

Ref: 2020.05

Request Date: 31.01.2020

**Response to a request under the Freedom of Information Act**

1. Could you please tell me the PCC's annual salary and whether this has remained the same since the post was created in 2012?

**Police and Crime Commissioner salaries are set by the Home Secretary; the rate in 2012 for North Wales was £70,000 which increased by 2% to £71,400 from 1 May 2019. The Senior Remuneration Review Body have recommended a 2% increase every year until the next formal review of police and crime commissioners' pay.**

2. How many members of staff did your office have when it was created in November 2012, and what was the annual salary cost at that time?

**There were 6 members of staff in post in November 2012 with 4 vacancies. The annual salary cost for the 2012/13 tax year was £534,941 which included police authority members' allowances, salaries and staff costs. The total salary costs also provided for vacant positions due to be filled.**

3. How many members of staff does your office have as of now, January 2020, and what is the current annual salary cost?

**The office now employs 13 members of staff, the figure includes the Deputy Police and Crime Commissioner. The annual salary cost is now £582,000 which includes the salary of the Police and Crime Commissioner and all salary costs.**

4. How many members of staff are paid an annual salary of more than £100,000 as of now, January 2020?

**None**

5. How many members of staff has the office employed since November 2012 and what is the total salary cost of this?

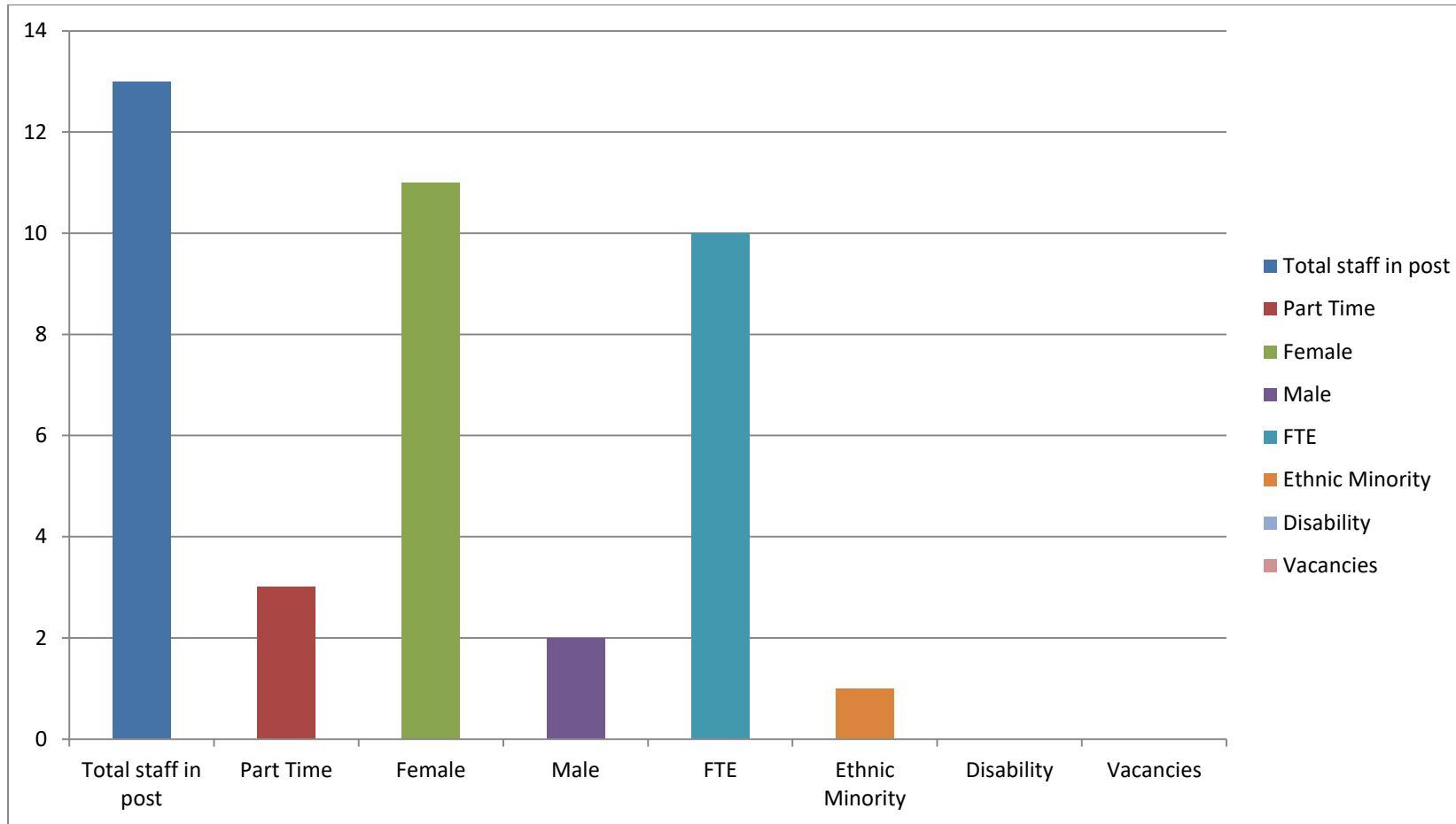
**See attached, historical figures of staff figures and staff and office budget**

This information has been provided in response to a request under the Freedom of Information Act 2000 and is correct as at 11 February 2020



## Office of the Police and Crime Commissioner North Wales Staff Statistics

As from February 2020 a total of 13 members of staff were directly employed by the Office of the Police and Crime Commissioner for North Wales.



**Office of the Police and Crime Commissioner North Wales  
Staff Statistics**

<b>HISTORICAL STAFFING FIGURES OF THE OPCC</b>					
<b>Date</b>	<b>Total Number of Staff in Post (inc the DPCC)</b>	<b>Number who work on a part time basis</b>	<b>Proportion who are Female</b>	<b>Proportion who are of an Ethnic Minority</b>	<b>Proportion of who are Disabled</b>
31.03.2013	8	3	8	1	0
30.07.2013	9	3	9	1	0
16.12.2013	10	3	9	1	0
24.02.2014	11	3	10	1	0
31.03.2014	10	3	9	1	0
11.08.2014	11	3	10	1	0
11.11.2014	12	3	10	1	0
16.02.2016	11	3	9	1	0
11.03.2016	10	3	9	1	0
15.08.2016	11	4	10	1	0
11.07.2017	12	3	11	1	0
03.08.2017	11	3	10	1	0
10.08.2017	12	3	11	1	0
10.08.2018	13	3	12	1	0
30.06.2019	12	3	11	1	0
15.07.2019	12	3	11	1	0
10.02.2020	13	3	11	1	0

## Office of the Police Crime Commissioner's Budget outturn 2012-13 and Budget 2013-14 (Previously Police Authority Office Budget)

### 1. Outturn figures 2012-13

- 1.1 The Police Authority Office budget contained budgets for the costs of the Police Authority members and staff and related costs. The Budget transferred to the Office of the Police and Crime Commissioner in November 2012.
- 1.2 The total budget for 2012-13 was £731,341. Due to the winding down of the Police Authority, a number of vacancies within the Office and the establishment of the Commissioner's Office (OPCC) there was an under spend of £228,475 at the end of the financial year.
- 1.3 A summary of the under spend is given below with detailed figures shown at the end of the report.

OPCC BUDGET	Budget 2012-13	Actual 2012-13	Variance 2012-13
	£	£	£
Staffing and Employee Costs	529,941	376,021	-153,920
Travel, Subsistence and Attendance allowances	52,150	22,606	-29,544
Supplies and Services	149,250	104,239	-45,011
<b>TOTAL</b>	<b>731,341</b>	<b>502,866</b>	<b>-228,475</b>

- 1.4 A specific reserve is held for the OPCC which stands at £0.252m. This is higher than would normally be held to cater for any additional costs associated with Stage 1 or 2 transfers or the setting up of the OPCC. No additional costs that cannot be catered for within the annual budget have come to light so far.
- 1.5 Following discussions it was decided that it was not necessary to increase the OPCCC Reserve and the under spend has been used to fund a new Reserve to assist in the funding of the Commissioner's Community Safety Fund. A reserve of £228,475 has been set up.

### 2. Budget 2013-14

- 2.1 The Budget for the OPCC for 2013-14 needed to be re set for the year based on the new requirements but with a view of not increasing the overall costs. Detailed work carried out by the OPCC staff and Finance have identified where savings could be made to fund any new requirements. This has enabled the budget to be re set funding the new staffing structure as well as the non-staff costs. A summary is given below of the changes made and the detailed changes are shown on the final page.

OPCC BUDGET	Budget 2012-13	Budget 2013-14	Budget Adjustemts
	£	£	£
Staffing and Employee Costs	529,941	562,816	32,875
Travel, Subsistence and Attendance allowances	52,150	38,595	-13,555
Supplies and Services	149,250	129,930	-19,320
<b>TOTAL</b>	<b>731,341</b>	<b>731,341</b>	<b>0</b>

**Detailed OPPCC Budget and Outturn**

Account	Description	BUDGET 2012- 2013 £	Actual 2012- 2013 £	Variance £	Budget 2013-2014 £	Budget Adjustments 2013-14 £
0114	BASIC PAY MEMBERS AND STAFF	437,777	312,497	-125,280	434,423	-3,354
0214	NATIONAL INSURANCE	31,572	19,436	-12,136	37,418	5,846
0314	POLICE STAFF PENSIONS	53,832	38,970	-14,862	83,844	30,012
0789	PROFESSIONAL FEES	260	50	-210	260	0
0820	TRAINING	4,000	443	-3,557	4,871	871
0920	OCPA ACCREDITED ASSESSOR	5,000		-5,000	0	-5,000
0930	STAFF ADVERTISING COSTS	2,500	4,625	2,125	2,000	-500
1680	CASUAL LETTINGS-HIRE OF ROOMS	1,800	1,292	-509	1,845	45
1801	FIXTURES FITTINGS FURNISH	200	0	-200	0	-200
2605	CUSTODY VISITORS TRAVEL	8,000	4,575	-3,425	8,000	0
2606	PUBLIC TRANSPORT BUS TRAIN, ETC	4,000	2,415	-1,585	0	-4,000
2624	PCC, DPCC, MEMBERS TRAVEL EXPENSES	22,000	8,219	-13,781	17,410	-4,590
2701	CAR ALLOWANCES - ESSENTIAL	3,000	0	-3,000	0	-3,000
2701	CAR ALLOWANCES - CASUAL	3,500	2,040	-1,460	0	-3,500
3009	FURNITURE AND EQUIPMENT	12,500	6,304	-6,196	6,000	-6,500
3051	PHOTOCOPIERS	1,500	86	-1,414	1,500	0
3920	OUTSIDE PRINTING & PHOTOCOPY	1,000	400	-600	6,000	5,000
3959	PUBLICATIONS - GENERAL	500	0	-500	995	495
3995	STATIONERY - GENERAL	1,500	2,916	1,416	1,500	0
4183	LEGAL FEES	10,000	1,114	-8,886	10,000	0
4191	CONSULTANTS	5,000	6,820	1,820	5,000	0
4470	MOBILE PHONES	1,100	21	-1,079	1,100	0
4505	SOFTWARE MAINTENANCE & PURCHASE	5,480	15,246	9,766	5,480	0
4601	OFFICERS SUBSISTENCE	1,750	1,807	57	1,785	35
4610	CONFERENCE FEES	3,000	281	-2,719	2,000	-1,000
4640	CHAIRMAN'S FUND	500	0	-500	0	-500
4641	MEMBERS ATTENDANCE ALLOWANCE	5,100	2,221	-2,879	5,100	0
4643	PCC, DPCC, MEMBERS SUBSISTENCE	3,750	1,322	-2,428	5,750	2,000
4649	LAY VISITORS SUBSISTENCE	550	8	-543	550	0
4746	NATIONAL SUSCRIPTIONS	43,250	14,642	-28,608	31,090	-12,160
4880	PUBLIC NOTICES	9,000	4,276	-4,724	9,000	0
6082	INTERNAL AUDIT	48,420	50,840	2,420	48,420	0
	TOTAL	731,341	502,866	-228,475	731,341	0

Office of the Police and Crime Commissioner  
North Wales

The Police and Crime Commissioner has approved the budget of his office for the financial year 2014/2015 as £731,174.

The budget of £731,174 for the Office of the Police and Crime Commissioner represents 0.51% of the total budget set for 2014-15.

The budget is allocated against specific areas as detailed below for 2014-15 and will be monitored on a monthly basis. Invoice payments over £500 are published each month.

The budget has been purposely set at a level which reflects no cash increase to the funding requirement post the introduction of the Police and Crime Commissioner.

2014-2015 OPCC BUDGET	£
Staffing and Employee Costs	562,649
Premises	1,845
Travel, Subsistence and Attendance allowances	48,660
Supplies and Services	118,020
<b>TOTAL</b>	<b>731,174</b>



**Office of the Police and Crime Commissioner  
North Wales**

**Office Budget**

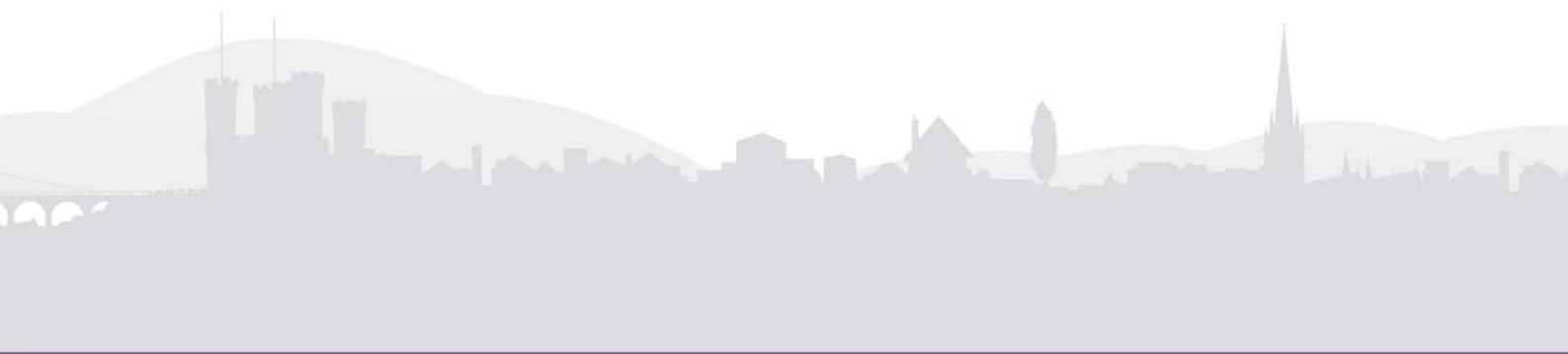
The Police and Crime Commissioner has approved the budget of his office for the financial year 2015/2016 as £731,000

The budget of £731,000 for the Office of the Police and Crime Commissioner represents 0.52% of the total budget set for 2015/2016.

The budget is allocated against specific areas as detailed below for 2015/2016 and will be monitored on a monthly basis. Invoice payments over £500 are published each month.

The budget has been purposely set at a level which reflects no cash increase to the funding requirement post the introduction of the Police and Crime Commissioner.

<b>2015-2016 OPCC BUDGET</b>	<b>£'000</b>
Staffing and Employee Costs	519
Premises	2
Travel, Subsistence and Attendance allowances	40
Supplies and Services	170
<b>TOTAL</b>	<b>731</b>





**Office of the Police and Crime Commissioner  
North Wales**

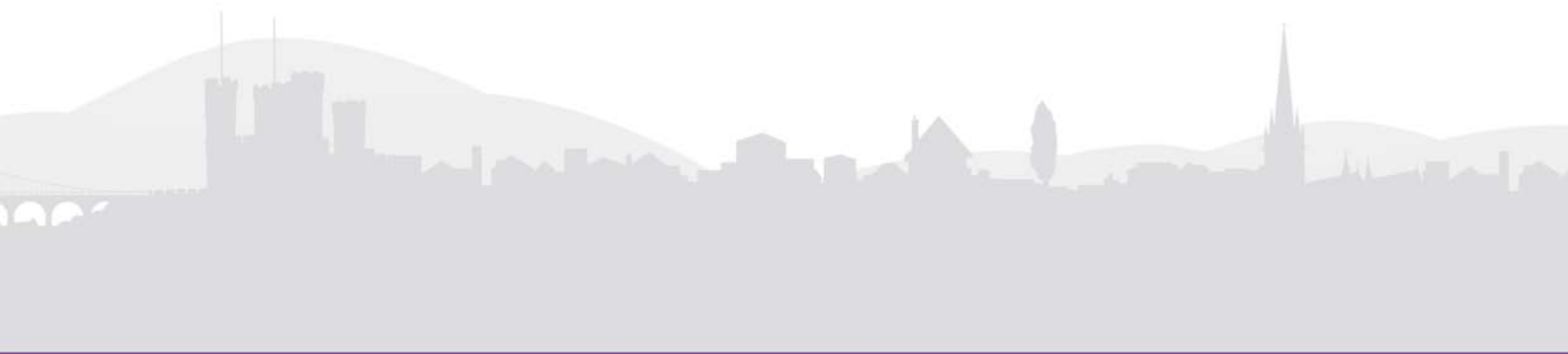
**Office Budget**

The Police and Crime Commissioner has approved the budget of his office for the financial year 2016/2017 as £741,000

The budget of £741,000 for the Office of the Police and Crime Commissioner represents 0.53% of the total budget set for 2016/2017.

The budget is allocated against specific areas as detailed below for 2016/2017 and will be monitored on a monthly basis. Invoice payments over £500 are published each month.

<b>2016-2017 OPCC BUDGET</b>	<b>£'000</b>
Staffing and Employee Costs	529
Premises	2
Travel, Subsistence and Attendance allowances	30
Supplies and Services	180
<b>TOTAL</b>	<b>741</b>



**Office of the Police and Crime Commissioner  
North Wales**

**Office Budget**

The Police and Crime Commissioner has approved the budget of his office for the financial year 2017/2018 as £792,673

The budget of £792,673 for the Office of the Police and Crime Commissioner represents 0.56% of the total budget set for 2017/2018.

The budget is allocated against specific areas as detailed below for 2017/2018 and will be monitored on a monthly basis. Invoice payments over £500 are published each month.

<b>2017/2018 OPCC BUDGET</b>	<b>£'000</b>
Staffing and Employee Costs	567
Premises	2
Travel, Subsistence and Attendance allowances	19
Supplies and Services	205
<b>TOTAL</b>	<b>793</b>



**Office of the Police and Crime Commissioner  
North Wales**

**Office Budget**

The Police and Crime Commissioner has approved the budget of his office for the financial year 2018/2019 as £803,192, together with a budget for commissioning of £1,520,306.

The budget of £803,192 for the Office of the Police and Crime Commissioner represents 0.55% of the total budget set for 2018/2019.

The budget is allocated against specific areas as detailed below for 2018/2019 and will be monitored on a monthly basis. Invoice payments over £500 are published each month.

<b>2018/2019 OPCC BUDGET</b>	<b>Office £'000</b>	<b>Commissioning £'000</b>	<b>Total £'000</b>
Staffing and Employee Costs	576	53	629
Premises	2		2
Travel, Subsistence and Attendance allowances	19		19
Supplies and Services	206		206
Community Safety Fund		1,467	1,467
<b>TOTAL</b>	<b>803</b>	<b>1,520</b>	<b>2,323</b>



**Office of the Police and Crime Commissioner  
North Wales**

**Office Budget**

The Police and Crime Commissioner has approved the budget of his office for the financial year 2019/2020 as £826,196, together with a budget for commissioning of £1,624,126.

The budget of £826,196 for the Office of the Police and Crime Commissioner represents 0.54% of the total budget set for 2019/2020.

The budget is allocated against specific areas as detailed below for 2019/2020 and will be monitored on a monthly basis. Invoice payments over £500 are published each month.

<b>2019/2020 OPCC BUDGET</b>	<b>Office £'000</b>	<b>Commissioning £'000</b>	<b>Total £'000</b>
Staffing and Employee Costs	582	57	639
Premises	2		2
Travel, Subsistence and Attendance allowances	19		19
Supplies and Services	223		223
Community Safety Fund		1,567	1,567
<b>TOTAL</b>	<b>826</b>	<b>1,624</b>	<b>2,450</b>

