

RESOURCES COMMITTEE

Date: 16th December 2022
Subject: Establishment of Assistant Deputy Mayor for Police and Crime Role.
Report of: Eamonn Boylan, Chief Executive Officer, GMCA & TfGM

Purpose of Report

The purpose of this report is to seek approval from the Committee on the establishment of an Assistant Deputy Mayor for Police, Fire and Crime to which the current Deputy Mayor for Police and Crime will be appointed. This follows the decision that she will be stepping down from the role at the beginning of January 2023.

Following a confirmation hearing of Police, Fire and Crime Panel, held on the 5th December 2022, the Mayor has appointed a new Deputy Mayor for Police and Crime who will take up post from the 9th January 2023.

Recommendations:

1. Authorise the GMCA Chief Executive to progress the establishment of an Assistant Deputy Mayor for Police, Fire and Crime for an initial 6 month period.
2. Approve the appointment of the existing Deputy Mayor to the newly established post on a reduced hours basis (Jan 2023 – 4 days per week & from Feb 2023 2.5 days per week).
3. Approve the level of remuneration for the role.
4. Note that the arrangement will be reviewed after 6 months (July 2023).

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Risk Management – N/A

Legal Considerations – N/A

Financial Consequences – Revenue

Financial Consequences – Capital – N/A

1. INTRODUCTION

- 1.1 In November 2022, the Mayor announced that Baroness Beverley Hughes, the Deputy Mayor for Policing and Crime, will be stepping down from this position in January 2023.
- 1.2 The purpose of this report is to outline the Mayor's proposal to establish the role of an Assistant Deputy Mayor for Police, Fire and Crime with effect from January 2023.
- 1.3 The establishment of this new role is reflective of the broad agenda and the high profile nature of Police and Fire matters in Greater Manchester and the importance of ensuring there is sufficient capacity to support the transition of responsibilities to a new Deputy Mayor for Police and Crime as well as provide a continuation of focus on key issues in this period.

2. BACKGROUND AND CONTEXT

- 2.1 At a special meeting of the Police, Fire and Crime Panel, held on the 5th December 2022, the appointment of a new Deputy Mayor for Police and Crime was confirmed at a salary of £89,900 per annum.
- 2.2 Members of the Police, Fire and Crime Panel were assured by the proposed establishment of formal transition arrangements for the new Deputy Mayor.
- 2.3 The Police, Fire and Crime Panel recognised the need for additional capacity at this senior level in order to ensure a smooth transition for the new Deputy Mayor, as well as provide additional ongoing capacity, expertise and oversight to a range of key issues.
- 2.4 The report proposes the establishment of an Assistant Deputy Mayor for Police, Fire and Crime, at a salary of £89,900 (pro-rata) to support the transition of responsibilities to the new Deputy Mayor and to provide continued oversight and focus to key areas of work.
- 2.5 It is proposed that the existing Deputy Mayor, Baroness Beverley Hughes will be appointed to this new established position on a reduced hours arrangement (Jan 2023 – 4 days per week & from Feb 2023 2.5 days per week).
- 2.6 The arrangement will be reviewed after 6 months (July 2023).

3. ROLE

- 4.1 The role of Assistant Deputy Mayor for Police, Crime and Fire will be a senior appointment with significant authority to act on behalf of the Mayor and Deputy Mayor in respect of their policing, fire and crime functions.
- 4.2 A role profile has been developed and provides further detail regarding the focus of the role. This is available at **APPENDIX ONE** of this report.
- 4.3 In Greater Manchester, the responsibility for the fire function has been a key element of the Deputy Mayor Police and Crime role and this was formally added in June 2022.
- 4.4 Since 2017, the Deputy Mayor Police and Crime has overseen considerable change in both Greater Manchester Police and Greater Manchester Fire and Rescue Services with both organisations demonstrating significant improvement under the leadership of a new Chief Constable and Chief Fire Officer. HMICFRS has recognised improvement in both organisations.
- 4.5 Strong governance and oversight is key to ensuring both organisations continue on their improvement path and the establishment of the Assistant Deputy Mayor role will support the incoming Deputy Mayor to be able to quickly and robustly take on this scrutiny, through established forums, as well as ensuring key work programmes are afforded the capacity and focus required.
- 4.6 The publication of the Manchester Arena Inquiry is a key area of focus for the Mayor. The Assistant Deputy Mayor will take a lead role ensuring that the recommendations are implemented at pace, through the Local Resilience Forum.
- 4.7 A new Police and Crime Plan for Greater Manchester was published in January 2022, containing several ambitious work programmes; a Gender Based Violence Strategy, Reducing Serious Violence Action plan, the

establishment of a programme of rehabilitation services for offenders, the continuation of the CSE assurance review and the establishment of an Adolescent Safeguarding framework and just some of the Greater Manchester wide programmes that require executive level capacity in order to maintain momentum and support the integration and delivery at local authority level.

5. LEVEL OF REMUNERATION

- 5.1 The Senior Salaries Review Body (SSRB) has previously recognised the significant additional responsibilities of PCCs who had taken over governance of fire services, in their recommendation to reflect this in an increased level of pay for PCC's with these responsibilities.
- 5.2 At a special meeting of the Police, Fire and Crime Panel on the 5th December 2022, members of the Panel considered the level of pay for the role of Deputy Mayor.
- 5.3 Members of the Panel agreed that the level of pay be set at £89,900, taking account of the SSRB recommendations and the breadth and responsibility of the role.
- 5.4 It is proposed that the Assistant Deputy Mayor for Police, Fire and Crime will be appointed at the same salary level in recognition of the continuing work that will be undertaken. This will be pro-rata for reduced hours.

5. FINANCIAL IMPLICATIONS

- 5.1 It is proposed that the salary for the role of Assistant Deputy Mayor be agreed at £89,900.
- 5.2 Recognising the transitional nature of the role, it is proposed that the role will operate on a reduced hours basis of 4 days in January 2023 reducing to 2.5

days from February 2023. The arrangement will be reviewed after 6 months (July 2023).

APPENDIX ONE



BOLTON
BURY

MANCHESTER
OLDHAM

ROCHDALE
SALFORD

STOCKPORT
TAMESIDE

TRAFFORD
WIGAN

ROLE PROFILE

Job Title:	Assistant Deputy Mayor, Police, Fire and Crime	Date:	December 2022
Reporting Line:	The Mayor	Salary:	£89,900
Team:	Police, Crime, Criminal Justice and Fire	Business Area:	Police, Crime, Criminal Justice and Fire

JOB PURPOSE

The role of Assistant Deputy Mayor, Police, Fire and Crime is a senior appointment with significant authority to act on behalf of the Mayor and Deputy Mayor in respect of their policing, crime and fire functions.

The Assistant Deputy Mayor, Police, Fire and Crime will be responsible for,

- Recommendations on commissioning of services which include tackling reoffending including those which support people suffering from mental ill-health, learning disabilities and autism and substance misuse support and intelligence systems
- Convening of wider community safety, criminal justice, fire and health partners
- Engagement and representation in national policing matters
- Attending the Police, Fire and Crime Panel

The Assistant Deputy Mayor, Police, Fire and Crime will also provide additional capacity to the Deputy Mayor by providing support, advice and expertise as they,

- Determine police and crime objectives
- Determine fire objectives
- Hold the Chief Fire Officer to account and monitoring performance
- Hold the Chief Constable to account and monitoring performance
- Prepare an annual report
- Consult the public to ensure that their views and priorities on community safety issues inform the police and crime plan and fire plan and can be used to monitor performance

The Assistant Deputy Mayor, Police, Fire and Crime will attend GMCA meetings as required, meetings with the Mayor and GMCA leaders by invitation, Mayoral Question Time events and Police Accountability Meetings ensuring that;

- Opportunities to integrate further the work and strategic objectives of public services working across the police, crime, criminal justice and fire agendas are realised,
- Initiatives that support the delivery of the Greater Manchester Strategy are delivered
- Transparency is promoted and public confidence in policing and fire services is built.

KEY AREAS OF RESPONSIBILITY

Development and delivery of strategies and programmes of work and chairing of boards related to,

- Independent CSE reviews
- Justice Devolution
- GM Resilience Strategy
- Oversight of action to implement learning in line with the recommendations of the Manchester Arena Inquiry
- Violence Reduction
- Gender-Based Violence

Supporting the Mayor and Deputy Mayor with ongoing performance monitoring and accountability in respect of both police and fire services through,

- DME Police
- DME Fire
- HMICFRS PPOG
- Regular meetings with senior officers including the Chief Constable and Chief Fire Officer including GMP Plan on a Page (POAP) and Victims and Communities Boards

Attendance at the following performance and strategy meetings

- GM Children's Board
- GM Reform Board and Executive
- Police and Crime Steering Group
- Race equality panel

QUALIFICATIONS, KNOWLEDGE, SKILLS AND EXPERIENCE

- The essential criteria for the candidate are:
- Knowledge of the policing, criminal justice and fire landscape both nationally and at a Greater Manchester Level.
- The ability to work at a senior executive level and make strategic decisions as a sole decision maker. • The skills to influence policy at a national level to ensure that Greater Manchester's interests are considered in future government decision making.
- The proven ability to engage with partners and the public in order to lead Greater Manchester's policing and community safety agenda.
- Proven experience in understanding complex issues and the ability to challenge at a senior executive level.
- An extensive understanding of the complex nature of crime and community safety its contributing causes and associated vulnerabilities.

