



RECORD OF DECISION

TITLE: PCC Relocation Policy

Ref: PCC/D/2022/19

EXECUTIVE SUMMARY

To facilitate the recruitment of high quality people a relocation policy is available to the PCC to utilise with successful candidates upon appointment to specific posts.

The policy sets out the maximum amount and circumstances in which the PCC will fund relocation packages so that the appointed person can fulfil their role.

The policy sets out the financial package available to cover reasonable relocation costs incurred. It also seeks to demonstrate the proper management of resources and transparency to the public of West Mercia.

PROPOSAL

That the PCC approves and adopts the associated PCC Relocation Policy

**APPROVAL OF
West Mercia Police and Crime Commissioner**

I hereby approve the above proposal.

Signed

PART 1 – NON-CONFIDENTIAL/EXEMPT FACTS AND FIGURES

SUPPORTING REPORT

The Police Reform and Social Responsibility Act 2011 sets out the Police & Crime Commissioner's (PCC) responsibility for the Chief Constable's (CC) appointment and terms and conditions. The PCC also has responsibility for appointment of officers to the Office of the Police and Crime Commissioner (OPCC).

The PCC has a responsibility to reimburse reasonable costs for the relocation of an appointed officer to the post of Chief Constable, and ensure that they are not disadvantaged financially by the cost of moving employment. The specific terms of what defines or constitutes this however are not set out clearly.

The intention of the PCC Relocation Policy is to provide clarity, consistency and fairness for all parties, including the taxpayer. The policy sets out the maximum amount that the PCC will reimburse as a relocation package so that the appointed person can fulfil their new role. This policy sets out the financial package available to cover reasonable relocation costs incurred, and circumstances in which it can be utilised by the Commissioner and candidates.

The policy also sets out that the PCC does not typically pay relocation expenses for appointment to the OPCC. There is discretion for the Commissioner in exceptional circumstances however.

The policy has been subject to legal review and advice, prior to finalisation.

STRATEGIC CONSIDERATIONS

This decision supports the following element(s) of the Safer West Mercia Plan:

- | | |
|--|--|
| <input type="checkbox"/> Putting Victims and Survivors First | <input type="checkbox"/> Building a More Secure West Mercia |
| <input type="checkbox"/> Reforming West Mercia | <input checked="" type="checkbox"/> Reassuring West Mercia's Communities |

The decision supports this/ these objective(s) through the following:

- The PCC has a statutory responsibility to appoint the Chief Constable and Officers of the PCC. This policy sets out how the PCC will meet the requirement in relation to reimbursing relocation expenses.
- Ensuring the PCC acts with transparency and fairness in balancing the need to recruit the best possible candidates to West Mercia, with securing the best possible value for taxpayers.

BENEFITS AND THEIR REALISATION

The policy provides clarity and transparency on the relocation package that is available.

AUTHOR

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Date 23rd June 2022

FINANCIAL AND TREASURER COMMENTS

The policy sets out the maximum amount that the PCC will fund as a relocation package so that the appointed person can fulfil their new role. This provides transparency to the appointee and also the public as to what will be paid.

The policy sets out the financial package available to cover reasonable relocation costs incurred. Whilst what constitutes 'reasonable costs' is subjective, this policy sets out a financial package linked to the local housing market. This package is deemed to provide suitable accommodation so that the appointee can undertake their role. This reduces a burden to the taxpayer of subsidising personal choice of the appointee in their decision to relocate.

Treasurer

Signature



Date 23/06/22

LEGAL CONSIDERATIONS

By virtue of schedule 11, paragraph 14 of the Police Reform and Social Responsibility Act 2011 the Police and Crime Commissioner may do anything which is calculated to facilitate, or is conducive or incidental to, the exercise of the functions of commissioner. That includes: entering into contracts and other agreements (whether legally binding or not) and acquiring and disposing of property (including land).

PUBLIC ACCESS TO INFORMATION

Information in this form is subject to the Freedom of Information Act 2000 (FOI Act) and other legislation. Part 1 of this form will be made available on the West Mercia Commissioner's website. Any facts and advice that should not be made automatically available on request are not included in Part 1 but instead in a separate Part 2 report.

Appendix 1 – PCC Relocation Policy

OFFICER APPROVAL

Chief Executive Officer

Signature



Date

3/8/22