

Dear , thank you for your request dated 3 December for information under the Freedom of Information Act.

Please find below our response.

1. How much money was paid in bonuses, allowances and severance payments of any sort to Police Authority staff in each of 2008-09, 2009-10, 2010-11, 2011-12 and 2012-13?
2. What was the maximum bonus, allowance and severance payment made to any sort of Police Authority staff member in each of 2008-09, 2009-10, 2010-11, 2011-12 and 2012-13?

For the avoidance of doubt, by Police Authority staff I mean the chief executive, chief financial officer etc of the Police Authority itself, not the civilian workers of the police force.

I confirm that this information is held by the Office of the Police and Crime Commissioner for Humberside although part of it is being withheld for the reasons stated.

The response is as follows:

The Police Authority did not (and the Office of the Police and Crime Commissioner for Humberside does not) operate a bonus scheme for staff. There were however, instances where staff were required to “act up” to cover the duties of another post, for example to cover maternity leave, long term sick etc, or to take on additional duties, for which they were paid an honorarium. These honoraria payments are detailed in the table below:

| Year | Total paid in Honoraria | Highest amount paid to an individual for the financial year |
|---------------------------|--------------------------------|--|
| | £ | £ |
| 2008/09 | 10,632.99 | 5,473.13 |
| 2009/10 | 5,562.85 | 2,985.05 |
| 2010/11 | 3,992.98 | 2,283.36 |
| 2011/12 | 11,945.79 | 4,778.46 |
| 2012/13 (before 22.11.12) | 2,332.06 | 1,061.22 |

There were a number of allowances paid by the Police Authority. The total payments in each year, the highest amount payable to an individual in the year, and the highest amount paid to an individual in a single payment in an accounting period are shown under each category in the tables below. The amounts paid are a combination of standard allowances or individual claims. Claims in the case of car allowances are paid at the agreed casual user rate per mile. Subsistence and subscriptions claims are supported by receipts. It should be noted that the amounts claimed and paid could cover more than one accounting period or financial year. There are therefore no “maximum” amounts payable in connection with claims.

| Year | First Aid Allowance | Highest amount paid to an individual for the financial year | Highest amount paid in a single payment* |
|-------------|----------------------------|--|---|
| | £ | £ | £ |

| | | | |
|---|--------|--------|-------|
| 2008/09 | 220.85 | 220.85 | 16.95 |
| 2009/10 | 92.01 | 92.01 | 16.95 |
| 2010/11 | 188.88 | 188.88 | 16.95 |
| 2011/12 | 158.00 | 99.28 | 16.95 |
| 2012/13 | 220.95 | 220.95 | 16.95 |
| <i>* Standard Allowance £16.95/four week period</i> | | | |

| Year | Out of Pocket Expenses | Highest amount paid to an individual for the financial year | Highest amount paid in a single payment |
|---------|------------------------|---|---|
| | £ | £ | £ |
| 2008/09 | 14.37 | 14.37 | 9.58 |
| 2009/10 | 85.43 | 62.27 | 28.74 |
| 2010/11 | 38.32 | 38.32 | 19.16 |
| 2011/12 | 19.16 | 9.58 | 4.79 |
| 2012/13 | 28.74 | 33.53 | 14.37 |

| Year | Casual User (mileage) | Highest amount paid to an individual for the financial year | Highest amount paid in a single payment |
|---------|-----------------------|---|---|
| | £ | £ | £ |
| 2008/09 | 3,764.97 | 929.23 | 274.13 |
| 2009/10 | 6,599.86 | 1411.75 | 340.25 |
| 2010/11 | 5,629.63 | 2914.48 | 350.35 |
| 2011/12 | 3,480.66 | 1764.50 | 418.09 |
| 2012/13 | 7,554.41 | 1471.60 | 319.15 |

| Year | Subsistence | Highest amount paid to an individual for the financial year | Highest amount paid in a single payment |
|---------|-------------|---|---|
| | £ | £ | £ |
| 2008/09 | 240.43 | 73.77 | 71.49 |
| 2009/10 | 207.90 | 69.13 | 30.86 |
| 2010/11 | 74.79 | 36.83 | 20.56 |
| 2011/12 | 92.53 | 45.95 | 12.73 |
| 2012/13 | 127.22 | 64.05 | 26.11 |

| Year | Subscriptions | Highest amount paid to an individual for the financial year | Highest amount paid in a single payment |
|------|---------------|---|---|
|------|---------------|---|---|

| | £ | £ | £ |
|---------|--------|--------|--------|
| 2008/09 | 535.00 | 535.00 | 270.00 |
| 2009/10 | 376.25 | 275.00 | 275.00 |
| 2010/11 | 140.00 | 140.00 | 140.00 |
| 2011/12 | 860.00 | 565.00 | 285.00 |
| 2012/13 | 490.00 | 285.00 | 285.00 |

One member of Police Authority staff was made redundant in 2010 and received a severance payment. However, we will be withholding any further information since we consider the following exemption applies: Section 40(2). This section applies to third party personal data and we consider that the release of this information would breach the Data Protection principles contained within the Data Protection Act 1998. Principle 1 states that personal information must be processed fairly and lawfully. One of the main differences between the Freedom of Information Act and the Data Protection Act is that any information released under the Freedom of Information Act is released in to the public domain, not just the individual requesting the information. As such, any release that identifies a living individual through releasing their personal data, even third party personal data is exempt. A confidentiality agreement was signed by which we expect all parties to be bound. Section 40(2) is an absolute class based exemption which means that there is no requirement to undertake a public interest test to assess whether the considerations in favour of maintaining the exemption outweigh the considerations in favour of the release of the information.

In addition, please can you tell me:

3. How much money has been spent on relocation allowances, private healthcare and car schemes for your force's chief officers in each of 2010-11, 2011-12 and 2012-13?

There have been no payments in relation to relocation allowances during 2010/11, 2011/12 or 2012/13.

The Police Authority did not and the Office of the Police and Crime Commissioner does not pay private healthcare for the Force's Chief Officers.

Information relating to payments under the Chief Officer's car scheme is not held by the Office of the Police and Crime Commissioner for Humberside. It may be held by Humberside Police Force and I would be happy to transfer that part of your request to them if you indicate that you would wish me to do so.

4. What is the car scheme for your civilian chief officers ie Director of Resources, Director of Finance etc? Please state if they have access to force fleet vehicles and if so, do they have emergency response equipment (ie 'blues and twos') fitted?

The car scheme that is run by the Force relates to all Chief Officers regardless of whether they are uniformed or civilian. A copy of the scheme is attached. The vehicles are classed as part of the force fleet and for that reason they have emergency response equipment fitted so that they are in line with the role requirement for unmarked police vehicles. The car scheme provides Chief Officers with a vehicle which is principally intended for business use and so it is equipped in a manner that will enable it to be used by the Force as appropriate.

I hope you find this information helpful. If you think that we have not supplied information in accordance with our Publication Scheme or under general rights of access then you have the right to ask for an internal review. Any request for an internal review should be made within 30 days and addressed to:

Kevin Sharp
Chief Executive
Office of the Police and Crime Commissioner for Humberside
Pacific Exchange
40 High Street
Hull
HU1 1PS

Telephone: 01482 220787
Fax: 01482 220794
E-mail: pcc@humberside.pnn.police.uk

We would aim to complete an internal review within 15 working days.

If you are not content with the outcome of an internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF.

Yours sincerely

Louise Johnson