as “Regulated below-threshold contracts”; any procurement activities above the UK Threshold values must be treated as a “Covered Procurement”, as defined within the Procurement Act 2023. The objectives at section 12 of the Procurement Act 2023 guide contracting authorities’ decision-making, assisting in the undertaking of effective and efficient public procurement with high standards of integrity, whilst at the same time recognising the importance of value for money and the need for contracting authorities to obtain the best value from procured goods, services and works.
- 9.5.8 Where a Regulated Below-Threshold Procurement has a value between £30,000 (including VAT) and the corresponding UK Threshold any procurement process must be led by, or approved by, the Procurement and Support Services Department . It is permissible for the Procurement and Support Services Department to seek a minimum of three quotations, where the requirement is sufficiently simple to do so, or use a competitive process for the procurement. The stakeholder shall ensure that all necessary steps are followed to ensure compliance with the Procurement Act 2023 in respect of Regulated Below-Threshold Procurements. The Procurement and Support Services Department, where they are not the Head of Procurement and Support Services, shall seek approval of their proposed procurement plan from the Deputy Head of Procurement.
- 9.5.9 If preliminary market engagement is carried out a preliminary market engagement notice must be published before publishing a tender notice and all such notices shall be published by the Procurement and Support Services Department.
- 9.5.10 Under the PA 2023 there is, prior to publishing a tender notice, a duty to consider whether the goods, services or works under the contract could reasonably be supplied under more than one contract, and whether the contracts could be awarded by reference to lots. If it can the contract should be arranged in lots, otherwise reasons must be provided as to why the contract could not be split into lots.
- 9.5.11 Preliminary Market Engagement: Suppliers may be contacted informally by the Procurement and Support Services Department without obligation on behalf of the Police and Crime Commissioner, before a procurement process is commenced in accordance with the Act, in order to:
- Establish whether the goods, works or services that the Commissioner wishes to purchase are available on the market, and an estimated cost;

- Assess market conditions should the procurement progress require it.
- No information shall be disclosed to one supplier which is not then disclosed to all those of which enquiries are made, or which are subsequently invited to tender or quote.
- No supplier shall be led to believe that the information they offer will necessarily lead them to be invited to tender or quote, or awarded a contract. All requests for information or quotations either verbal or written must include the words “without obligation” to confirm that the request is for information only.
- A record, including notes of any meetings held the responses and the names of all individuals present shall be kept by the Procurement and Support Services Department.
- Any contact with suppliers outside of Procurement and Support Services Department must be declared.

9.6 Selection Criteria

- 9.6.1 Unless otherwise required by collaborative frameworks or contracts as set out in 9.5 (Purchasing Procedures and Thresholds), the selection of organisations to be invited to quote or tender under these Contract Regulations shall be based on a combination of technical capacity, quality and financial standing, in accordance with the principles of procurement Legislation.

9.7 Invitations to Tender

- 9.7.1 All tenders issued by the Police and Crime Commissioner shall consist of instructions to tenderers regarding submission information, terms, conditions and specification with a pricing schedule.
- 9.7.2 Completed tenders shall be submitted by the date and time and in the manner stated in the instruction for invitation to tender (and must only be submitted electronically) and shall comply with the public sector requirement around being anonymous prior to opening of the document.
- 9.7.3 Where total annual spend is anticipated to be in excess of £100m under relevant contracts for the coming financial year, the Procurement and Support Services will comply with the pipeline notice requirements of the Act.
- 9.7.4 **Conditions of Participation:** Where the Police and Crime Commissioner seeks to set conditions of participation in the tender, it must ensure that they are a proportionate means of assessing a suppliers legal and financial standing, or their technical ability, to perform the contract.
- 9.7.5 **Key Performance Indicators (KPI's)** are used to help assess the supplier's performance of the contract.
- 9.7.6 It is a requirement of the Act that any contract award with a value in excess of £5,000,000 have a minimum of 3 KPI's specified in them. These KPI's then being monitored and reported upon by way of public notices.
- 9.7.7 The requirement to publish KPI's does not apply if the contract being awarded is a framework, a concession contract or a light touch contract.

- 9.7.8 Where a contract is awarded in excess of £5m under the Procurement Act 2023 regulations the contracts manager, with the support of Commercial Services, must measure performance against a minimum of 3 KPI's if they are required to by the act, reporting on these as required under Legislation.
- 9.7.9 **Excluding Suppliers:** Under the Act, a debarment list of “excluded suppliers” will be maintained. The contracting authority must review those suppliers bidding for tenders or being awarded contracts by other means, to ensure that the supplier is not on the debarment list. Any supplier on the debarment list must be treated as an excluded supplier and removed from the procurement process and / or not be awarded a contract.
- 9.7.10 An “excludable supplier” is any supplier that a discretionary exclusion ground (as set out in the Act) applies to. These are typically related to companies being prosecuted (e.g., environmental breaches), on financial grounds or for any other permissible discretionary criteria specified by the contracting authority in the tender.
- 9.7.11 The Police and Crime Commissioner may choose to exclude an excludable supplier from a procurement process if it has notified the supplier of the reason it is being proposed to exclude them and the supplier has been given the opportunity to satisfactorily explain or mitigate the reasons for the exclusion to the contracting authority.
- 9.7.12 Where the Police and Crime Commissioner is potentially excluding a supplier on the grounds of an associated person (e.g. a sub-contractor), the supplier must first be given the opportunity to replace that person.

9.8 Opening of Tenders

- 9.8.1 All tenders shall be opened at one time, which shall be as soon as practicable after the time appointed for their opening in the invitation to tender. The procurement tendering portal should be used where suitable and shall always be used for UK Threshold and above tenders for the procurement process.
- 9.8.2 Where examination of tenders reveals clerical errors or discrepancies which would affect the tender figure(s) in an otherwise successful tender, the tenderer should be afforded an opportunity of confirming, withdrawing or correcting his offer (the correction of genuine errors is permitted for tenders which are compliant in all other aspects). This should be documented, including the reason(s) for referral back to the tenderer.
- 9.8.3 The Police and Crime Commissioner delegates to the Chief Executive the discretion to permit the consideration of tenders which do not comply strictly with the above rules, unless novel, contentious, political, or subject to the reasoning behind any discretion exercised being properly recorded.

9.9 Evaluation of Tenders

- 9.9.1 Assessment criteria may be made on appropriate technical, qualitative and financial grounds which are relevant to the contract concerned. These should be agreed before the Tender is issued in consultation with an appropriate stakeholder group, which

should generally include financial and technical/practitioner representation and be agreed with the Head of Procurement

- 9.9.2 Evaluations of the Tender submissions are to be carried out by the stakeholder group or their representatives based on the agreed criteria which shall be applied to all tenderers fairly, transparently and consistently.
- 9.9.3 Those members of staff involved in the evaluation process should be mindful of the policy on gifts, loans and hospitality.
- 9.9.4 The PCC will have the option to observe evaluations of tenders that are above the Public Contract Regulations Threshold or any contract that is deemed 'sensitive'.

9.10 Acceptance of Tenders

- 9.10.1 The following procedures shall be applied for the acceptance of a quotation or tender:
- for Contracts below £30,000 (including VAT), supplier's Terms and Conditions can be accepted except where issues relating to security are a relevant concern or the arrangement is novel, contentious, repercussive or politically sensitive in some way. In such cases, advice should be sought from Procurement and Support Services Department, Legal Services, Information Management, Human Resources Department, and IT (as applicable) prior to placing an order or signing an agreement.
 - No agreements relating to renting or leasing of premises or licences to occupy (even at nil cost) may be accepted without reference to Estates Services and subject to approval by the Police and Crime Commissioner.
 - No agreements containing leases or intellectual property rights may be accepted without advice from Procurement and Support Services Department and Legal Services.
 - No agreements relating to ICT equipment or software may be accepted without approval by the ICT Department.
 - No agreements relating to vehicles may be accepted without reference to Transport Services.
 - No agreements relating to temporary or agency staff may be accepted without reference to Human Resources Department.
- 9.10.2 Any transaction of £30,000 or above shall be referred to the Police and Crime Commissioner for approval.
- 9.10.3 If the Police and Crime Commissioner might reasonably regard the procurement of a contract to be high or medium risk, or novel or contentious, or repercussive or politically sensitive then either prior written approval must be obtained from the Police and Crime Commissioner as set out in the Scheme of Delegation, or the acceptance of a tender for such a transaction may be referred to the Police and Crime Commissioner.
- 9.10.4 Acceptance shall be made in writing. The lowest or the most economically advantageous quotation or tender, which meets the specification and the quality and technical standards required, will normally be accepted unless high or medium risk in which case approval must be referred to the Police and Crime Commissioner. Additionally, should an alternative tender be preferred, approval must be referred to the Police and Crime Commissioner.

9.10.5 In any other case acceptance shall be as set out under “exemptions”.

9.10.6 Acceptance shall then be despatched via electronic means in accordance with the agreements in 9.10.3 or 9.10.4 above.

9.10.7 Awards shall be made in accordance with Public Procurement Regulations and with reference to appropriate guidance on good practice.

9.11 Contracts - Award

9.11.1 Where a contract is required to be signed , the process must be undertaken as follows:

Value	Signed on behalf of Commissioner
Up to £30,000 (including VAT)	PCCCFO
£30,000 to UK Threshold (for supplies & services)	PCCCFO
UK Threshold (for supplies & services) to £500,000	CEO
£500,000 to £1,000,000	Deputy PCC or CEO
Over £1,000,000	PCC

9.11.2 The common seal of the Police and Crime Commissioner can only be affixed to contracts and deeds by the PCCCFO, CEO, Deputy PCC and the PCC subject to the financial limits within the table at paragraph 9.11.1 above.

9.12 Contracts - Contents

9.12.1 Other than where collaborative arrangements have pre-determined the form and content of the contract, the following guiding principles will be applied.

9.12.2 In order for the Police and Crime Commissioner to comply with best practice and legislation, successful Contractors shall be required to provide details, where appropriate, of:

- The Company’s compliance with Corporate and Social Responsibilities e.g. Environmental Policy;
- their Business Continuity Plan where appropriate;
- how they will comply with the Force Security Policy.

9.12.3 All Contractors’ staff deployed on Force premises shall be required to comply with appropriate Force policies.

9.12.4 Every contract shall specify:

- the work, materials, matters or things to be supplied or carried out;
- the price to be paid, with a statement of discounts or other deductions;
- the time or times within which the contract is to be performed.

- 9.12.5 Formal contracts for the provision of services and the execution of work shall provide for appropriate remedy to be provided by the contractor in case the terms of the contract are not duly performed. The Police and Crime Commissioner may also require sufficient security (e.g. parent company bond) for the due performance of any such contract.
- 9.12.6 Contract terms shall protect the interests of the Police and Crime Commissioner and Force in relation to Data Protection and Intellectual Property.

9.13 Contracts - Compliance with Standards

- 9.13.1 Where an appropriate British Standard Specification or an appropriate and recognised International Standard is current at the date of the tender, every contract should require that, as the case may be, all goods and materials used or supplied and all services shall be in accordance with that standard. Where an existing collaborative contract is considered to be an appropriate vehicle then the principles of this condition should be considered.

9.14 Contracts - Cancellation

- 9.14.1 Escalation processes including reporting any defaults outside of or during Contract Review Meetings should include Procurement representation.
- 9.14.2 Should a contract no longer be required, written notification shall be given to the Procurement and Support Services Department.
- 9.14.3 Consideration shall be given to notice periods and consequences of early termination where applied. Where termination costs are significant, a business case will be required to support early termination. Approval for early termination costs to be incurred will be in line with the delegated approval limits.
- 9.14.4 A report will be made to the Police and Crime Commissioner listing any contracts subject to early termination and the reasons why.

9.15 Exceptional Circumstances

- 9.15.1 The requirements within these Contract Regulations that competition is required for tenders and quotations may be set aside when exceptional circumstances are incurred. By definition the circumstances leading to this action must be exceptional to those normally experienced and are likely to be confined to:
- Urgent maintenance or repair to:
 - prevent serious injury or damage to premises
 - maintain essential services
 - make premises or equipment secure
 - Purchase of unique or type approved items
 - Emergency situations.
- 9.15.2 An individual who believes that they have a case must provide evidence supporting their conclusion to the Head of Procurement in the first instance, for consideration by the CEO. No agreements or orders may be signed until approval for the exemption has been given.

- 9.15.3 For clarity no exemption can be made to undertaking a procurement process where it is a requirement under the Act.

Temporary Exemption

- 9.15.4 A further exemption to these Contract Regulations may be considered for the purposes of aligning contract end dates in order to avoid the cost of tender or quotation exercises for short term contracts for goods or services that will be subject to joint procurement arrangements as part of a collaboration.
- 9.15.5 The circumstances under which such an exemption might be considered would be:
- where the goods or services concerned are directly related to an area of business subject to joint operations;
 - where savings can be achieved by renegotiation with the existing supplier with largely unchanged terms and conditions and specification.
- 9.15.6 All new arrangements under this temporary procedure:
- should be approved by the CEO (irrespective of contract value);
 - should be for no longer than 24 months to allow sufficient time for the Force to be able to re-specify and tender the contract. Break clauses to allow earlier exit should be included wherever possible.
- 9.15.7 Even where exceptional circumstances apply, every effort should be made to identify value for money by means of limited quotation or through benchmarking against existing arrangements.
- 9.15.8 For clarity no exemption can be made to undertaking a procurement process where it is a requirement under the Act.

9.16 Negotiated Contracts and Single Tenders

- 9.16.1 The PCCCFO may approve the award of a contract and a variation to a contract, up to the value of the procurement contracts UK Threshold, unless barred by statute, having:
- only invited a single quotation or tender;
 - received or sought an offer from a current contractor to vary the goods, services or works supplied (e.g., variation to an existing contract)(single tender);
 - made a direct agreement with a contractor, without going through the competitive bidding process (negotiated contract)
 - only having one viable bid following a tender evaluation (negotiated contract)
- 9.16.2 Single tenders and negotiated contracts are only to be carried out by the Procurement and Support Services Department.
- 9.16.3 Single tenders should only be used in very exceptional circumstances. Requests for exception to normal procedures will be considered under the following circumstances:
- Where it can be evidenced that only one supplier is able to carry out the work or service or to supply goods for technical reasons or because of exclusive rights;
 - Extensions to existing contracts where there is a genuinely justifiable case to use an existing contractor/supplier to maintain continuity of supply or site experience;

- The contract has been classified as secret by a Chief Officer making essential the use of a particular contractor or a limited competition to a select list of contractors and the avoidance of advertising requirements in the public domain;
 - The contract is required so urgently that competition is impracticable. For example, a genuine unforeseeable operational need arises. However, failure to take action within appropriate timescales does not constitute grounds for an urgency exception.
- 9.16.4 Any SSD up to £30,000 (including VAT) and within the Chief Constable's remit shall be authorised by the CCCFO and shall be recorded by Procurement and Support Services. If within the PCC's remit then the SSD will be authorised by the PCCCFO and shall be recorded by Procurement and Support Services.
- 9.16.5 Any SSD over £30,000 (including VAT) shall be requested via the PCCCFO to the Chief Executive.
- 9.16.6 A register of all SSD's will be maintained by the Procurement and Support Services and report to the Police and Crime Commissioner on an annual basis.
- 9.16.7 Prior to transacting any variation or modification to a contract, the contract should be re-valued with the original contract value no longer relied upon. This value is used to define the correct process to transact the changes required.
- 9.16.8 Where unable to estimate the total value of the contract, to treat the contract as above UK Threshold for public procurement purposes.

9.17 Proprietary Article or Service and Type Approved Products

- 9.17.1 Proprietary articles and services are those for which it has been established that there is only one source of supply. Type Approved products are those products which have to achieve a specific approval or designation to be approved for use by UK Police Forces. The CCCFO may approve the award of a contract to the sole supplier of the article or service where they are satisfied that the requirement can only be fulfilled by the proprietary article or service.
- 9.17.2 Contracts in excess of the De Minimis level can only be awarded by the Procurement and Support Services Department.

9.18 Contract Monitoring

- 9.18.1 Where appropriate contracts shall be monitored and measured by way of performance indicators and be subject to regular review meetings involving the Contractor and Practitioner representation.
- 9.18.2 Any contract which is subject to significant and continuing performance failures as defined by the contract terms shall be reported to Chief Officers, along with the steps being taken to remedy the failure.

10. Joint Working Arrangements

10.1 Overview

- 10.1.1 Public bodies are increasingly encouraged to provide seamless service delivery through working closely with other public bodies, local authorities, agencies and private service providers.
- 10.1.2 Joint working arrangements can take several different forms, each with its own governance arrangements. These are grouped under the following headings:
- Partnerships
 - Consortia
 - Collaboration
- 10.1.3 Partners engaged in joint working arrangements have common responsibilities:
- to act in good faith at all times and in the best interests of the partnership's aims and objectives;
 - to be willing to take on a role in the broader programme, appropriate to the skills and resources of the contributing organisation;
 - to be open about any conflicts that might arise;
 - to encourage joint working and promote the sharing of information, resources and skills;
 - to keep secure any information received as a result of partnership activities or duties that is of a confidential or commercially sensitive nature;
 - to promote the project.
- 10.1.4 In all joint working arrangements the following key principles must apply:
- before entering into the agreement, a risk assessment has been prepared;
 - such agreements do not impact adversely upon the services provided;
 - project appraisal is in place to assess the viability of the project in terms of resources, staffing and expertise;
 - all arrangements are properly documented;
 - regular communication is held with other partners throughout the project in order to achieve the most successful outcome;
 - audit and control requirements are satisfied;
 - accounting and taxation requirements, particularly VAT, are understood fully and complied with;
 - an appropriate exit strategy has been produced.
- 10.1.5 The organisation's element of all joint working arrangements must comply with these Financial Regulations.

Partnerships

- 10.1.6 The term partnership refers to groups where members work together as equal partners with a shared vision for a geographic or themed policy area, and agree a strategy in which each partner contributes towards its delivery. A useful working definition of such a partnership is where the partners:
- are otherwise independent bodies;
 - agree to co-operate to achieve a common goal; and

- achieve it to create an organisational structure or process and agreed programme, and share information, risks and rewards.
- 10.1.7 The number of partnerships, both locally and nationally, is expanding in response to central government requirements and local initiatives. This is in recognition of the fact that partnership working has the potential to:
- deliver strategic objectives;
 - improve service quality and cost effectiveness;
 - ensure the best use of scarce resources; and
 - deal with issues which cut across agency and geographic boundaries, and where mainstream programmes alone cannot address the need.
- 10.1.8 Partnerships typically fall into three main categories i.e., statutory based, strategic, and ad-hoc.
- 10.1.9 Statutory based partnerships are governed by statute. They include, for example, Community Safety Partnerships (CSPs).
- 10.1.10 Strategic partnerships are legally formalised partnerships set up to deliver core policing objectives. They can either be force-wide or local.
- 10.1.11 Ad-hoc partnerships are typically locally based informal arrangements.
- 10.1.12 As set out in section 10 of the Police Reform and Social Responsibility Act 2011, the Police and Crime Commissioner, in exercising his functions, must have regard to the relevant priorities of each responsible authority. Subject to the constraints that may be placed on individual funding streams, the Police and Crime Commissioner is free to pool funding as he and his local partners see fit. The Police and Crime Commissioner can enter into any local contract for services, individually or collectively with other local partners, including non-police bodies.
- 10.1.13 When the Police and Crime Commissioner acts as a commissioner of services, he will need to agree the shared priorities and outcomes expected to be delivered through the contract or grant agreement with each provider. The Police and Crime Commissioner is able to make crime and disorder grants in support of local priorities. The inclusion of detailed grant conditions directing local authorities how to spend funding need not be the default option. The power to make crime and disorder grants with conditions is contained in section 9 of the Police Reform and Social Responsibility Act 2011. The power to contract for services is set out in paragraph 14 of Schedule 1 and paragraph 7 of Schedule 3 to the Police Reform and Social Responsibility Act 2011.

Responsibilities of the Police and Crime Commissioner

- 10.1.14 To have regard to relevant priorities of local partners when considering and setting the Police and Crime Plan.
- 10.1.15 To make appropriate arrangements to commission services from either the Force or external providers and to agree all service commissions from external providers.

Responsibilities of the Chief Executive

- 10.1.16 To keep a register of statutory and other legally formalised partnerships, consortia and collaboration agreements

Responsibilities of Managers

- 10.1.17 To follow the guidance manual for local partnerships, ensuring appropriate arrangements for the management of partnership arrangements and related contracts and service level agreements.
- 10.1.18 To consult, as early as possible, the CCCFO and the PCCCFO to ensure the development of appropriate business cases, correct treatment of taxation and other accounting arrangements.
- 10.1.19 To produce a Memorandum of Understanding (MOU) setting out the appropriate financial and operational arrangements for the project. This document should be signed by the Chief Executive, Chief Constable, CCCFO or PCCCFO.
- 10.1.20 All partnerships, joint working arrangements and MOUs with operational and financial implications should be approved by the relevant operational lead and CCCFO or PCCCFO as appropriate.

Consortium Arrangements

- 10.1.21 A consortium is a long-term joint working arrangement with other bodies, operating with a formal legal structure approved by the Police and Crime Commissioner.

Responsibilities of the Police and Crime Commissioner

- 10.1.22 To approve participation in the consortium arrangement.

Responsibilities of Managers

- 10.1.23 To contact the Chief Executive before entering into a formal consortium agreement, to establish the correct legal framework.
- 10.1.24 To consult, as early as possible, the CCCFO and the PCCCFO to ensure the correct treatment of taxation and other accounting arrangements.
- 10.1.25 To produce a business case to show the full economic benefits to be obtained from participation in the consortium.
- 10.1.26 To produce an MOU setting out the appropriate governance arrangements for the project. This document should be signed by the Chief Executive.

Collaboration

- 10.1.27 Under sections 22A to 22C of the Police Act 1996 as inserted by section 89 of the Police Reform and Social Responsibility Act 2011, Chief Constables and Police and Crime Commissioners have the legal power and duty to enter into collaboration agreements

to improve the efficiency or effectiveness of one or more police force or Police and Crime Commissioners. Any collaboration which relates to the functions of a police force must be agreed by the Police and Crime Commissioner and with the Police and Crime Commissioner and Chief Constable of the Force concerned.

10.1.28 The Police and Crime Commissioners shall jointly hold their Chief Constables to account for any collaboration in which their Force is involved.

10.1.29 Any such proposal must be discussed with the PCCCFO and CCCFO in the first instance, to ensure it delivers value for money.

10.2 External Funding

10.2.1 External funding can be a very important source of income, but funding conditions need to be carefully considered to ensure that they are compatible with the aims and objectives of the organisation. Funds from external agencies provide additional resources to enable the Police and Crime Commissioner to deliver his policing and crime objectives. Funds may or may not be subject to conditions requiring them to be spent in specific ways. All such funding is paid into the Police Fund in the first instance and is therefore under the jurisdiction of the Police and Crime Commissioner.

10.2.2 The main source of such funding will tend to be specific government grants, additional contributions from local authorities (e.g. for ANPR, CCTV or PCSOs) and donations from third parties (e.g. towards capital expenditure).

Responsibilities of the Police and Crime Commissioner and the Chief Constable

10.2.3 To ensure that the match-funding requirements and exit strategies are considered prior to entering into the agreements and that future medium term financial forecasts reflect these requirements.

Responsibilities of the Chief Constable

10.2.4 To ensure that funds are acquired only to meet policing needs and objectives.

10.2.5 To ensure that key conditions of funding and any statutory requirements are complied with and that the responsibilities of the accountable body are clearly understood.

10.2.6 To ensure that any conditions in relation to external funding are in accordance with the approved policies of the Police and Crime Commissioner. If there is a conflict, this needs to be taken to the Police and Crime Commissioner for resolution.

Responsibilities of Chief Officers

10.2.7 To pursue actively any opportunities for additional funding where this is considered to be in the interests of the organisation.

Responsibilities of the PCCCFO and CCCFO

10.2.8 To ensure that all funding notified by external bodies is received and properly accounted for, and that all claims for funds are made by the due date and that any audit requirements specified in the funding agreement are met.

10.2.9 To sign off funding applications.

Responsibilities of Managers

10.2.10 To ensure all applications for external funding are brought to the attention of the CCCFO or the PCCCFO. No external funding may be accepted without the agreement of the CCCFO or the PCCCFO.

10.3 Work for External Bodies

10.3.1 The organisation provides services to other bodies outside of its normal obligations, for which charges are made e.g., training, special services. Arrangements should be in place to ensure that any risks associated with this work are minimised and that such work is not ultra vires.

Responsibilities of the Chief Constable

10.3.2 To ensure that proposals for assistance are costed, that no contract is subsidised and that, where possible, payment is received in advance of the delivery of the service so that the organisation is not put at risk from any liabilities such as bad debts.

10.3.3 To ensure that appropriate insurance arrangements are in place.

10.3.4 To ensure that all contracts are properly documented.

10.3.5 To ensure that such contracts do not impact adversely on our services.

10.3.6 The agreement of the Police and Crime Commissioner will be required to all tender submissions which may be publicly or politically sensitive. Otherwise, the submission of tenders for the supply of goods and/or services should be approved as follows:

- For tenders up to £250,000 by the Chief Constable;
- Between £250,000 and £1,000,000 by the Chief Constable in consultation with the PCCCFO;
- Over £1,000,000 the prior approval of the Police and Crime Commissioner is required.

• 11. Summary of delegated limits

Asset valuation

- 11.1.1 To maintain an asset register for all fixed assets with a value in excess of the limits shown below, in a form approved by the PCCCFO. Assets are to be recorded when they are acquired. Assets shall remain on the asset register until disposal. Assets are to be valued in accordance with the Code of Practice on Local authority Accounting in the United Kingdom: A Statement of Recommended Practice and the requirements specified by the PCCCFO

Land & Buildings	All values
Vehicles	All values
ICT hardware	All values
Plant & Equipment	£10,000 the de minimis capital level

Inventories

- 11.1.2 To ensure that inventories are maintained in a format approved by the PCCCFO that record an adequate description of items with a value in excess of £1000. Other items of equipment should also be recorded if they are deemed to be both desirable and portable (e.g. laptops).

Money Laundering

- 11.1.3 Suspicious cash deposits in any currency in excess of £10,000 (or equivalent) should be reported to the National Crime Agency (NCA).
- 11.1.4 Large cash bankings from a single source over £10,000 should be reported to the PCCCFO. This instruction does not apply to seizures and subsequent bankings under the Proceeds of Crime Act (see Financial Regulation 3.9).

Gifts, Loans and Sponsorship

- 11.1.5 To refer all gifts, loans and sponsorship above £10,000 to the Police and Crime Commissioner for approval before they are accepted.

Virements

- 11.1.6 The levels of authorisation for revenue virements are:

Up to £100,000	CCCFO
£100,000 to £250,000	PCCCFO
Over £250,000	PCC

All virements are to be reported to the PCC on a monthly basis in a format approved by the PCCCFO. Any virement that meets the definition set out in 6.2.22 requires Police and Crime Commissioner approval.

Carry Forward Requests

- 11.1.7 Devolved budget holders who underspend their budget in any financial year may request to carry forward planned underspends declared before 31 March to the following financial year.
- 11.1.8 Carry forward underspends over £1m must have a supporting business case. Carry forward requests under £1m need a justification outlining the benefits and risk and align with the strategic objectives. All carry forward requests to be agreed by the PCC.

Carry forward levels of authorisation are as follows:

Up to £10,000	CCCFO
£10,000 - £100,000	PCCCFO
Over £100,000	Police and Crime Commissioner

- 11.1.9 Budget holders who overspend their budget in any financial year may have their budget reduced for the following year subject to the determination of the Chief Constable and the PCC after consultation with the PCCCFO and CCCFO.

Capital Projects

- 11.1.10 Detailed estimates for each scheme in the approved capital programme shall be prepared by the responsible officer before tenders are sought or commitments made.
- 11.1.11 Business cases for all new capital schemes over £1million pounds must be submitted to the Police and Crime Commissioner for consultation and approval.
- 11.1.12 Schemes/projects which exceed the agreed budget need not be referred back to the PCC for further approval unless the cost of the scheme exceeds the limits shown below:

£100,000 in total value over the life of an investment or contract.

- 11.1.13 Where the annual capital programme exceeds the total capital budget by £500,000 PCC approval is required.

Income

- 11.1.14 To approve the write-off of bad debts, salary overpayments, obsolete stock and stock discrepancies in consultation with the Chief Executive or the PCCCFO, up to the level shown below. Amounts for write-off above this value must be referred to the PCCCFO for approval, supported by a written report explaining the reasons for the write-off.

Up to £10,000	CCCFO
£10,000 - £100,000	PCCCFO
Over £100,000	Police and Crime Commissioner

Ex-gratia Payments

- 11.1.15 To make ex gratia payments, on a timely basis, to members of the public up to the level shown below in any individual instance, for damage or loss to property or for personal injury or costs incurred as a result of police action where such a payment is

likely to facilitate or is conducive or incidental to the discharge of any of the functions of the organisation.

Up to £10,000	CCCFO in consultation with PCCCFO
Over £10,000 - £100,000	PCCCFO
Over £100,000	Police and Crime Commissioner

11.1.16 To make ex gratia payments, on a timely basis, up to the level shown below in any individual instance, for damage or loss of property or for personal injury to a police officer, police staff or any member of the extended police family, in the execution of duty.

Up to £10,000	CCCFO in consultation with PCCCFO
Over £10,000 - £100,000	PCCCFO
Over £100,000	Police and Crime Commissioner

Summary of All Contract Regulations

11.1.17 The procedure to be followed shall be determined by reference to the estimated value of the purchase as set out below. Unless specified otherwise the value of the contract is the estimated whole life cost (start-up cost + annual cost x duration).

Contract Value	Process	Contract to be published	Document Storage	Budget Holder need to engage Procurement and Support Services
Up to £10,000 (Up to £25k for IT/Estates)	Budget holder to obtain 1 quote and place order with supplier best able to provide value for money	No	Budget Holder must retain quotes and reason for selecting supplier	No, if only a Purchase Order is required. Yes, if a signed contract is required.
£10,000 - £30,000 (including VAT)	Budget holder to obtain 3 quotes and place order with supplier best able to provide value for money	No	Budget Holder must retain quotes and reason for selecting supplier	No, if only a Purchase Order is required. Yes, if a signed contract is required.
£30,000 – UK Threshold	Budget holder must engage Procurement Service to run procurement process. Procurement will run a formal tender, call off under available framework agreement or advise on an SSD	Yes, on the Central Digital Platform (Find a Tender)* or Contracts Finder (as applicable)** first and on then Intend e-procurement	Procurement Services must keep records of procurement	Yes

UK Threshold and above	Budget holder must engage Procurement Service to run procurement process. Procurement will run a formal tender, call off under available framework agreement.	Yes, on the Central Digital Platform (Find a Tender) or Contracts Finder (as applicable) * first and then on Intend e-procurement	Procurement Services must keep records of procurement	Yes
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* The Procurement Act 2023 has been in force since the 24 February 2025.

To be compliant with the Legislation, notices about procurements commenced from 24 February 2025 onwards must be published on Find a Tender.

Awarded Contract Notices about earlier procurements and call-offs from frameworks let under the Public Contracts Regulations 2015 and other previous procurement regimes must still be published on Contracts Finder.

11.1.18 Where a contract is required to be signed, the following delegated limits apply:

Value	Signed on behalf of Commissioner
Up to £30,000 (including VAT)	PCCCFO
£30,000 to UK Threshold (for supplies & services)	PCCCFO
UK Threshold (for supplies & services) to £500,000	CEO
£500,000 to £1,000,000	DPCC
Over £1,000,000	PCC

11.1.19 The common seal of the Police and Crime Commissioner can only be affixed to contracts and deeds by the PCCCFO, CEO, Deputy PCC and the PCC subject to the financial limits within the table at paragraph 11.1.18 above. A schedule of limits applicable to principal officers and managers is set out in a separate Schedule.

11.1.20 The common seal of the Police and Crime Commissioner can only be affixed to contracts and deeds by the PCCCFO, CEO, Deputy PCC and the PCC subject to the financial limits within the table at paragraph 11.1.18 above. A schedule of limits applicable to principal officers and managers is set out in a separate Schedule.

Contracts Register

11.1.21 A record of all contracts let with a value in excess of £30,000 (including VAT) shall be maintained by the Head of Procurement. Consideration must be given to the appropriate period for which records should be stored – 6 years from expiry of a normal contract, 12 years from the expiry of a contract made under deed or a major contract, 15 years for a contract for works.

Financial Reporting

11.1.22 Reporting of expenditure to date and projections shall occur on a regular basis through the OPCC and Force management boards in accordance with the following structure.

Business Area	Reporting Officer	Reports to	Frequency
Prevention and Partnerships	Head of Prevention	ACC - Crime	Monthly
Public Contact	Chief Superintendent – Operations/Contact Management	ACC - Operations	Monthly
Policing in Neighbourhoods	Chief Superintendent – Local Policing	ACC - Operations	Monthly
Investigation & Vulnerable People	Chief Superintendent – Crime and Intelligence	ACC - Crime	Monthly
Detaining and Prosecuting Offenders	Head of Criminal Justice	ACC - Crime	Monthly
Regional Collaborations	ACC EMSOU	DCC	Monthly
People Services - HR	Head of HR	ACO (HR)	Monthly
People Services - OHU	Head of OHU	ACO (HR)	Monthly
People Services – Team Leicestershire Academy	Head of Team Leicestershire Academy	ACO (HR)	Monthly
Enabling Services – Estates	Head of Estates	ACO (Finance & Resources)	Monthly
Enabling Services – Transport Unit	Head of Transport	ACO (Finance & Resources)	Monthly
Enabling Services – Finance	Head of Finance	ACO (Finance & Resources)	Monthly
Enabling Services – Procurement and Support Services	Head of Procurement	ACO (Finance & Resources)	Monthly
Enabling Services – IT	Head of IT	ACO (Finance & Resources)	Monthly
Enabling Services – Specialist Support Directorate	Chief Superintendent - SSD	DCC	Monthly
Central Held Functions	Head of Finance	ACO (Finance & Resources)	Monthly
OPCC	Chief Executive	PCC	Monthly

11.1.23 Expenditure to date and projections may also be analysed in the following subjective analysis:

Subjective Analysis Heading:
Police Officer Pay & Allowances
Police Staff Pay & Allowances
PCSO Pay & Allowances
Other Employee Expenses
Premises
Transport

Supplies and Services
Other Agency & Contracted Services
Contingencies
Capital and Financing
Income
Transfers to/from Reserves