

Decision Note – Vehicle Allowance for Staffordshire Police Executive Team



REQUEST FOR DECISION BY THE STAFFORDSHIRE COMMISSIONER

	Policing:	Crime:	Fire & Rescue:
This decision relates to: The replacement of the provision of vehicles to the Executive Team, with the provision of a vehicle allowance.	✓	✓	

APPROVAL (for completion by Staffordshire Commissioner only)

Rationale for approval

STAFFORDSHIRE COMMISSIONER

Signature

Date 05.06.20

Date decision required by: ASAP

If an urgent approval is required, please state reasons: It is particularly relevant given the current recruitment process for the Deputy Chief Constable role.

For completion by Staffordshire Commissioner's Office only:-

Decision Number: SCP/D/202021/001

Date Received: 05.06.20

	Yes	No
Has the required decision been considered under the guidance of the Staffordshire Commissioner's Decision Making Policy?	✓	
Has the required decision been deemed to be a Key Decision as defined within the Staffordshire Commissioner's Decision Making Policy?	✓	
Who is empowered to make the required decision? The Staffordshire Commissioner and the Chief Constable		

Title	Vehicle allowance
Summary: <p>At present, the Chief Constable, Deputy Chief Constable, and Assistant Chief Constables receive a force vehicle as part of their overall remuneration package. These vehicles are bought, built, serviced and maintained by the force and are blue light capable.</p> <p>These provisions have been reviewed, taking into account the overall remuneration package, and comparison with other forces, and the recommendation is to convert the vehicle provision into an allowance. Vehicles purchased or leased through the allowance will not have blue light capability.</p> <p>It should be noted that remuneration decisions for the Chief Constable are made by the Staffordshire Commissioner and for other members of the Staffordshire Police Executive Team, by the Chief Constable. Therefore, this decision note reflects a joint agreement to implement one scheme for all Executive Team members.</p>	
Recommendation: <p>That the Commissioner approves the Executive Vehicle arrangement for the Chief Constable and supports the scheme being implemented for other Executive Team Members.</p>	

Chief Executive

I hereby approve the recommendation for consideration.

Signature

A handwritten signature in black ink, appearing to be 'L. P. E.', written in a cursive style.

Date 05.06.20

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REPORT AND ADVICE TO THE STAFFORDSHIRE COMMISSIONER

2. Issues for consideration

Background

At present, the Chief Constable, Deputy Chief Constable, and Assistant Chief Constables receive a force vehicle as part of their overall remuneration package. These vehicles are bought, built, serviced and maintained by the force and are blue light capable.

These provisions have been reviewed, taking into account the overall remuneration package, and comparison with other forces, and the recommendation is to convert the vehicle provision into an allowance. Vehicles purchased or leased through the allowance will not have blue light capability.

It should be noted that remuneration decisions for the Chief Constable are made by the Staffordshire Commissioner and for other members of the Staffordshire Police Executive Team, by the Chief Constable. Therefore, this decision note reflects a joint agreement to implement one scheme for all Executive Team members.

Proposal:

- The Staffordshire Commissioner agrees to a vehicle allowance of £7,000 to be paid to the Chief Constable, replacing the force car currently provided.
- That the Chief Constable extends the £7,000 vehicle allowance to all other members of the Executive Team, therefore adding the Director of People and Resources to the existing provision
- That the allowance extends to those in temporary roles, where the temporary employment exceeds 3 months, paid on a pro rata basis
- Members of the Executive Team may claim business mileage in line with the relevant force policy. Depending on mileage, this will enable them to claim the Essential User Allowance of £103.25 per month if the minimum mileage of 2000 for those on call and 4000 for those not on call is met.
- The allowance is inclusive of all vehicle running costs and insurances; no other payments will be made in respect of vehicles, other than mileage allowance costs. The allowance is reviewed every 3 years by the Staffordshire Commissioner, in conjunction with the Chief Constable.

Financial implications:

At present within Staffordshire, each of the Chief Officers is entitled to a vehicle, and they may choose their vehicle within some conditions, and to an overall value. The value is calculated using a standard formula and, over the course of a year, costs the force circa £8000 per person. Instead, a move to an allowance results in a small saving when compared directly, and with the addition of the Director of People and Resources adds a small amount to the overall budget.

In addition to the direct costs, the force purchases, builds, services and maintains the existing vehicles, as well as providing replacement vehicles whilst the cars are in the workshop. These cars are kitted out with

blue light capability. Over the course of a year, for all of the vehicles, this is not an insignificant amount and therefore results in an efficiency saving.

Should the proposal be approved, the existing vehicles will either be returned to the force overall vehicle fleet, or sold off at auction as is normal practice, depending on age. Alternatively members of the team will be given the option to buy their existing vehicle, at the auction rate (with any emergency kit removed).

We believe this represents better value for money for the force, whilst representing a fair provision for the Executive Team.

3. What other options have been considered?

There are two options that have been considered

- Firstly, to continue with the current provision; or
- Secondly, to provide a vehicle allowance as an alternative.

4. Consultation and Engagement undertaken

In arriving at the proposal, we have consulted with other forces, considered the current employment market, and consulted with those directly affected by the proposed changes.

Report Implications

Monitoring Officer Comments:

Legal advice has been obtained in respect of this proposal. I have nothing further to add.

Signature



Date 05.06.20

S151 Officer Comments:

Based upon the information supplied within this proposal and updated Executive Vehicles Policy this proposal represents overall VFM for the vehicle provision for the Force executive team.

Signature

Date: 28 May 2020



Yes

No

Has legal advice (outside of that provided by the Monitoring Officer) been sought on the content of this report?

✓

Legal Comments:

The Police and Crime Commissioner 'PCC' under the Police Reform and Social Responsibility Act 2011' PRSRA has the authority to set the Allowance for the Chief Constable. The PCC must consider that the allowance is suitable and follow any guidance as approved by the Secretary of State.

The Chief Constable also has the authority in accordance with the Police Regulations 2003 (Reg 34) to determine an allowance for those of rank Chief Superintendent or above at an annual rate as is approved by the Secretary of State.

5. Equality Comments

There are no direct equality implications and therefore, no EIA in respect of this proposal, which applies equally across all members of the Executive Team.

6. Background/supporting paper

A draft policy covering the provision of Executive vehicles is attached.

7. Public access to information**8. Is the publication of this form to be deferred?**

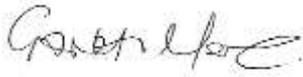
No.

9. If the report is for publication, is redaction required?

No

	Yes	No
Of the Decision Note?		✓
Of the Appendix?	N/A	N/A

ORIGINATING OFFICER DECLARATION:

Author	Gareth Morgan, Chief Constable
Signed	
Date	26 May 2020