



Home Office

Barry Coppinger
Police and Crime Commissioner for Cleveland

By email to Barry.coppinger@cleveland.pnn.police.uk

6 December 2013

Dear Barry,

RE: Stage 2 staff transfers – approval of plan

Thank you for submitting your stage 2 plan for the transfer of staff from your employment to that of the Chief Constable. Your proposals have been considered against the requirements set out in the Policing Minister's letter of 3 July and I am content to approve them in principle.

The legal transfer of staff depends on the existence of a formal transfer scheme which satisfies the technical requirements of Part 3 of Schedule 15 to the Police Reform and Social Responsibility Act 2011. The scheme must also reflect the final split of staff numbers, which may fluctuate slightly by March next year. A checklist of these technical requirements will be sent by my officials to your Chief Executive.

Therefore I ask you to submit a definitive transfer scheme by 3 March 2014, which will be subject to my final approval. I do not intend to re-examine the substance of your transfer plans at that point, and my officials will merely check that the necessary formalities have been complied with. Given my approval in principle I will not accept revisions which fundamentally and substantially alter the transfer plan as it stands now.

You will be aware that over the course of the summer we have updated the Financial Management Code of Practice to strengthen governance arrangements in relation to stage 2. The revised code can be found at:

<http://www.official-documents.gov.uk/menu/other2013.htm>

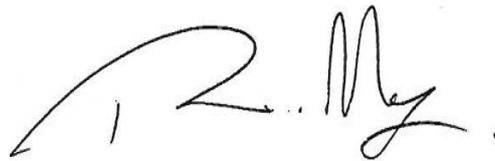
As you are no doubt aware, we have also laid a Transitional Order in Parliament to address the concerns as to pension liabilities costs as a result of staff transfers to Chief Constables. This legislation can be found at:

<http://www.legislation.gov.uk/ukSI/2013/2319/contents/made>

I would like to thank you for your constructive engagement with the stage 2 policy and for working closely with your Chief Constable to devise a staffing plan which best provides for you, your Force and the people you serve.

My officials are on hand to assist with the implementation of these plans, should you have any further queries.

I have copied this letter to your Chief Constable, Chief Executive and the Association of Police and Crime Commissioners.

A handwritten signature in black ink, appearing to read 'T. May', with a large, sweeping initial 'T' and a stylized 'M'.

The Rt Hon Theresa May MP