

**POLICE AND CRIME COMMISSIONER (PCC) FOR LINCOLNSHIRE
REQUEST FOR DECISION**

REF: 15 -2014

DATE: 16 July 2014

SUBJECT		DANGEROUS PERSONS MANAGEMENT UNIT – REQUEST FOR ADDITIONAL STAFF
REPORT BY	CHIEF CONSTABLE	
CONTACT OFFICER	ASSISTANT CHIEF CONSTABLE H ROACH Tel 01522 558003 TONY TOMLINSON, FORCE CHIEF FINANCE OFFICER Tel 01522 558187	
EXECUTIVE SUMMARY AND PURPOSE OF REPORT		
<p>This request relates to the approval of and provision of funding for additional police staff in the Dangerous Persons Management Unit, the required staff consisting of four Risk Management Officers (RMOs) and two Administrative Support Officers. The total cost of this proposal is estimated at £185,000 per annum. In order to provide initial funding during the current spending review period it is proposed that funding be earmarked for an initial period from the existing approved Revenue Budget. Following this period the long term inclusion within the Police Staff Pay budget will be addressed as part of the Medium Term Financial Planning process.</p>		
RECOMMENDATIONS	<ol style="list-style-type: none"> 1. <i>That approval is given to the additional four Risk Management Officers and two Administrative Support Officers in the Dangerous Persons Management Unit.</i> 2. <i>That funding of £370,000 be allocated from the Police Officer Pay budget for use by the force in establishing the six posts in the Dangerous Persons Management Unit with an earmarked reserve being created at the financial year end.</i> 3. <i>That the permanent cost implications of the six posts to be addressed as part of the Medium Term Financial Planning process.</i> 	

POLICE AND CRIME COMMISSIONER FOR LINCOLNSHIRE

I hereby approve the recommendation above, having considered the content of this report.

Signature:



Date: 16/07/14

A. NON-CONFIDENTIAL FACTS AND ADVICE TO THE PCC

A1. INTRODUCTION AND BACKGROUND

1. The management of Registered Sex Offenders is a statutory obligation governed by the Sexual Offences Act 2003. The Dangerous Persons Management Unit sits within the Public Protection Unit at HQ.
2. There is a requirement in order to improve performance, increase resilience, ensure compliance with policy and guidance, reduce risk and provide the necessary administrative support to the officers carrying out their role in the community for the increase in police staff working in the Dangerous Persons Management Unit. Approval of and provision of funding for four Risk Management Officers and two Administrative Support Officers is therefore sought.

A2. LINKS TO POLICE AND CRIME PLAN AND PCC'S STRATEGIES/PRIORITIES

The proposal for additional staffing is designed to support delivery of the Police and Crime Plan and PCC's priorities to keep crime low, maintain and improve public satisfaction and confidence and to close the financial forecasted gap in 2016.

B. FINANCIAL CONSIDERATIONS

This Decision Report seeks approval for the following approach to funding the additional six staff:

The latest forecast underspend on the Police Officer pay budget is £1.1 million due to a lower level of police officer strength than was envisaged when the original budget was set. It is proposed that £370k of this underspend is earmarked to provide funding for the following posts up to 31st March 2016. This will ensure that funding is available during the current Spending Review period which will therefore not affect the balanced budget position of the Force over this period.

The increase in establishment for 4 x RMO's and 2 x Admin Support would necessitate the following expenditure per annum (excluding pay awards:

RMO Grade SG1 : 4 @ £33,870 = £135,480

Admin Support Grade F : 2 @ £24,637 = £49,274

Total : £184,754

(Note : costing based on the mid-point of the grade range).

In order to provide for fully funded posts for this period it is proposed that an earmarked reserve of £370k be established.

As these posts are seen as an on-going requirement, their permanent funding will need to be established as part of the medium term budget considerations. Effectively from 1st April 2016 the costs of these posts will be included in the establishment and

will be required to be considered as part of an increased savings requirement from the Police Staff area of the budget, in order to provide for an overall balanced budget.

C. LEGAL AND HUMAN RIGHTS CONSIDERATIONS

[This should include the legal powers the PCC has for making the decision]

The PCC receives all policing funding and other sources of income in relation to policing and crime reduction in accordance with the Police Reform and Social Responsibility Act 2011. The PCC therefore has the legal power to make this decision.

D. PERSONNEL AND EQUALITIES ISSUES

No known personnel or equalities issues related to this request.

E. REVIEW ARRANGEMENTS

The budget will be regularly monitored and spend will be reviewed through the established budget monitoring structure.

F. RISK MANAGEMENT

The Head of Crime will be responsible for identifying and recording any risks associated with this decision.

H. PUBLIC ACCESS TO INFORMATION

Information in this form along with any supporting material is subject to the Freedom of Information Act 2000 and other legislation. Part 1 of this form will be made available on the PCC's website within one working day of approval. However, if release by that date would compromise the implementation of the decision being approved, publication may be deferred. An explanation for any deferment must be provided below, together with a date for publication.

Is the publication of this form to be deferred? No

If Yes, for what reason:

Until what date:

Any facts/advice/recommendations that should not be made automatically available on request should not be included in Part 1 but instead on the separate part 2 form.

Is there a part 2 form? No

If Yes, for what reason:

ORIGINATING OFFICER DECLARATION

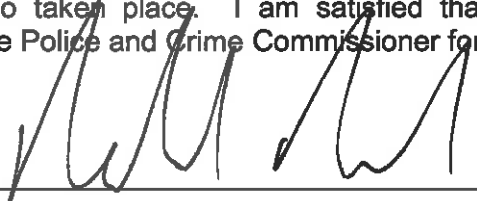
	Tick to confirm
Originating Officer: DCC recommends this proposal for the reasons outlined above.	✓
Financial advice: The PCC's Chief Finance Officer has been consulted on this proposal.	✓
The CC's Chief Finance Officer has been consulted on this proposal.	✓
Monitoring Officer: The PCC's Monitoring Officer has been consulted on this proposal	✓
Chief Constable: The Chief Constable has been consulted on this proposal	✓

OFFICER APPROVAL

Chief Executive

I have been consulted about the proposal and confirm that financial, legal and equalities advice has been taken into account in the preparation of this report. Consultation outlined above has also taken place. I am satisfied that this is an appropriate request to be submitted to the Police and Crime Commissioner for Lincolnshire.

Signature:



Date: 16/7/14