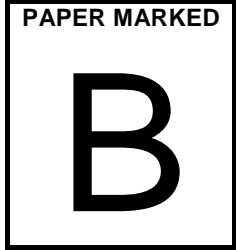


# LEICESTERSHIRE POLICE AUTHORITY



Meeting                   **AUDIT COMMITTEE**

Date                       **THURSDAY 07 SEPTEMBER 2010 –10.00 A.M.**

Report of                 **CHIEF EXECUTIVE / TREASURER**

Subject                   **EXAMINATION OF SPECIFIC RISK – POLITICAL UNCERTAINTIES AND  
TRANSITION**

## **Purpose of Report**

1. This report provides information for members to undertake a more detailed discussion on the general political issues affecting the Police Authority, not least the government's current plans to phase out each Police Authority and replace it with a Police and Crime Commissioner. These impact upon Risks 1, 10, 11 and 12 in the Authority Risk Register.

## **Commentary**

2. The Government has an ambitious reform programme for policing and initial consultations on some of the proposals are currently taking place. Central to the reforms is the plan to introduce elected Police and Crime Commissioners in place of police authorities. It is expected that the elections will take place in May 2012. It is not clear at this stage when precisely the Police Authority will be abolished and what, if any, shadow or transitional arrangements will be put in place to ensure a smooth hand over.
3. The table below sets out some of the potential risks involved in this for the Police Authority. Clearly, one risk to the Authority is its very existence, but this exercise is intended to articulate the risks for our communities in not having good governance of policing in place, in the form of a police authority, up to the date of its abolition.
4. Members are invited to discuss
  - (i) whether the risks identified in the table are appropriate;
  - (ii) whether any others risks should be listed;
  - (iii) what controls could be put in place for each risk;
  - (iv) how each risk reduces through the effectiveness of such controls;
  - (v) what exactly the control is doing; and
  - (vi) who should monitor or manage the control and why.

<b>Risks</b>
Police Authority is marginalised and no longer valued: <ul style="list-style-type: none"><li>- Partners and stakeholders including Community Safety Partnerships, local authorities, HMIC,</li><li>- internal</li><li>- national</li><li>- regional</li></ul>
Employment prospects for PA staff beyond 2012 lead to staff leaving and it being difficult to recruit replacements, stretching existing postholders.

Mischievous budget setting by outgoing police authorities provides Police and Crime Commissioners with insufficient resources
Cost of electing Police and Crime Commissioners falls on the local policing budget
“What is the point” – apathy by members and officers towards Police Authority functions
Local authorities and stakeholders focus on potential new Commissioners rather than the current Police Authority in the run up to the elections
Police Authority flooded with requests for information by potential candidates for Commissioner
National influence of APA wanes
Unwarranted criticism of police authorities by public and media
The legalities of the transfer to Commissioners of documents, premises and responsibilities is a workload not currently scheduled
The treatment of projects that span the handover period between Authority and Commissioner – eg filling an ACPO vacancy

5. These aspects impact upon Risks 1, 10, 11 and 12, which are set out below with some current controls.

<b>Risks</b>	<b>Existing or Potential Controls</b>
(Risk 1) The volume of activity and / or scale and rate of change impacts adversely on business delivery.	<ul style="list-style-type: none"> <li>• The PA Development Programme 2010 aims to shape an organisation better able to respond to these pressures via the following outcomes; <ul style="list-style-type: none"> <li>- an effective and efficient governance structure</li> <li>- an improved process for assessing “lessons learned” publications and inspection reports</li> <li>- an improved process for working with the Force on strategic issues leading to the preparation of the Local Policing Plan</li> <li>- a Business Plan that will guide the work of the Authority</li> </ul> </li> </ul>
(Risk 10) As a result of statutory and financial pressures appropriate candidates are not attracted, retained and developed.	<ul style="list-style-type: none"> <li>• Rigorous recruitment process. (All)</li> <li>• Induction regime on joining. (All)</li> <li>• Training and development programmes. (All)</li> <li>• Annual appraisals. (All)</li> <li>• Members’ allowances scheme updated annually. (Members)</li> <li>• Members’ skills audits. (Members)</li> <li>• Dialogue with local authorities regarding councillor appointments. (Members)</li> <li>• Engagement with political leaders / chief executives. (Members)</li> <li>• Appropriate motivational benefits package agreed by Remuneration Committee from time to time. (ACPO)</li> <li>• PA contribution to APA’s national manpower planning. (ACPO)</li> </ul>
(Risk 11) Proposals for Directly Elected Individuals lead to the PA being sidelined.	<ul style="list-style-type: none"> <li>• APA adopting approach of constructive engagement with Home Office</li> </ul>

(Risk 12) Lack of resources leads to inadequate handover to Directly Elected Individual.	<ul style="list-style-type: none"><li>Regular reviews with PA staff and members, and ACPO team via proposed new structure.</li></ul>
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**Recommendation**

- Members are recommended to discuss the content of the report so that the Authority Risk Register can be adjusted accordingly.

**Implications**

Financial: none from this report. Legal: none. Diversity: none. Risk Management: entire report.

**Background Papers**

None.

**Officers to Contact**

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