

Committee: Cabinet
Date: 28 October 2014
Title: PCSO Funding
Portfolio Holder: Cllr Robert Chambers

Agenda Item

11

Key Decision: No

Summary

1. This report outlines the previous funding of Police Community Support Officers (PCSOs) and recommends that the council funds two new PCSOs.

Recommendations

The Cabinet is recommended to

- a. Approve the funding of two PCSOs for the district for a period of two years each.
- b. Authorise the Finance Portfolio Holder and Director of Finance and Corporate Services to agree the details and start date with the Police.

Financial Implications

2. The revenue implications of this item can be met from existing budgets

Background Papers

None.

Impact

Communication/Consultation	Discussions have been held with the Police.
Community Safety	Funding two PCSOs will help to promote Community Safety
Equalities	None
Health and Safety	None
Human Rights/Legal Implications	None
Sustainability	None
None Ward-specific impacts	Two new PCSOs will be allocated for work across the district
Workforce/Workplace	None

Background

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3. For the last few years the council has match funded, with the police, four PCSOs at a cost of about £60,000 per annum. This scheme was withdrawn by the police in March 2014.
4. The council has now been approached by the Police to enquire as to whether the council would like to fully fund any PCSOs. The funding would either be for one or two years to be decided by the council.
5. The PCSOs would be allocated to the Uttlesford area and draft principles under which they would be deployed are attached as Appendix One.
6. The cost of the post will be approximately £35,000 each which is similar to the amount previously paid for PCSO funding.

Risk Analysis

Risk	Likelihood	Impact	Mitigating actions
The cost exceeds the budget amount	1 (indicative figures have been provided)	1 (additional funding would need to be sought)	Discussions with the Police as per the recommendation
Severance pay falls upon the council at the end of the term	1 (will be specifically set out in the contract)	2 (Any severance pay would be minimal)	Discussions with the Police as per the recommendation

1 = Little or no risk or impact

2 = Some risk or impact – action may be necessary.

3 = Significant risk or impact – action required

4 = Near certainty of risk occurring, catastrophic effect or failure of project.

Appendix One

Draft Principles:

1. Essex Police will;
 - 1.1 Ensure that externally funded PCSOs are part of a team managed by a Sergeant
 - 1.2 Ensure that externally funded PCSOs work a standard Essex Police shift pattern as per the team they are aligned to.
 - 1.3 Ensure that externally funded PCSOs are tasked on a daily basis by the relevant shift sergeant (as 1.6 below)
 - 1.4 Ensure that externally funded PCSOs are not tasked directly by a member of the partner agency
 - 1.5 Make every reasonable effort to deploy externally funded PCSOs within the terms of the agreement, however there may be circumstances where, for operational reasons, they will need to be deployed to other areas.
 - 1.6 Ensure there is regular liaison regarding patrol strategy, aims & objectives between the local District Commander and the nominated representative of the funding partner.
 - 1.7 Ensure that monitoring will be kept to a minimum and mainly be focused on patrol time spent in the agreed areas
 - 1.8 Ensure that a specific post will be created for each externally funded PCSO
 - 1.9 Accept responsibility for ensuring that the post is filled and to engage in succession planning.
 - 1.10 Endeavour to ensure the consistency of the post holder to minimise disruption and maximise continuity, but it must be recognised that this will not always be achievable.
 - 1.11 Not provide dedicated transport to externally funded PCSOs, they will be expected to patrol on foot or cycle or make use of public transport and corporate vehicle fleet resources if available. Subject to separate agreement, funding partners can provide dedicated transport for the PCSO providing all liabilities and legal requirements are satisfied.
2. Partner organisations will:
 - 2.1 Pay the agreed charge for a PCSO
 - 2.2 Be expected to have a community safety plan which supports the patrol strategy of the PCSO

[NOT PROTECTIVELY MARKED]

2.3 Continue to pay even when the PCSO is sick or absent for reasonable purposes (annual leave, sickness, maternity leave, suspension etc.).

2.4 Will not be expected to pay for the periods when the PCSO is deployed otherwise than in accordance with the agreement

2.5 Not be expected to pay redundancy costs at the expiry of any agreement

3. Finance

3.1 Each agreement will be for a fixed period of 1 to 2 years.

3.2 Payment will be quarterly in arrears on invoice.

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