

Report – Policy and Resources Committee and Establishment Committee

Review of the City of London Police Authority – Resourcing & Governance Arrangements

To be presented on Thursday, 10th January 2019

*To the Right Honourable The Lord Mayor, Aldermen and Commons
of the City of London in Common Council assembled.*

SUMMARY

This report seeks approval for the creation of one Grade I post within the Chamberlain's Department and a base budget uplift of up to £250,000 with effect from 2019/20, to be considered as part of the annual budget setting process. This post complements an ongoing governance review and is intended to enhance the Police Authority function within the City of London Corporation, in line with its responsibilities as the Police Authority for the City of London Police Force (City Police).

The current Police Authority structure is based on a historic resourcing model and does not mirror the evolving staffing structures in the Police and Crime Commissioner Offices (OPCC). Although outside the Police and Crime Commissioner arrangements, the City Corporation has undertaken to mirror other Local Policing Bodies governance arrangements in its oversight of the City Police. There is a need to adjust the current staffing model to ensure that the Police Authority has formalised professional support arrangements in place, as opposed to the ad hoc service provided at present.

There is also a specific need to enhance the Police Authority finance function provided by the Chamberlain's Department to resource the Authority's strategic finance responsibilities, including development of the Medium-Term Financial Plan and to strengthen the oversight and scrutiny of the Force's financial performance.

Your Policy and Resources and Establishment Committees have approved the creation of one full time equivalent (FTE) finance post and one FTE post in the Town Clerk's Department. The Court is now asked to approve one Grade I post within the Chamberlain's Department, which together with the two aforementioned posts will strengthen the capacity and capability of the Police Authority.

RECOMMENDATIONS

Members are asked to:

- (i) endorse a base budget uplift to the Police Authority within City Fund of up to £250,000 with effect from 2019/20 to be considered as part of the annual budget setting and medium-term financial planning process; and
- (ii) approve the creation of a Grade I post in the Chamberlain's Department.

MAIN REPORT

1. The City of London Corporation's Police Authority plays a vital role in the governance of policing within the Square Mile, overseeing spending of £132 million in 2018/19. The Police Authority is expected to ensure that City of London Police delivers efficient and effective policing for the public. The 1996 Police Act, legislation set out the roles and responsibilities of Police Authorities. The City of London Corporation acts as one of the 'checks and balances' in a two-part system of shared responsibilities with the City of London's Police Commissioner.
2. The proposal before the Court seeks to minimise duplication of expenditure on City Police functions, whilst achieving consistency with statutory obligations imposed on both the City Corporation and City Police to discharge separate responsibilities in their respective capacities as Police Authority and police force. Indeed, there are significant opportunities for greater collaboration between the respective finance teams of the City Corporation and the City Police whilst achieving consistency with the need to respect and ensure the operational autonomy of the Commissioner.
3. The Police Authority's roles and responsibilities changed significantly with the introduction of Police and Crime Commissioner's in October 2012, the City of London Corporation at the time slightly increased the staffing complement to reflect the new legislation but did not undertake a comprehensive capacity and capability review. The staffing levels within the Police Authority have therefore remained significantly lower than those in the Offices of Police and Crime Commissioners across the country.
4. The Police and Crime Commissioner's offices (OPCCs) increased their size to commission administrative support functions. Whilst the Police Authority has access to the City of London Corporation's professional support services to provide many of these functions, this is conducted on an ad hoc basis, and the Police Authority should be using a similar amount of professional support as many of the OPCCs.
5. The Police Authority has met some of the shortfall in capacity through using the City of London Corporation's professional support services; however, given the complexity of the City of London Corporation's obligations; it is now proposed to strengthen these arrangements through a combination of dedicated extra staffing and the introduction of service level agreements with the professional support services. This will enhance the oversight and scrutiny of the Force by the Police Authority.
6. There is a need to further enhance the Police Authority finance function to enable the Authority to lead more effectively on the Police Medium Term Financial Plan, to strengthen the Police Authority's ability to challenge and scrutinise City Police Budgets, enable greater assurance and provide Member's with a clear strategic overview. Therefore, to ensure this takes place, two FTE posts (1x Grade I; 1 x Grade G) in the Chamberlain's Department are required. Your Establishment and Policy and Resources Committees have approved the Grade G post and indicated their approval for the Court to approve the Grade I post.

7. In addition to the posts referenced above, there is a requirement to enhance capacity within the core team to meet the new complaints reviews arrangements and to help support the growing day-to-day demands of running a Police Authority. The proposed requirement is one FTE post (Grade D), which has also been approved by your Establishment and Policy and Resources Committees.
8. The total cost of the proposed new staff would be up to £250,000. This includes on-costs of 32% calculated at the top of the pay scale and a Market Forces Supplement for the Grade I finance position. It is proposed that this sum be included in the 2019/20 budget as part of the annual medium-term financial planning process, funded from City Fund.

Proposal

9. In order to enhance the Police Authority function approval is sought from the Court of Common Council to approve the creation of the Grade I post within the Chamberlain's Department; and the base budget uplift to the Police Authority of up to £250,000 with effect from 2019/20 to be considered as part of the annual budget setting and medium-term financial planning.

Conclusion

10. The current Police Authority staffing model is based on a historic resourcing model and to ensure the City Corporation discharges its duties as a Police Authority there is a need to strengthen the capacity and capability of the Police Authority.

All of which we submit to the judgement of this Honourable Court.

DATED this 3rd day of December 2018.

SIGNED on behalf of the Committee.

Catherine McGuinness, Deputy
Chair, Policy and Resources Committee

Charles Edward Lord, OBE, JP, Deputy
Chair, Establishment Committee