

25th November 2013

I write following your FOI request dated 29.10.13 in which you request:

I note that the HMIC has recently acknowledged the work and decisions made by Cleveland Police and the Chief Constable in relation meeting the current financial challenges through outsourcing and Regulation A19. Whilst I positively acknowledge this it is the future that I look to.

As PCC I understand that you receive the funding for Cleveland Police and are responsible and accountable to the tax payer for how that money is spent.

I am aware that some forces over rely on temporary promotions without giving much thought to the true cost involved. Although I recognise that a temporary rank can be argued to be an efficient and effective way of covering a role for a short term period, it is clear that this needs to be managed and regularly re-assessed.

Although the extra cost resulting from the use of temporary promotions can be minimal. If it involves an officer within the last three years of their service, the on-going cost associated with increased pension can be considerable for the tax payer to be expected to fund.

Although the differential can be relatively minimal, this is not so when looking at the differential when considering temporary promotions to Inspector, Superintendent or Association of Chief Police Officer ranks. For example, the extra cost in relation to pension between a Chief Inspector and Superintendent equates to a sum of around £168,000 over a thirty year period.

Under the Freedom of Information Act I would ask that the following questions are addressed by the Police and Crime Commissioner:

1. If any, how many roles at Inspector, superintendent or acpo rank are being covered by an officer with less than three years service before facing termination of contract as a result of Regulation A19?

2. If any roles are identified as a result of the above question can you please:

a. Identify the role

b. Explain the reason why a temporary rank is covering the role

c. Explain why the responsibilities cannot be picked up by other officers.

d. Where the explanation to 'c' above involves a statutory duty provide details of the duty and how often this statutory duty is performed on a weekly basis.

e. Explain what process was involved in the selection of the officers for the temporary rank.

f. Explain if A19 was or was not considered during the selection process.

g. If there was more than one person interested in a temporary rank role provide the rationale if A19 was not considered as this is at variance to value for money principles of efficiency and effectiveness.

h. Provide details with regard to how long roles have been covered by the temporary ranking officer and how long is it expected that a temporary rank will cover this role.

i. As the force has moved forward with change please identify where any new roles have been created, why they have been created and whether or not a temporary rank is covering this role.

j. Where a temporary rank with less than three years service to complete under A19 is covering the new role please provide an explanation for this and when processes are in to place recruit an officer on a permanent basis.

k. If a temporary rank has been put in place how can the chief constable and the PCC justify the creation of any new role being filled by a temporary rank. Especially, with the commitment to frontline officers, , as the commitment provided by the Chief Constable is to improve numbers at the frontline i.e. "I am fully committed to putting as many officers as I can on the frontline, and this is acknowledged in the HMIC report.

This request has been handled under the Freedom of Information Act 2000.

Regarding your request I can now inform you that I have completed my enquiries and that my reply on behalf of the Office of the Police and Crime Commissioner for Cleveland is as follows.

I can confirm that the Office of the Police and Crime Commissioner for Cleveland does not hold this information.

The FOIA states that where possible an organisation should try and assist an enquirer in their search for information. In this instance I believe that the information you seek can be found at Cleveland Police. Their website can be found at www.cleveland.police.uk

I can confirm that the Office of the Police and Crime Commissioner for Cleveland has a complaints procedure.

If you are unhappy with the way your request for information has been handled, you can request a review by writing to:

Chief of Staff
Office of the Police and Crime Commissioner for Cleveland
Police Headquarters
Ladgate Lane
Middlesbrough
TS8 9EH

or you can follow the complaints procedure found on our website at:

www.cleveland.pcc.police.uk

If you remain dissatisfied with the handling of your request or complaint, you have a right to appeal to the Information Commissioner at:

The Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF.

Telephone: 08456 30 60 60 or 01625 54 57 45 Website: www.ico.gov.uk

There is no charge for making an appeal.

John Bage

Office of the Police and Crime Commissioner for Cleveland