

3 Salaries and offices

26. We wrote to the new PCCs in January and in March 2013 to call for information that will assist the electorate in casting their vote for police and crime commissioner and holding the incumbent PCC to account. In the table below, we present their responses.

Region	Salary	Weekly Hours	Other roles	Staff	Staff profiles
Avon & Somerset <i>Sue Mountstevens</i>	No information provided				
Bedfordshire <i>Olly Martins</i>	£70000	Flexible	Territorial Army Soldier (Territorial Army pay and allowances)	10 FTE	<ul style="list-style-type: none"> Tafheen Sharif, Deputy Police and Crime Commissioner £36,000 Simon Bullock, Assistant Police & Crime Commissioner £55,000 Chief Executive £72,400 Deputy Chief Executive £62,200
Cambridgeshire <i>Sir Graham Bright</i>	£70000	Flexible	Director, Dietary Foods Ltd	14	<ul style="list-style-type: none"> Brian Ashton, Deputy PCC, 28,000
Cheshire <i>John Dwyer</i>	£75000		None		
Cleveland <i>Barry Coppinger</i>	No information provided				
Cumbria <i>Richard Rhodes</i>	£65000	35-40	None	11	<ul style="list-style-type: none"> Mr S Edwards, CEO and Monitoring Officer, £87,000 Mrs R Hunter, CFO/deputy CEO, £74,103 Ms G Shearer, Communication and Engagement Executive, £50,000 Mrs N Broomfield, Policy and Performance Manager Commissioning and Contracts manager Mrs J Head, Governance and Victim Services Manager Mrs L McGinley, Executive Support Officer Community Engagement/Press Officer Ms F Carr, Administrative Assistant Mr J Askew, Independent Custody Visiting Scheme Administrator Ms D Cowperthwaite, Budget and Finance Assistance
Derbyshire <i>Alan Charles</i>	£75000	60	County Councillor (end of term May)	10	<ul style="list-style-type: none"> Commissioner £75k Deputy Commissioner £56,250

			2013) Parish Councillor School Governor		<ul style="list-style-type: none"> • Chief Executive 70k • Chief Finance Officer 0.8 FTE 64k • Head of Service Compliance and Engagement 48k • Personal Assistant 25k • Administrative Assistant 20k • Meetings and Information Officer 0.6 FTE 18k • Performance Officer 0.4 FTE 16,800k • Partnership and Engagement Officer 0.8 FTE 24k
Devon & Cornwall <i>Tony Hogg</i>	£85000	60	Director of Polaris South West Ltd	16.3 FTE	<ul style="list-style-type: none"> • Chief Executive Sue Howl, £97,686 • Treasurer, Duncan Walton, £82,262
Dorset <i>Martyn Underhill</i>	£70000	37	Unpaid trustee of two charities	8	<ul style="list-style-type: none"> • Martin Goscomb, CEO, £66,714–74,430 • Siobain Hann, Commissioning and Partnership Manager, £43,693–45,506 • Fiona Napier, Media and Communications Manager, £37,908–41,697 • Jason Mumford, Information Research Officer and Data Analyst, £33,033–36,963 • Susan Bickle, Community Engagement Officer, £28,947–32,226 • Cathy Barfoot, PA to PCC, £21,099–24,606 • Yvonne Fenwick, Executive Support Officer, £21,099–24,606 • Administrative Support Officer, £17,188–£18,343
Durham <i>Ron Hogg</i>	£70000	60	Police pension	8	<ul style="list-style-type: none"> • Chief Executive £61,530 • Treasurer £49,224 • Deputy Chief Executive £40,388 • Principal Administrator £34,549 • Partnership Officer £23,218 • Policy & Communications Officer £26,636 • Communications & Engagement Asst £21,519 • Administrative Assistant £15,595
Dyfed Powys <i>Christopher Salmon</i>	£65000	Flexible	None	8	<ul style="list-style-type: none"> • CEO, £90,726 • Assistant CEO, £48,573 • CFO, £10,000 • Policy officer £34,005 • Policy officer £33,033 • Policy officer £31,437 • Support officer £21,747 • Support officer £21,747

Essex Nick Alston CBE	£85000 ¹³			13	<ul style="list-style-type: none"> • Acting Chief Executive and Monitoring Officer, Charles Garbett, salary £90,000 • Treasurer, Charles Garbett • Deputy PCC, £50-60,000 • 3 x Operating Managers • 1 x Assistant Operating Manager • 1 x Press & PR Officer • 1 x PA and diary secretary for the PCC • 1 x Office Administrator • 1 x Special Advisor (contract ends May 2013, £22,000 pa. pro rata) • 2 x temporary administrative staff • 1 x research officer
Gloucestershire Martin Surl	£65000	60+	None	8	<ul style="list-style-type: none"> • No info
Greater Manchester Tony Lloyd	£100000	40+	None	45	<ul style="list-style-type: none"> • Russell Bernstein, Chief Executive • Clare Regan, Policy Adviser • Alison Connelly, Head of Governance and Policy • Laura Mercer, Policy Development Manager • Melanie Moores, Strategic Support Officer • Marie Richardson, Strategic Support Officer • Rachael Storey, Strategic Support Officer • Michelle Waugh, Strategic Support Officer • Nigel Battersby, Solicitor • Linda Guy, Legal Assistant • Peter Kidd, HR and Compliance Officer • Nikki Park, Head of Executive Services • Jenna Lancaster, Senior Executive Services Officer • Amy Davies Senior, Executive Services Officer • Lis Hindle, Executive Services Office • Lucy Phelan, Executive Services Officer • Danielle Whitworth, Executive Services Assistant • Adam Morris, Executive Services Assistant • Karen Carrington, Executive PA to the PCC and Chief Executive • Sam Frenz, Head of Scrutiny and

¹³ Mr Alston does not currently draw his full salary

					<p>Engagement</p> <ul style="list-style-type: none"> • Roland Howard, Scrutiny Development Manager • Dave Byrne, Strategic Support Officer • Karen Edwards, Strategic Support Officer • Rose Grubert, Analyst • Uzma Babb, Engagement Manager • Gaynor Edwards, Engagement Officer • Lisa Karczynski, Engagement Officer • Rick Whitehead, Engagement Officer • Hannah Carrington, Engagement Support Officer • Lisa Hindle, Volunteer Schemes Development Officer • Janet Wood, Volunteer Schemes Coordinator • Nicola Scarr, Volunteer Schemes Assistant • Claire Smith, Communications Officer • Smyth Harper, Communications Support • Kate Leach, Web Content Officer • Laura Moody, Web Content Officer • Alan Westwood, Chief Finance Officer • Bob McIntyre, Assistant CFO • Frances Beswick, Principal Group Accountant • Mike White, Senior Assistant Group Accountant • Cath Folan, Principal Auditor • Julie Perry, Principal Auditor • David Smith, Principal Auditor • Karen Wilson, Principal Auditor • Bhavna Patel, Senior Auditor
Gwent <i>Ian Johnston</i>	£70000	50	None	9	<ul style="list-style-type: none"> • Shelley Bosson, Chief Executive and Monitoring Officer (£90,756) • Neil Phillips, Treasurer and Deputy Chief Executive (£32,517 PT - 0.4) FTE is £81,293 • Senior Business Manager POf • Senior Policy Manager POf • Policy Officer SO2 • Information Officer SO2 • Business Support Officer Scale 5 • PA to Chief Executive (PT – 0.8) Scale 5 • All Wales Policy Officer (shared with other OPCCs in Wales) POf
Hampshire <i>Simon Hayes</i>	£85000	60	Chair of Crimestoppers	7	<ul style="list-style-type: none"> • Chief Executive 90,000 • Strategy & Delivery Manager 36,921 -

					<p>41,550</p> <ul style="list-style-type: none"> • Finance & Business Support Officer 23,343 - 26,277 • Scrutiny and Analysis Officer 29,895 - 33,648 • Personal Assistant 23,343 - 26,277 • Administrative Officer 18,846 - 21,213
<p>Hertfordshire <i>David Lloyd</i></p>	£75000	no info	<p>Hertfordshire County Councillor Dacorum Borough Councillor</p> <p>£9,588 p.a. as Herts County Councillor £4,951 p.a. as Dacorum Borough Councillor £4,951 p.a. as Chairman of the Borough Council Development Control Committee. Renewal commission from former role as an Independent Financial Adviser, less than £1,000 p.a.</p>	12	<ul style="list-style-type: none"> • My Deputy, Dr Rachel Frosh will be paid an annual salary of £50,000, but as Rachel will be working 2 days per week her actual salary will be 2/5th's annual salary or £20,000 per annum. • My Senior Officers are Andrew White and James Hurley. Andrew White is my Chief Executive. Andrew's role is to ensure that my office runs smoothly and that I carry out my functions within the law and code of practice. Andrew's salary is £97,378 per annum, which was set by the Police Authority of which he was Chief Executive. • James Hurley is my Chief Financial Officer. James is responsible for the proper administration of my financial affairs. In Hertfordshire, the Commissioner and the Chief Constable have agreed to appoint the same person as their respective Chief Financial Officer. James Hurley's salary is to be advised.
<p>Humberside <i>Matthew Grove</i></p>	£75000	60-70	<p>Councillor on East Riding of Yorkshire Council until March 2013</p>	14	<ul style="list-style-type: none"> • Deputy Police & Crime Commissioner (P/T) Paul Robinson £45,000 • Chief Executive Kevin Sharp £88,000 • Assurance Manager £50,000-£54,999 • Strategy/ Planning Manager £50,000-£54,999 • Public Manager £50,000-£54,999 • Deputy Chief Executive/ Chief Finance Officer John Bates £79,000 • Assurance Officer (P/T) £30,000-£34,999 • Strategy / Planning Officer £35,000-£39,999 • Communications Officer £25,000-£29,999 • Governance & Administration Manager £35,000-£39,999 • Administration Supervisor (P/T) £20,000-£24,999 • Caretaker £10,000-£14,999 • Administration Officer £15,000-£19,999

					<ul style="list-style-type: none"> Administration Officer £15,000-£19,999
Kent <i>Ann Barnes</i>	£85000		None	16	<ul style="list-style-type: none"> Acting Chief Executive: Sean Nolan Chief Finance Officer: vacant PA to the Kent Police and Crime Commissioner: Natalie Lockwood PA to Chief Finance Officer: Sophy Jennings Communications Manager: Alison Hammond Temporary Digital Communications Officer: Sarah Tucker Communications Assistant: Mirella Falcone Policy Officer: Kayleigh Nicholson Policy Officer: Laura Steward Correspondence and Support Officer: Daniel Millen Governance and Policy Support Officer: Sue Willis Temporary Caseworker: Teresa Crane Support Clerk: Jade Stanford Advisors: Howard Cox, Peter Carroll and Tim Thompson
Lancashire <i>Clive Grunshaw</i>	£85000	Full time	Elected member of Wyre Borough Council (intends to stand down) and Lancashire County Councillor (will not stand again).	15.3 FTE	A revised staff structure is currently being produced and will be presented to the Home Affairs Committee when completed and published on the Commissioner's website in the near future.
Leicestershire <i>Sir Clive Loader</i>	£75000	Full time	Parish councillor	13	<ul style="list-style-type: none"> Chief Executive Officer, Paul Stock, £90,000 Chief Finance Officer, Peter Lewis, £80,000.
Lincolnshire <i>Alan Hardwick</i>	£65000	60+	None	8	
Merseyside <i>Jane Kennedy</i>	No information provided				
Norfolk <i>Stephen Bett</i>	£70000	Full time	Company director Farmer Non-remunerated trustee	13	no info provided
North Wales <i>Winston Roddick</i>	No information provided				
North Yorkshire <i>Julia Mulligan</i>	£70000	65+		6.5 FTE	<ul style="list-style-type: none"> Jeremy Holderness, Chief Executive, £80,988 Judith Heeley, Chief Finance Officer

					<ul style="list-style-type: none"> • William Naylor, Head of Policy and Projects • Gina Allen, External Relations Manager • Sally Dyer, PA to PCC • Claire Askew, ICV Scheme Administrator • Marisa DiDomenico, Clerical Assistant
Northants <i>Adam Simmonds</i>	£70000	Full time	None	13	<ul style="list-style-type: none"> • Iain Britton, Assistant Commissioner for Justice, £65,000 • Kathryn Buckle, Assistant Commissioner for Governance, £65,000 • Peter Heaton, Assistant Commissioner for Public Involvement, £65,000 • John Raisin, Assistant Commission for Resources
Northumbria <i>Vera Baird</i>	£85000	40 + 20	None	4	No info
Notts <i>Paddy Tipping</i>	£75000	37+	Non Executive Chair of Notts LIFT companies Director or REalliance (National Regional organisation) £18,000	9	<ul style="list-style-type: none"> • Deputy PCC Chris Cutland £36,000 • Chief Executive Kevin Dennis £85,000-£92,500 • Chief Finance Officer Charlotte Radford £80,988 • Performance and Policing Officer P1 (£33,033-£36,030) • Volunteer Manager P4 (£23,799-£27,267) • Community Engagement and Partnership Officer • P1 (£33,033-£36,030) • Member Services and Office Manager P4 (£23,799-£27,267) • Administrator/PA A1 (£21,099-£23,046) • Administrator/PA A1 (£21,099-£23,046)
South Wales <i>Alun Michael</i>		60+	None	15	
South Yorkshire <i>Shaun Wright</i>	£85000	60+	Councillor	10	<ul style="list-style-type: none"> • Erika Redfearn, Chief Executive, £85,000
Staffordshire <i>Matthew Ellis</i>	£75000	c.50	None	10	<ul style="list-style-type: none"> • Damon Taylor, Chief Executive - £78,000 • Paul Brindley, Chief Financial Officer - £49,500 (pro-rata to full-time salary of £82,500) • Head of Policy, Performance and Communications, up to £73,500 • and Head of Commissioning and

					<ul style="list-style-type: none"> Partnerships, up to £73,500 Sue Arnold, Deputy PCC, £25,000 (part-time – 3 days) Alyson Holmes, Principal Officer – Grade I (between £40,755 and £46,509) Veronica Powell, Executive Assistant – Grade F (between £23,046 and £28,107) Jane Milgate, Lindsey Morgan, Emily Astles – Administrative Officers – Band E – (between £19,128 and £23,046) Julie Croft, Administration Assistant (part-time) – Grade D (between £16,167 and £18,471 pro-rata)
Suffolk <i>Tim Passmore</i>	£70000	Over 40	<ol style="list-style-type: none"> 1. Self-employed Agri Business Consultant. 2. Member Mid Suffolk District Council. 3. Member of Management Committee of Central Suffolk & North Ipswich Conservatives. 4. Member of Conservative Party. 5. Member of Eastern Counties & Norfolk Rugby Union Referees Society. 6. Director of Customer Services Direct, a joint public/private venture company (Suffolk County Council, Mid Suffolk District Council, British Telecom). <p>As a member of Mid Suffolk District Council, allowances agreed by the Council</p>	9	<ul style="list-style-type: none"> Christopher Jackson, Chief Executive (and Monitoring Officer), £102,777 Claire Swallow, Deputy Chief Executive (and Deputy Monitoring Officer), £77,082 Chris Bland, Chief Finance Officer (0.8 FTE), £64,375 Barry Bailey, Head of Business Management, £56,664 Ian Rands, Business Manager, £46,243 Vanessa Scott, Policy Officer, £36,232 Sandra Graffham, Public Affairs Officer (0.6 FTE), £17,388 Sarah Carter, Business Co-ordinator, £26,954 Glennis Dyes, PA to PCC and senior officers, £24,320.
Surrey <i>Kevin Hurley</i>	£70000	60	Private landlord Director of Inspirational	8	<ul style="list-style-type: none"> Deputy Police & Crime Commissioner, £50,000

			Security Solutions Ltd Director of JK Chinese Healthcare Ltd.		
Sussex <i>Katy Bourne</i>	£85000	no info	None	12	no info provided
Thames Valley <i>Anthony Stanfeld</i>	No information provided				
Warwickshire <i>Ron Ball</i>	No information provided				
West Mercia <i>Bill Longmore</i>	No information provided				
West Midlands <i>Bob Jones</i>	£100000	Full time	Paid office Councillor – Wolverhampton City Council (no expenses are claimed from Wolverhampton City Council) Paid office - Non-executive Director – Black Country Cluster Primary Care Trust Property		<ul style="list-style-type: none"> • Yvonne Mosquito, West Midlands Deputy Police and Crime Commissioner, £65,000
West Yorkshire <i>Mark Burns-Williamson</i>	£100000	Full time	None	26	<ul style="list-style-type: none"> • Isabel Owen, Deputy PCC, £53,000 • Chief Executive and Monitoring Officer, Fraser Sampson, £117,762 • Chief Finance Officer, Judith Heeley, £84,909
Wiltshire <i>Angus Macpherson</i>	£70000	Full time	Angus Macpherson Ltd Stainless Design Services Ltd (company secretary) Stainless Design Holiday Services Ltd (company secretary) Haven Heights (Canford Cliffs) Ltd (Director) San Cepriano (Developments) Ltd (company	11	

			secretary) The Filling Station (Swindon) Dauntsey's School Broadgreen Breakfast Club Wiltshire and Swindon Community Foundation	
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The office of the Police and Crime Commissioner

27. As set out by the Police Reform and Social Responsibility Act 2011, Police and Crime Commissioners' salaries were determined by the Home Secretary on the advice of the Senior Salaries Review Board. The Government has allowed PCCs a considerable degree of laissez-faire in setting up their own offices, saying that "we do not intend to prescribe what support PCCs should have, other than the appointment of a head of paid staff and chief finance officer".¹⁴ The money for PCCs' offices is drawn from the same funds as the overall policing budget for the area. It goes without saying that all appointments to these vital roles should be subject to rigorous background checks.

28. For comparison, we set out chief constables' pay in Annex 2.

29. PCCs are required to appoint a Chief Executive and a Chief Finance Officer in order to assist them in the fulfilment of their responsibilities. The reported salaries of CEOs range widely from £61,530 in Durham to £117,762 in West Yorkshire. PCCs are also at liberty to appoint other staff, on merit, as appropriate. We note the Government's stated intentions for the neutrality and objectivity of PCCs' staff:

Whilst the PCC will be able to appoint staff to advise and assist them, all staff must be appointed on merit and will be politically restricted posts. Party political office holders and active party members will not be able to be appointed to the PCC's staff.¹⁵

30. However, the position of Deputy is not a politically restricted post. Some PCCs have consequently recruited political or personal contacts:

- In Greater Manchester the PCC has appointed his former constituency worker, Clare Regan, as his Policy Adviser without advertising the role.
- In Northamptonshire the PCC appointed three interim Assistant Commissioners on £65,000 each, two of whom were in his campaign team. The roles have been made permanent after an open recruitment process.
- The Labour PCC for West Midlands Police, has appointed three Assistant Commissioners on £22,500 each. All are Labour councillors.¹⁶

¹⁴ Home Office, *Policing in the 21st Century: Reconnecting police and the people: Summary of consultation responses and next steps*, December 2010, paragraph 2.11

¹⁵ Home Office, *Policing in the 21st Century: Reconnecting police and the people: Summary of consultation responses and next steps*, December 2010, paragraph 2.12

- The PCC for Kent has appointed her Liberal Democrat campaign manager with no apparent policing experience as an adviser with a salary of over £70,000.
- The PCC for Surrey has appointed a former colleague in the Metropolitan Police as his deputy, with a salary of £50,000.
- The PCC for West Yorkshire has appointed Isabel Owen as Deputy PCC with a wage of £53,000 a year. She is a former Labour parliamentary candidate with no policing experience. The role was only advertised to Labour Party colleagues.

¹⁶ Mail Online, *New police chiefs (who you didn't vote for) pay cronies thousands: Crime tsars give friends and allies jobs worth up to £73,000*, 23 March 2013 <http://www.dailymail.co.uk/news/article-2298205/New-police-chiefs-didnt-vote-pay-cronies-thousands-Crime-tsars-friends-allies-jobs-worth-73-000.html?ito=feeds-newsxml>

Police force	Police precept 2013/14 (£ for a Band D property)	Police precept 2012/13 (£ for a Band D property)	% precept change	Overall police budget 2013/14 (£m)	Budget for the Office of the PCC 2013/14 (£m)	OPCC% of budget
Avon & Somerset	168.03	168.03	0	277.3	1.4	0.50
Bedfordshire	153.49	150.49	2	102.877	0.885	0.86
Cambridgeshire	177.93	174.51	1.9	131.579	0.866	0.66
Cheshire	153.21	150.22	1.99	205	0.96147	0.47
Cleveland	198.28	194.41	2	133.8	0.9	0.67
Cumbria	204.66	200.79	1.95	122.3	0.891	0.73
Derbyshire	166.95	163.74	1.96	171.442913	0.971216	0.57
Devon & Cornwall	162.92	159.73	2	288.628	1.611	0.59
Dorset	183.51	180	1.95	120.337	0.8701	0.72
Durham	156.47	153.41	2	118.696646	1.103	0.93
Dyfed-Powys	206.28	198.54	3.9	98.178	0.794310	0.81
Essex	141.48	136.71	3.49	271.677	1.15	0.42
Gloucestershire	203.68	199.69	2	103.7	0.675	0.65
Greater Manchester	149.33	144.3	3.46	571.488	2.9	0.51
Gwent	198.23	193.09	2.66	130.123	0.9877	0.76
Hampshire	146.25	151.25	3.4	310.35	1.491 ¹⁷	0.48
Hertfordshire	147.82	147.82	0	181.845	1.0	0.55
Humberside	173.12	173.12	0	182.563	1.4	0.77
Kent	141.47	138.68	2	316.7	1.5	0.47
Lancashire	152.92	149.93	2	258.733	2.1	0.81
Leicestershire	173.875	173.875	0	173.446	1.077	0.62
Lincolnshire	190.08	186.39	2			
Merseyside	153.63	150.62	2	332.623932	1.411521	0.42
Norfolk	200.76	196.92	1.97	149.8	1.282125	0.86
North Wales	<i>No response/information online</i>		3.98			
North Yorkshire	204.55	204.55	0	140.022	0.5355	0.38
Northants	193.2	193.2	0	122.48	1.09	0.89
Northumbria	86.91	83.68	3.5	278.107	Not decided	
Nottinghamshire	169.65	166.41	1.95	196.9	1.2	0.61
South Wales	181.28	169.42	7	258.6	0.845	0.33
South Yorkshire	142.55	137.55	3.5	252.728,773	3.144,717	1.24
Staffordshire	177.61	177.61	0	185.386	1.161	0.63
Suffolk	166.77	166.77	0	124	1.759175 ¹⁸	0.14
Surrey	207.55	203.49	1.99	207.7	1.94035 ¹⁹	0.93
Sussex	138.42	138.42	0	256.607	1.184	0.46
Thames Valley	157.38	154.3	2	393.981	1.664	0.42
Warwickshire	180.96	180.96	0	92.121	0.9067	0.98
West Mercia	178.72	178.72	0	207.3	1.2	0.58

¹⁷ Not including one-off allocation of £2,001m. See below.

¹⁸ Includes Community Safety Fund

¹⁹ Includes Community Safety Fund

West Midlands	99.45	102.43	2.98	558.791	1.884	0.34
West Yorkshire	135.5	130.5	3.8	417.447	1.736	0.42
Wiltshire	157.77	157.77	0	106.693	0.964	0.90

31. We note that a number of Police and Crime Commissioners are maintaining other roles and jobs alongside their commitments as PCC. Kevin Hurley, the PCC for Surrey on a salary of £70,000, told us that alongside his role as PCC he was a private landlord, Director of Inspirational Security Solutions Ltd and Director of JK Chinese Healthcare Ltd. It will be for voters to judge how able he is to maintain two directorships alongside the role of PCC, but we are concerned about the apparent conflict of interest between the office of PCC and a directorship in a company that offers “to call upon a network of people with proven abilities in their field of expertise” in areas including “National and International Crime, including areas with law enforcement”.²⁰

32. Several Police and Crime Commissioners indicated to us that they would not be seeking re-election to other offices, such as local councils. The three PCCs who gave evidence to us attested to the severe demands on their time and believed that juggling the office of PCC with other jobs would be impossible. On the other hand, other Police and Crime Commissioners are retaining second jobs such as directorships of large companies, which may not easily be compatible with a full time and demanding office.

²⁰ <http://www.inspirationalsecuritysolutions.com/about-iss/>

Costs to the public

33. The precept is the portion of council tax contributed to funding the local police force. The level of the precept is now set by Police and Crime Commissioners. For 2013–14, the Government has offered areas that set a 0% increase in the police precept an additional one-off grant equal to a council tax rise of 1%.

Areas where the OPCC budget 2013/14 is more than the Police Authority budget 2012/13

Police force	Police Authority Budget 2012/13 (£million)²¹	Office of the PCC Budget 2013/14 (£million)²²	Change in budget (£million)	Percentage change
Hampshire	1.496	3.492 ²³	1.996	133.4% increase
South Yorkshire	2.307	3.144717 ²⁴	0.84	36.4% increase
Leicestershire	0.860	1.077	0.255	29.7% increase
Lancashire	1.845	2.1	0.255	13.8% increase
Staffordshire	0.911	1.161 ²⁵	0.25	27.4% increase
Gwent	0.797	0.9877	0.19	23.8% increase
Avon & Somerset	1.216	1.4	0.184	15% increase
Nottinghamshire	1.026	1.2	0.174	17% increase
Humberside	1.364	1.4	0.036	2.6% increase
Bedfordshire	0.873	0.885	0.012	1.4% increase
Sussex	1.175	1.184	0.01	0.9% increase
Wiltshire	0.958	0.964	0.01	1% increase
Kent	1.498	1.5	0.002	0.1% increase
Cumbria	0.887 ²⁶	0.891	0.004	0.45% increase

²¹ Taken from Police Estimates 2012/13, Chartered Institute of Public Finance and Accountancy, unless otherwise indicated. These figures are derived from questionnaires submitted by the police forces. Finalised data is not due to be published until late summer

²² These figures have been provided by the Office of the PCCs. Differences in definitions may make direct comparison between PCCs and previous budget figures difficult.

²³ This includes a one-off budget of £2.001m for the attainment of the PCC's priorities. Without this extra budget, the underlying change is a 0.3% decrease.

²⁴ Including commissioning services, specific grants and capital financing.

²⁵ This figure includes a contingency budget of £150,000.

²⁶ Provided by OPCC

Suffolk	1.187	1.187175	0.57	No change
Greater Manchester	2.938	2.9	0	No change
Hertfordshire	1.000	1.0	0	No change

Areas where the OPCC budget 2013/14 is less than the Police Authority budget 2012/13

Merseyside	2.088	1.411521	-0.68	32.6% decrease
West Mercia	1.761	1.2	-0.56	31.8% decrease
North Yorkshire	1.080	0.5355	-0.54	50% decrease
Cleveland	1.201	0.9	-0.301	25.1% decrease
West Yorkshire	1.761	1.736	-0.25	14% decrease
Cheshire	1.195	0.96147	-0.23353	19.5% decrease
Thames Valley	1.818	1.664	-0.15	8.3% decrease
West Midlands	1.991	1.884	-0.11	5.5% decrease
Dyfed-Powys	0.906	0.794310	-0.11	11.5% decrease
Essex	1.259	1.15	-0.11	8.7% decrease
Derbyshire	1.071	0.971216	-0.1	9.3% decrease
Durham	1.203	1.103	-0.1	8.3% decrease
Gloucestershire	0.765	0.675	-0.1	13.1% decrease
Warwickshire	0.958	0.9067	-0.05	5.2% decrease
Dorset	0.902	0.8701	-0.032	3.5% decrease
Surrey	1.305	1.28135 ²⁷	-0.02365	1.8% decrease
Devon & Cornwall	1.588	1.611	-0.023	1.4% decrease
Norfolk	1.289	1.282125	-0.007	0.5% decrease
South Wales	0.849	0.845	-0.004	0.5% decrease

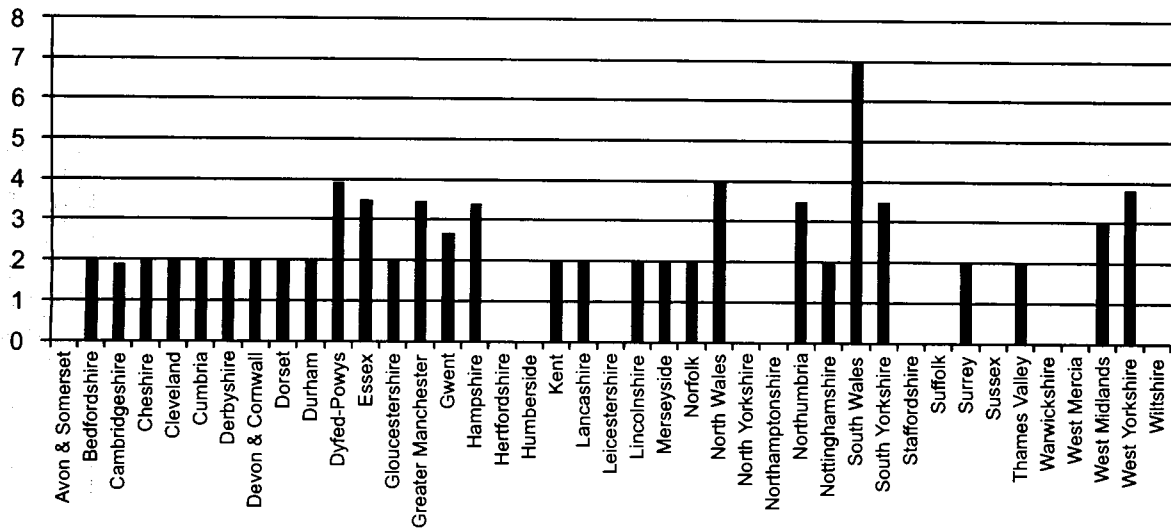
²⁷ Where a PCC has indicated that he/she has returned a figure including the Community Safety Fund, this amount has been subtracted

Incomplete information

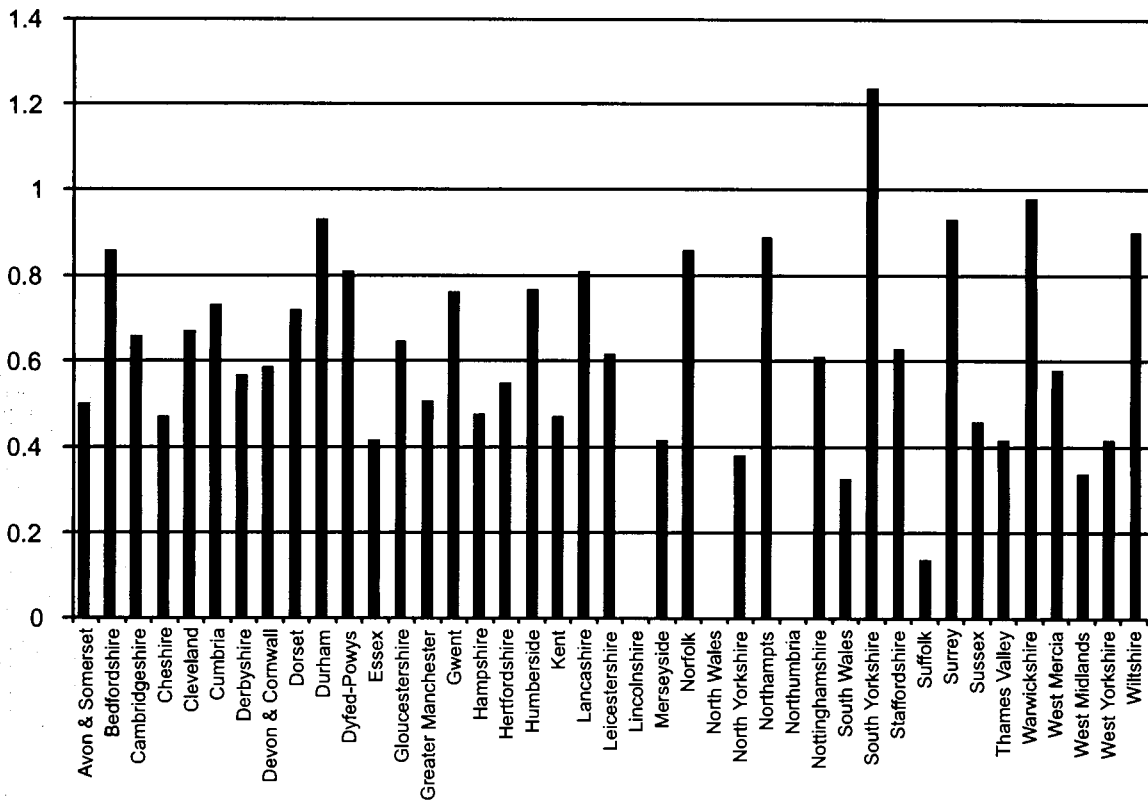
Cambridgeshire		0.866		
Lincolnshire	1.050			
North Wales	0.749			
Northamptonshire		1.09		
Northumbria	2.416			

34. The 2013/14 budget is the first set by police and crime commissioners themselves. This entails substantial new responsibilities. For example, nine Home Office funding streams—for drugs, crime and community safety—were replaced on 1 April 2013 by the Community Safety Fund, a budget for PCCs to commission services in these areas. **In order to ensure that PCCs allocate their budgets effectively and fairly and that OPCC budgets continue to be comparable across the country, we recommend that the Government publishes a list of the costs of each OPCC compared with previous years.**

% change in precept: 2012/13-2013/14²⁸



OPCC budget as a percentage of overall police area budget²⁹



²⁸ Where no bar is shown, there was no change in precept from year to year.

²⁹ Where no bar is shown, not enough information was available to derive a figure.