

Police and Crime Commissioner for Surrey – Decision Making Record

Title: Appointment of Assistant Commissioners
Decision number: 021/2013
Author and Job Role: Alison Bolton, Chief Executive
Protective Marking: Part One

Executive Summary:

The Commissioner has decided to appoint two Assistant Commissioners to his team. Shiraz Mirza (Surrey Partnership Ltd) will become Assistant Commissioner (Equality & Diversity) and Jane Anderson will be Assistant Commissioner (Victims). They officially take up post on 1st May 2013 on a short term, one-year contract.

The role of Police & Crime Commissioner is a significant one and considerably broader than the 17 strong Police Authority that it succeeds. The Commissioner has now set his Police & Crime Plan and has identified two specific areas – support for victims and equality and diversity issues - where Assistant Commissioners will be able to help him deliver against his plan and importantly, make a real difference to policing and community safety issues in Surrey.

Role Descriptions

Both Assistant Commissioners will work with the Commissioner to deliver the priorities set out in the Police & Crime Plan; in particular, realising the ambition to put victims at the heart of the criminal justice system and giving everyone in the county a chance to have a greater say on how they are policed. Surrey is a county of more than 1.1 million residents and the Commissioner believes it is important that extra support is in place to help him reach out in a meaningful way to more people and build awareness and trust in the Office of Police and Crime Commissioner.

Shiraz Mirza (Surrey Partnership Ltd) will be a champion for the interests of minority and hard-to-reach groups in Surrey, ensuring they receive an excellent service from the police and from other criminal justice partners. He will be working to build links and networks with traditionally 'hard-to-reach' communities. The Commissioner is keen to engage with these communities on a range of issues, including overcoming barriers to recruitment to the police service and better understanding the experiences of victims of hate crime as they progress through the criminal justice system.

Jane Anderson will be examining the experiences of victims of crime in Surrey and looking at where improvements can be made, as well as representing the Commissioner at various boards and forums relating to victim care. She will undertake 'mystery shopping' exercises, attend court cases and follow a victim's experience through the criminal justice system from start to finish. Significantly, from 2014, the Commissioner will take on responsibility for commissioning of services for most victims of crime and the Assistant Commissioner will help ensure he is best placed to make informed decisions around service provision.

A copy of the role descriptions for both Assistant Commissioners will be published on the Commissioner's website.

About Jane Anderson and Shiraz Mirza

The Commissioner has selected Jane and Shiraz because they each bring unique and exceptional skills to their respective roles.

Jane Anderson is currently the Victims Champion for Surrey's Criminal Justice Partnership and has a genuine interest in and ability to understand the needs and feelings of victims. In her new capacity, Jane will build on her current champion role. Her excellent knowledge and understanding of the criminal justice system in Surrey will be invaluable to the Commissioner.

Shiraz Mirza has a long and distinguished history of community engagement work. His energy and enthusiasm for forging links with groups from all different walks of life, cultures and religions will help the Commissioner establish links with minority and hard to reach groups in the county. Shiraz is a Liberal Democrat member and former Mayor of the Council of the Royal Borough of Kingston-upon-Thames.

The appointment process

The Assistant Commissioners, whilst a key part of the Commissioner's team, are not permanent members of staff. The Commissioner is not therefore obliged to undertake a recruitment process in the same way he would for a member of staff. Instead, he has identified two individuals who have particularly relevant skills and experience for the roles. Additionally, Jane undertook a comprehensive selection process before being awarded the role of Victims Champion.

Both Assistant Commissioners will enter into a 12-month contract with the Commissioner, after which point the positions will be reviewed. They have both met with the Commissioner to determine the scope and remit of their roles. Both Assistant Commissioners will be vetted and their appointment will be subject to scrutiny by the Police & Crime Panel (the committee of 12 local authority members and 2 independent people whose role is to scrutinise the Commissioner's decisions).

Hours of work and remuneration

It is expected that both Assistant Commissioners will be engaged for a minimum of 1½ to 2 days per week. The exact demands on their time is likely to vary from week to week. They will each receive a maximum of £12,500 per annum for their services.

Recommendation

That Jane Anderson is appointed Assistant Commissioner (Victims) and Shiraz Mirza is appointed Assistant Commissioner (Equality & Diversity) with effect from 1st May 2013 for a period of one year.

Police and Crime Commissioner Approval

I approve the recommendation(s):

Signature: 

Date: 26/04/2013

All decisions must be added to the decision register.

Areas of consideration

Consultation

The appointments will be subject to scrutiny by the Police & Crime Panel.

Financial implications

Each Assistant Commissioner will be remunerated at a maximum rate of £12,500 per annum.

Legal

Not applicable.

Risks

The appointments help to mitigate the risks inherent in one individual being responsible for a significant remit and responsibility.

Equality and diversity

It is expected that the Assistant Commissioner (Equality & Diversity) will help to ensure that the Commissioner is delivering against all his obligations in respect of equality and diversity.