

GREATER MANCHESTER POLICE, FIRE AND CRIME PANEL

Date: 14th May 2024

Subject: Appointment of Deputy Mayor for Policing and Crime

Report of: Andy Burnham – Mayor of Greater Manchester

PURPOSE OF REPORT

On 2nd May 2024 the Greater Manchester public elected me to be their Mayor for a third term. As was the case in my previous two terms of office, it is my intention to appoint a Deputy Mayor for Policing and Crime and I am formally nominating Kate Green for this position. Kate has been in this role since January 2023, overseeing the improvements in GMP and GMFRS as well as providing strong political leadership across a number of key priorities in the Standing Together and Fire plans.

In accordance with schedule 1 paragraph 9 of the Police Reform and Social Responsibility Act 2011, the Police, Fire and Crime Panel must hold a confirmation hearing.

This report sets out the procedures to be followed, the candidate's qualifications in respect of the role and terms of employment. The candidate will attend the confirmation hearing to answer questions relating to this appointment.

RECOMMENDATIONS:

That the Panel,

- Notes the process outlined for the appointment of the Deputy Mayor for Policing and Crime.

- Considers the appointment following the confirmation hearing and produces a report for the Mayor, including a recommendation as to whether or not the candidate should be appointed.

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1. INTRODUCTION AND BACKGROUND

The legal position is set in Schedule 1 to the Police Reform and Social Responsibility Act 2011 ("the 2011 Act"), the Greater Manchester Combined Authority (Transfer of Police and Crime Commissioner Functions to the Mayor) Order 2017, the Greater Manchester Combined Authority (Fire and Rescue Functions) (Amendment) Order 2020 and clause 18.3 of the Greater Manchester Police Fire and Crime Panel Procedure Rules. The legal requirements are as follows:

- The Mayor in his capacity as PCC is required to notify the Police and Crime Panel of the proposed appointment of the Deputy Mayor for Policing and Crime and also to notify the Panel of the following information:
 - (i) the name of the person whom the Mayor in his capacity as PCC is proposing to appoint ("the candidate")
 - (ii) the criteria used to assess the suitability of the candidate
 - (iii) why the candidate satisfies those criteria, and
 - (iv) the terms and conditions on which the candidate is to be appointed.

- The Panel must hold a public confirmation hearing at which the candidate is requested to appear for the purpose of answering questions relating to the appointment.

- Following the hearing, the Panel must review the appointment and make a report to the Mayor in his capacity as PCC. The report must include a recommendation to the Mayor as to whether or not the candidate should be appointed.

- The report must be made within a period of 3 weeks from the date on which the Panel received notification of the proposed appointment and must be published by the Panel.

- The Mayor in his capacity as PCC may accept or reject the Panel's recommendation as to whether the candidate should be appointed and should then notify the Panel of the decision.

2. ROLE OF THE DEPUTY MAYOR

The role of the Deputy Mayor for Policing and Crime is a senior political appointment with substantial delegated authority covering policing and crime. The three elements of the PCC function that will not be delegated are those which cannot be delegated under the 2011 Act.

These are:

- Setting the policing budget and precept,
- Production of a Police and Crime Plan for Greater Manchester,
- The appointment, suspension or calling upon the Chief Constable to retire or resign.

Due to the substantial delegation of functions, the role of Deputy Mayor for Policing and Crime will be closer to the role of other Police and Crime Commissioners rather than that of Deputy PCCs.

The essential criteria for the candidate are:

- Knowledge of the policing and criminal justice 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, its contributing causes and associated vulnerabilities both for victims and offenders.

In addition, significant delegations in relation to the Fire and Rescue Service have been made to the Deputy Mayor. The elements of Fire and Rescue functions which cannot be delegated to the Deputy Mayor are:

- Entering into arrangements under sections 13, 15 and 16 of the Fire and Rescue Services Act 2004 (reinforcement schemes etc);
- Appointing, suspending or dismissing the Chief Fire Officer; approving the terms of appointment of the Chief Fire Officer; and holding the Chief Fire Officer to account for managing the Fire and Rescue service;
- Approving the local risk plan (the Fire Plan);
- Approving the fire and rescue declaration;
- Approving Business Continuity Management plans;
- Approving arrangements with Category 1 and Category 2 under the Civil Contingencies Act 2004.

Other operational functions are delegated to the Chief Fire Officer.

3. CANDIDATE DETAILS

The Mayor's preferred candidate for Deputy Mayor for Policing and Crime is Kate Green, whose experience and knowledge and understanding for this role is set out below.

Deputy Mayor - essential criteria	Kate Green's experience:
Knowledge of the policing, fire and criminal justice landscape both nationally and at a Greater Manchester Level.	<ul style="list-style-type: none"> • 16 months' experience as Deputy Mayor of Greater Manchester, providing day to day oversight and scrutiny of GMP and GMFRS, and agreeing strategies for the services; and working with Criminal Justice agencies at national level and in GM to deliver efficient and effective justice. • Extensive national policy knowledge of the criminal justice system developed during her time in parliament, including membership of the Justice and Home Affairs Select Committees. • Longstanding relationships with the Probation service, local prisons, and VCFSE groups supporting those involved in the penal system, including victims, perpetrators and their families. • Former lay magistrate.
The ability to work at a senior executive level and make strategic decisions as a sole decision maker.	<ul style="list-style-type: none"> • Agreeing annual plans for GMFRS and GMP and helping to set strategic priorities. • As Deputy Mayor, responsible for signing off on significant police spending decisions. • Signing off funding allocations to programmes and partners (e.g. CSPs, violence reduction budget) and accountable for effective implementation.

	<ul style="list-style-type: none"> • Oversight of complex inquiries, e.g. into historic CSE, Baird inquiry into treatment of women and girls in GMP's custody.
<p>The skills to influence policy at a national level to ensure that Greater Manchester's interests are considered in future government decision making.</p>	<ul style="list-style-type: none"> • As Deputy Mayor, has frequent personal engagement with government Ministers, senior civil servants nationally; and through the APCC as portfolio lead for Serious and Organised Crime. • Active engagement with HMICFRS, College of Policing, NPCC to influence policy and practice. • Strong personal relationships in Westminster and with GM MPs and councillors across the political parties. • Providing support to the Mayor in communicating wider GM priorities and strategy for further and deeper devolution to national and local politicians.
<p>The proven ability to engage with partners and the public in order to lead Greater Manchester's policing, fire and community safety agenda.</p>	<ul style="list-style-type: none"> • Regular engagement with local authority leaders, members and chief executives to support joint efforts to build safer, stronger communities across GM (e.g. initiated twice-yearly engagement events for CSP members). • Working across the GM family in the public, VCFSE and private sectors to deliver, e.g. the Gender Based Violence strategy, Violence Reduction strategy, Right Care, Right Person and youth justice transformation. • Support the wider priorities of the Mayor and GMCA, e.g. in relation to the single settlement, education and skills, housing and transport, which contribute to the creation of safer and stronger communities.

	<ul style="list-style-type: none"> • Public engagement, e.g. through the commissioning of the new Victims and Communities survey, fire cover review consultation. • Engagement with GMP and GMFRS staff representative bodies.
<p>Proven experience in understanding complex issues and the ability to challenge at a senior executive level.</p>	<ul style="list-style-type: none"> • As Deputy Mayor, responsible for scrutinising complex legislation and its application in Greater Manchester. • Day to day oversight of very large service budgets and performance data. • Holding Chief Constable and Chief Fire Officer to account for the service provided to the public and organisational culture, e.g. in relation to policing of protests, disproportionality, misconduct and police perpetrated domestic abuse. • Participation in strategic decisions as a member of North West Fire Control board, member of the board of governors of Manchester Metropolitan University and member of board of Manchester Camerata.
<p>An extensive understanding of the complex nature of crime, fire and criminal justice and its contributing causes and associated vulnerabilities both for victims and offenders.</p>	<ul style="list-style-type: none"> • Deep understanding of the intersectionality between the experience of crime, criminal justice, poverty and vulnerability. • Prioritised attention to EDI and disproportionality in the CJS, and in GMP and GMFRS workforce. • Resident of Greater Manchester with strong links to the diverse communities of the city region.

4. APPOINTMENT DETAILS

The current salary for the Deputy Mayor for Policing and Crime is £89,900 and is subject to Greater Manchester Combined Authority terms and conditions of employment. Annual pay awards will be in line with those awarded nationally for employees on NJC terms and conditions. Further details on remuneration can be found in the Appendix.

5. LEGAL IMPLICATIONS

'Section 18 of the Police Reform and Social Responsibility Act 2011 (as modified by the Greater Manchester Combined Authority (Transfer of Police and Crime Commissioner Functions to the Mayor) Order 2017 allows the Mayor to appoint a person as deputy mayor for policing and crime and arrange for that person to exercise any police and crime commissioner function on behalf of the Mayor. However, the Mayor must not appoint a person listed in section 18 of the 2011 Act as their deputy, nor may they delegate to that person the functions of -

- a) issuing a police and crime plan,
- b) calculating the policing component of the precept
- c) appointing, suspending or calling upon the Chief Constable to retire or resign.

The Mayor may also arrange for the Deputy Mayor for Policing and Crime to exercise fire and rescue functions pursuant to the Greater Manchester Combined Authority (Fire and Rescue Functions) (Amendment) Order 2020. However, the Mayor may not delegate the functions referred to above.

The Mayor must notify the Police Fire and Crime Panel of their proposed appointment of a deputy mayor for policing and crime and the Panel must then follow a statutory process which culminates in their making a report and

recommendation to the Mayor as to whether the proposed candidate should be appointed. The Mayor may decide to accept or reject the Panel's recommendation and must notify the Panel of their decision accordingly'.

6. RECOMMENDATIONS

Appear at the front of this report.

Deputy Mayor: Details of remuneration

1. The Mayor has set the salary of the Deputy Mayor for Policing and Crime taking account of the remuneration for police and crime commissioners, which is set by the government.
2. Salaries for police and crime commissioners are within five bandings, which reflect the size of the various Forces. The former Greater Manchester police and crime commissioner role was placed in the highest band, PCC band 1 with counterparts in West Yorkshire (now also absorbed into a mayoralty) and West Midlands. Band 1 currently attracts a salary of £101,900.
3. The Deputy Mayor's salary has been aligned with PCC band 2 as opposed to band 1 reflecting that the role is appointed as opposed to elected, and that the Mayor is not able to delegate and therefore retains the statutory functions for:
 - Setting the policing budget and precept.
 - Producing a Police and Crime Plan for Greater Manchester.
 - Appointment and dismissal of the chief constable.
4. The current salary of band 2 police and crime commissioners is £86,900.
5. The small number of police and crime commissioners who have responsibility for fire and rescue services, receive a £3,000 premium on their annual salary to reflect these additional responsibilities.
6. The salary of the Deputy Mayor is therefore set at £89,900 and will be reviewed from time to time to ensure continued alignment with band 2.