

SURREY POLICE AND CRIME PANEL

DEPUTY AND ASSISTANT POLICE & CRIME COMMISSIONERS' OBJECTIVES AND PERFORMANCE REVIEW 10th June 2014

8

SUMMARY

The Panel has requested details of how the Deputy Police & Crime Commissioner and the two Assistant PCCs are performing against the criteria set for them upon appointment.

This report sets out details of the work that Jeff Harris, Shiraz Mirza and Jane Anderson have been undertaking and the outcomes they have achieved. The PCC meets regularly with the Deputy and Assistant PCCs to review their work to ensure it is delivering against the People's Priorities.

The report also provides information on the PCCs decisions with regard to the continuation of contracts for the Assistant PCCs.

REVIEW OF CONTRACTS FOR ASSISTANT PCCS

Jane Anderson was appointed by the PCC to the role of Assistant PCC (Victims) on 1st May 2013 for a fixed period of 12 months. Jane Anderson is an employee of the PCC. The PCC committed to review this appointment and provide information to the Police and Crime Panel on that review before a new contract of employment commenced. Due to the timing of the panel meetings, the PCC extended Jane Anderson's contract by two months until the end of June 2014.

The PCC has now reviewed the employment of the Assistant PCC (Victims) and has decided to issue a contract of employment for a further year (1 July 2014 to 30 June 2015). The main reasons for this decision are:

- Jane Anderson has been fulfilling her job description and objectives set by the PCC
- Jane has built up very effective networks and contacts with partner agencies and is on the board of a number of criminal justice partners championing the views of victims. She is well respected by police (as evidenced by the acceptance by Surrey Police of recommendations made), victim support agencies, courts and other partners and it is important that these links continue in order for the PCC to achieve his priority with regard to 'putting victims first'
- Over the next year, the PCC will become the commissioner for victim support services in Surrey. It is important that the Assistant PCC continues to seek the views of a range of victims and victim support agencies during this transition and these views are represented in the plans for future support services.

The Assistant PCC (Victims) is employed at a rate of £16,690 per annum (full time equivalent rate of £41727 which includes a 2% staff increase in April 2014). The A/PCC (Victims) works 2 days a week, 14.4 hours.

The PCC appointed Shiraz Mirza as the Assistant PCC (Equality and Diversity) on fixed term one year basis in May 2013 to assist the PCC in reaching out to Surrey's diverse communities and in achieving the Police and Crime Plan. Shiraz Mirza is contracted as a self-employed consultant, through his company Surrey Partnership Ltd.

The PCC decided in April 2014 to set up a consultancy agreement with Shiraz Mirza for 1 May 2014 to 30 April 2015. The main reasons for this are:

- There is continued high demand from a range of diverse communities in Surrey to speak to the PCC, Deputy PCC or Assistant PCC and / or to attend public and partnership meetings. The PCC and Deputy PCC cannot get to all of these meetings and ask Shiraz to attend wherever possible to hear the views of these communities
- The Assistant PCC (Equalities and Diversity) has made many contacts in Surrey's communities and raised issues with the PCC that previously may have gone unheard, for example concerns around Female Genital Mutilation (FGM), concerns with regards to forced marriage, contacts with Woking Taxi drivers association etc.
- The Assistant PCC (Equalities and Diversity) has been successful at ensuring a wider ranging audience attends the Police and Crime Summits
- Shiraz attends a range of police and partner meetings, including the Independent Advisory Group, and has become a key point of contact for the police and others.

The Assistant PCC (Equality and Diversity) charges a consultancy fee of £2564 per calendar month and works approximately 16 days per month.

RECOMMENDATIONS

Members of the Police and Crime Panel are asked to note the attached.

EQUALITIES AND DIVERSITY IMPLICATIONS

None arising.

LEAD OFFICER: Johanna Burne, Chief Executive for the Police & Crime Commissioner

TELEPHONE NUMBER: 01483 630 200

E-MAIL: Johanna.burne@surrey.pnn.police.uk