

Durham Police and Crime Commissioner Decision Record

Key Decision No	004 / 2016								
Subject:	Revised Salary for the post of Chief Of Staff within the PCC's Office								
Executive Summary	<p>When the role of Chief of Staff was created by the PCC it was a new construct compared to the previous Chief Executive role, which was designed to reflect the introduction of the PCC model. Since then the model has matured and a review of the Chief of Staff salary has been undertaken.</p> <p>The salary paid by Durham is at the lower end of local and national remuneration level for the equivalent post in PCC Offices. It is important to recognise that recruitment and retention is critical, especially in times of change given the nature of austerity, the need for greater collaboration, and the potential for greater responsibility to be given to PCCs.</p> <p>It should also be recognised that individuals who are recruited into posts such as these do not always come from a policing background which means that they operate in a wider jobs market than just policing and also are prepared to re-locate geographically. It is important that the salary of the Chief of Staff post is 'future-proofed' where possible to ensure retention and recruitment is not compromised.</p> <p>Proposed salary</p> <p>Given the above, it is proposed to move the salary of the Chief of Staff post away from a fixed salary of £71,540 to the following, with effect from the 1st January 2016:</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 15%;">Point 1</td> <td>£71,540</td> </tr> <tr> <td>Point 2</td> <td>£74,360 with effect from 1st January 2016</td> </tr> <tr> <td>Point 3</td> <td>£77,180 with effect from 1st January 2017</td> </tr> <tr> <td>Point 4</td> <td>£80,000 with effect from 1st January 2018</td> </tr> </table>	Point 1	£71,540	Point 2	£74,360 with effect from 1st January 2016	Point 3	£77,180 with effect from 1st January 2017	Point 4	£80,000 with effect from 1st January 2018
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Recommendation	The PCC is recommended to approve the above salary points for the Chief of Staff role in the PCC Office, given the current and expected future complexity of the role, size of the Force and the need to show reasonableness of overall salary levels.								

Risks and Implications identified and considered in making this decision:			
Finance	Y	Environment	n/a
Accommodation	n/a	Potential Impact on Police and Crime Plan Priorities	n/a
Stakeholder / Community Engagement	n/a		
Value for Money and Productivity	Y	Equality and Diversity	n/a
Commissioning	n/a	Children's Act 2004	n/a
Staffing	n/a	Collaboration and Partnerships	n/a
Crime and Disorder	n/a	Other risks	n/a

Approval	
Head of Governance & Commissioning	Police & Crime Commissioner
Charles Oakley	Ron Hogg
Approved by Signature: 	Approved by Signature: 
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