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## REPORT / SUMMARY DECISION SHEET

**PURPOSE: COMMISSIONER DECISION / INFORMATION / BRIEFING – REF. CM.12.07.13**

**Timing: Pressing**

**Title: Chief Finance Officer**

**Category of Decision / Business Area Impact: Organisational**

### **Executive Summary:**

The PCC commissioned an independent review to assess the efficiency and effectiveness of business and operational support services, explore alternative delivery models and make recommendations for improvements. The rationale behind the review was to prepare Dyfed Powys Police for the financial and operational challenges posed by a prolonged period of austerity whilst still delivering the strategic aims of the Police and Crime Plan.

In tandem with the Review, the PCC and Chief Constable (CC), had jointly considered the optimal management structures that would be needed to deliver agile and responsive support services for Dyfed Powys Police.

The PCC and CC concluded that there was an immediate need to reshape the Senior Management Team and to realign reporting lines to reflect the needs of both Operational Policing and of professional support services.

It was decided to restructure all support services under one “Director of Resources” portfolio. This envisaged a simplified and streamlined support service framework and ensured clear role and responsibility delineation between Police Officers and professional support staff.

Initially all support services, including Finance, will report into the Director of Resources. A core part of the role will be to consider how Dyfed Powys Police delivers support services in the future, and where the optimally efficient reporting lines need to be.

In line with the Early Retirement Policy and in the Interest of Efficiency it is considered that Mr Bevan Director of Finance and Resources and Chief Financial Officer of the OPCC should be afforded retirement on the grounds of efficiency under the category:-

- Where, through a reorganisation or other reasons, the scope and content of the duties and responsibilities have diminished to the extent that, whilst not justifying redundancy, they nevertheless adversely affect the efficiency of the organisation.

### **Justification for the Decision**

It is considered that offering Mr Bevan early retirement on the grounds in the interest of efficiency is appropriate due to the following reasons:-

- The restructure of support services has fundamentally changed the scope and role of Mr Bevan. The areas that he currently has responsibility for will all report into the Director of Resources portfolio.
- Mr Bevan currently has a salary of £98,832.00 and additional monies for additional responsibilities.
- The Director of Resources role salary cost is significantly less than that of the Director of Finance and Resources, whilst covering a wider range of services. If Mr Bevan was to be slotted and matched into the new role it is likely to result in the force having to pay a higher salary to Mr Bevan for a protected period of no less than two years, and as such would adversely affect the efficiency of the force.
- The payback period would be achieved within a 3 year period as per our force policy.
- In the interests of total transparency, the Section 151 duties hitherto conducted by Mr Bevan will be conducted, in the interim period, by the Head of Financial Management. This will incur a cost of £1,000 per month for the duration of the interim role.

**Recommendation: To support the early retirement of the Director of Finance and Resources and for Edwin Harries to be appointed as Temporary Chief Finance Officer**

**Chief of Staff**

I have been consulted about the proposal and confirm that financial and legal advice have been taken into account in the preparation of this report. I am satisfied that this an appropriate request to be submitted to the Commissioner.

**Signature:**



**Date: 12.07.13**

**Police and Crime Commissioner for Dyfed-Powys**

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 the NOLAN Principles for Conduct in Public Life. The above has my approval.

**Signature:**



**Date: 12.07.13**

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Yes