

**To: SURREY COUNTY COUNCIL**  
**Date: 8 May 2012**  
**By: Alison Bolton, Chief Executive of Surrey Police Authority**  
**Title: REPORT FROM SURREY POLICE AUTHORITY**

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**Purpose of Report/Issue:**

To inform members of the work of Surrey Police Authority since the last Council meeting in March 2012.

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**Winsor Independent Review of Police Officer and Staff Remuneration and Conditions**

Part One of Tom Winsor's Independent Review of Police Officer and Staff Remuneration and Conditions, which focused on the deployment of Officers and Staff, including shift allowances, overtime and performance related pay, came in to effect on 1 April 2012 and is being implemented across Surrey Police.

On 15 March, the second part of Tom Winsor's Review was published. At the last Police Authority meeting on 26 March, Members were informed that the Home Secretary was expected to refer relevant sections to the Police Negotiating Board (PNB) and the Police Advisory Board for England and Wales (PABEW) for further negotiations with the staff associations.

Scoping work on Part One of the Winsor Review has indicated that on average the percentage loss in spending power for Officers over three years could be between 12 to 15 per cent, with Police Constables with ten year's service being the worst affected. Members were informed that colleagues in Surrey Police are now working through the Winsor recommendations to determine their additional impact on the Force.

**Local Policing Plan 2012**

At its meeting on 26 March, the Authority set its last Local Policing Plan. The Police and Crime Commissioner will, in future, set the strategic plan and priorities for Surrey Police and is expected to publish his or her first Police and Crime Plan 'as soon as practicable' after taking up office in November.

Last year, the Authority and Force set its targets to maintain a high level of police performance. Following the recruitment of 200 extra constables since 2010, in 2012-2013 the aim is to improve performance in areas such as victim satisfaction, reducing serious crime, catching more people who commit serious crime and arresting more people for drug dealing. This is an ambitious plan in the face of further Government cuts to police funding and a predicted increase in crime due to the tough economic climate. However, the Authority and the Force aim to continue to make savings in order to maintain the levels of frontline staff and deliver on their targets.

The Local Policing Plan for 2012 is available on the Police Authority's website and end of year performance against last year's plan is expected in the coming weeks.

### **Preparing for Police and Crime Commissioners**

As previously reported, in November 2012, Surrey residents will elect the first Police and Crime Commissioner for the county. This person will hold the Chief Constable to account for the delivery of effective and efficient policing services in Surrey and will replace the current Police Authority. The Commissioner will decide the police budget, levels of council tax for local people, funding for other community safety providers and set the targets for police performance. He or she will work closely with wider criminal justice and community safety partners and will be scrutinised by a Police and Crime Panel made up of local councillors and members of the public.

The Police Authority has comprehensive plans in place for ensuring a smooth transition to this new form of governance. Until then, the Authority will continue with business as usual right up to the elections. This includes overseeing policing and setting policing targets until such time as the Commissioner is able to set their own Police and Crime Plan.

The SPA website includes full details for potential candidates on the role of a PCC, Home Office updates and information on Surrey Police. This can be viewed at [www.surreypa.gov.uk/pcc/](http://www.surreypa.gov.uk/pcc/). Potential candidates are encouraged to register with SPA for regular updates and to be invited to briefing sessions. Briefings for potential candidates about the election process and role of a PCC are planned for 14 June and 5 September. We are also holding a conference on 23<sup>rd</sup> May which is aimed primarily at local authority and voluntary sector officers who will be working with the new forms of governance and different partnership arrangements.

As lead authority for the Police and Crime Panel which will hold the PCC to account, Surrey County Council has recently produced a set of draft 'panel arrangements'. These arrangements (effectively terms of reference) will need to be approved by each local authority in the county. Surrey County Council, plus the Districts and Boroughs will be asked to each appoint a member to the Panel between now and June. The Home Office expects a shadow panel to be operational by July.

On 1 April 2012, the small team of staff that support the Police Authority transferred from the employment of Surrey County Council to the employment of Surrey Police Authority under TUPE provisions. This has brought us into line with the majority of other Police Authority support teams and will facilitate the transfer of the staff later in the year to the employment of the Police and Crime Commissioner.

### **National Police Air Support Development (NPAS)**

The Authority has been recently updated on progress in respect of the NPAS project which seeks to establish a national service for police air support,

unrestricted by existing force boundaries. Concerns that had been previously raised by the Authority have now been taken into consideration by the NPAS team. Dunsfold is no longer in scope and the most suitable location for Surrey had been identified as Redhill Aerodrome. Members will note that there are already two commercial helicopters flying from this site and there is space within the perimeter fencing for the NPAS helicopter.

### **Olympics – cycling events**

Surrey will host two cycling events during the 2012 Games: the Road Cycling Event and the Cycling Time Trial – both of which are free, so it is expected that a lot of spectators will come in to Surrey, with many of them camping. Surrey Police will also face a number of other policing challenges, including responsibility for the safety and security of the Olympic Village at Royal Holloway University of London in Egham, the Torch Relay as it passes through Surrey, training camp venues, possible Olympics-related cultural events, increased general demand caused by the influx of visitors to Surrey and the provision of mutual aid to Olympic venues in other forces.

Surrey Police will be working very closely with LOCOG (the London 2012 Organising Committee), with Surrey County Council and a host of other organisations to deliver a safe and secure Olympic Games in Surrey. As the cycling events stretch over a large area of South West London and Surrey, three forces (Surrey Police, the Metropolitan Police and British Transport Police) will be involved. However, this is not primarily a policing event and the three forces will be supporting a large resource of stewards and race volunteers provided by the event organisers. Annual leave will be carefully managed throughout the year and robust planning around the Olympics will ensure that Surrey Police maintains operational capability and resilience.

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#### **Contact details –**

**Name:** Alison Bolton  
**Telephone number:** 01483 630200  
**Email address:** bolton11786@surrey.pnn.police.uk

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