

**OFFICE OF THE POLICE AND CRIME COMMISSIONER
FOR HUMBERSIDE
DECISION RECORD**

Decision Record Number: **09/2023**

Title: Provision of Accommodation to ACC.

Executive Summary:

Humberside Police are seeking to provide accommodation for the newly appointed ACC who joins the Force on 6th March 2023 and who is unable to fully relocate to the force area.

The Force is seeking the signing of a tenancy agreement with a letting agency for a period of 12 months. The accommodation will comprise of an unfurnished flat, (inclusive of white goods) which will be funded by the Force in lieu of the relocation allowance available to the new ACC.

All utility bills associated with the property will be paid by the ACC directly with no additional costs to the Force.

Decision:

To support the recommendation to provide rental accommodation to a Chief Officer in lieu of a relocation allowance.

Background Report: N/A

Police and Crime Commissioner for Humberside

I confirm I have considered whether or not I have any personal or prejudicial interest in this matter and take the proposed decision in compliance with my code of conduct.

Any such interests are recorded below.

The above decision has my approval.

Signature



Date 23/02/2023

**POLICE AND CRIME COMMISSIONER
FOR HUMBERSIDE**

SUBMISSION FOR: DECISION

OPEN

Title: Provision of Accommodation to ACC McLoughlin

Date: 20 February 2023

1. Executive Summary

Humberside Police are seeking to provide accommodation for the newly appointed ACC who joins the Force on 6th March 2023 and who is unable to fully relocate to the force area.

Humberside Police will meet the cost of rent of temporary accommodation for a period of up to and including 24 months as an alternative to relocation, at a rate of £695 per calendar month. Any tax liability associated with this is a personal tax matter and must be met by the appointed person. Any amount paid under this clause is deductible from any relocation allowances claimable should the appointed person wish to relocate in the future. Running costs of the property not limited to but including utilities, council tax and appropriate insurances will be met by the appointed person.

The Force is seeking the signing of a tenancy agreement with a letting agency for an initial period of 12 months.

2. Recommendation(s)

The recommendation is for the request to be approved to a maximum value of £16,680.

3. Background

Due to the personal circumstances of the appointed ACC, the force is making a retrospective request to the Home Office to allow dispensation in the interim period.

This is to provide accommodation for the ACC under Regulation 35.

4. Options

- 1) To agree this recommendation which keeps Humberside Police in line with similar packages offered elsewhere and is in line with the employer of choice ethos of the Police and Crime Plan.
- 2) Not to agree this recommendation which will result in the ACC having no accommodation.

5. Financial Implications

The deposit for the tenancy is £801.92 (5 weeks rent), due on signing the tenancy along with a monthly (calendar month) rental of £695.00. The tenancy will run from the 20th February 2023 until 19th February 2024 inclusive. Following the 12-month initial contract the contract will then revert to a rolling month to month contract thereafter, if not ceased at that point. The force has agreed to fund to the total of 24 months rent, £16,680.

Funded by the Force in lieu of the relocation allowance available to the new ACC.

6. Legal Implications

This provision is additional over and above current regulations for a Chief Officer. Current provision under Regulation 35 Annex V limit rental of accommodation for a period of 26 weeks whilst an officer relocates their main residence.

The NPCC, APCC and CPOSA have reached a consensus to change what is an outdated provision. Current provision assumes that the applying officer is 'the main breadwinner' and that to work in another force area requires a full move of main residence without cognisance of personal need or family circumstance.

The recommendation allows chief officers to be provided rental accommodation for greater than the current 26 weeks and will bring them more in line with other civil service provisions.

The joint recommendations are being made to the Police Pay Review Body which will report in the summer of this year. If the Home Office agree to the proposals, this will then take many months to translate into police regulations and as such, remains a barrier to attracting senior leadership talent to the force.

In the meantime several forces have proceeded to pay Chief Officers for rental accommodation outside of regulation. There is precedent set for doing this. Approval can be sought for dispensation away from regulations from the Home Secretary. Humberside Police intend to apply for this to ensure they adhere to protocol.

7. Driver for Change/Contribution to Delivery of the Police and Crime Plan

This contributes to aim three of the Police and Crime Plan – Effective Organisations in ensuring a recruitment package that ensures Humberside Police can be considered an employer of choice.

8. Equalities Implications

NA.

9. Consultation

Consultation has taken place with HMRC to ensure that tax implications have been considered. Humberside Police have also liaised with other forces to see what packages they are offering to ensure this is in line. The Home Office will be contacted for dispensation.

10. Media information

NA.

11. Background documents

The lease agreement is attached for signature.

12. Publication

Closed.

13. DPIA considered

Yes.

I have informed and sought advice from HR, Legal, Finance, OPCC officer(s) etc. prior to submitting this report for official comments	Yes
Is this report proposing an amendment to the budget?	No
Value for money considerations have been accounted for within the report	Yes
The report is approved by the relevant Chief Officer	Yes

I have included any procurement/commercial issues/implications within the report	Yes
I have liaised with Corporate Communications on any communications issues	NA
I have completed an Equalities Impact Assessment and the outcomes are included within the report	NA
I have included any equalities, diversity and or human rights implications within the report	NA
Any Health and Safety implications are included within the report	None
I have included information about how this report contributes to the delivery of the Commissioner's Police and Crime Plan	Yes