

Thank you for your emails, further to your request for information I can provide the following:

1. **How much money was paid in bonuses, allowances and severance payments of any sort to Police Authority staff* in each of 2008-09, 2009-10, 2010-11, 2011-12 and 2012-13?**

Total payments to staff comprising essential car user allowance:

2008-2009	£ 8,799
2009-2010	£11,475
2010-2011	£ 8,825
2011-2012	£ 7,553
2012-2013	£4,944

Total payments to members of the Police Authority comprising attendance allowance:

2008-2009	£240,000
2009-2010	£241,000
2010-2011	£253,000
2011-2012	£249,000
2012-2013	£162,000 (see note 2 below)

No bonuses or severance payments were paid to staff or members.

You can see further information about the Police Authority structure and members allowances scheme on the archived Police Authority website at this address:

<http://www.webarchive.org.uk/wayback/archive/20121121092009/http://www.westyorkshire.police.uk/wypa/>

2. **What was the maximum bonus, allowance and severance payment made to any sort of Police Authority staff member* in each of 2008-09, 2009-10, 2010-11, 2011-12 and 2012-13?**

Maximum essential car user allowance payable to staff:

2008-2009	£98 per month
2009-2010	£104 per month
2010-2011	£104 per month
2011-2012	£104 per month
2012-2013	£104 per month

Maximum attendance allowance paid to members of the Police Authority:

2008-2009	£20,396
2009-2010	£24,909
2010-2011	£25,557
2011-2012	£29,053
2012-2013	£15,073

No bonuses or severance payments were paid to staff or members.

You can find other information about payments to staff in the Police Authority/OPCC published accounts which you can access at these addresses:

<http://www.webarchive.org.uk/wayback/archive/20121121092746/http://www.westyorkshire.police.uk/wypa/finance/statement-accounts> (for Police Authority statements of account)

http://www.westyorkshire-pcc.gov.uk/media/32338/2012-13_audited_financial_statements_-_pcc.pdf (for the OPCC statement of account)

3. **How much money has been spent on relocation allowances, private healthcare and car schemes for your force's chief officers in each of 2010-11, 2011-12 and 2012-13?**

2010-2011

2011-2012

2012-2013

The OPCC does not hold details of payments made to individual chief officers. Payments are administered by West Yorkshire Police – please contact the force at foi@westyorkshire.pnn.police.uk for information. The Police Authority agreed the terms and conditions for chief officers up to 22 November 2012. From this date the Chief Constable sets the terms and conditions for his command team and the Police and Crime Commissioner sets the terms and conditions for the Chief Constable.

The locally agreed packages set by the Police Authority for each of the years requested is attached.

4. **What is the car scheme for your civilian chief officers, ie. Director of Resources, Director of Finance etc? Please state if they have access to force fleet vehicles and if so, do they have emergency response equipment (ie 'blues and twos') fitted?**

The Police and Crime Commissioner is not responsible for operating a car scheme for civilian chief officers (following the Police Reform and Social Responsibility Act 2012 the Police and Crime Commissioner is only responsible for setting the terms and conditions of the Chief Constable). Please redirect your request to West Yorkshire Police at: foi@westyorkshire.pnn.police.uk.

*meaning all paid staff and members of the Police Authority and including salaries (clarified by yourself 03.12.13). The Police and Crime Commissioner is the employer for all police staff, information is provided here in relation to staff who work directly to support the Police and Crime Commissioner.

Please note (1): The Police Authority was abolished and replaced by the Office of the Police and Crime Commissioner (OPCC) on 22 November 2012. Figures which are given for the year 2012-2013 include payments under both Police Authority and Office of the Police and Crime Commissioner.

(2) The OPCC has a limited number of independent members – sitting on police misconduct panels (and being paid a daily allowance which is set by the Home Office for each day of attendance) and sitting on the Joint Independent Audit Committee which oversees both the OPCC and West Yorkshire Police, the costs being shared equally between both organisations.



LOCALLY AGREED PACKAGE FOR ASSISTANT CHIEF CONSTABLE

The conditions which comprise the locally agreed package offered by the Police Authority to an Assistant Chief Constable of the West Yorkshire Police are as follows:-

- The Police Authority will provide you with a vehicle for use in connection with your duties, plus unlimited personal use, in accordance with the Car Scheme, details of which are attached as annex 1 to this document.
- You will be reimbursed reasonable costs of a Personal Private Health Care Scheme of your choice for yourself but no other member of your family, to be agreed with the Chief Executive.
- You will be provided with a credit card exclusively for your use in connection with your duties when incurring expenses in respect of accommodation, subsistence, hospitality (including entertaining at home) and out-of-pocket expenses, all of which will be paid in full on your behalf.
- You will be reimbursed 50% of the cost of a broadband line plus installation if appropriate.
- You will be entitled to free provision of uniform.
- You will be reimbursed the cost of approved professional fees (eg ACPO, etc).
- You will be entitled to removal expenses in accordance with the appropriate Determination made under Police Regulations where, in the opinion of the Chief Constable, it is necessary for you to move your home and the location to which you propose to move is, in the opinion of the Chief Constable, suitable for the efficient performance of your duties as Assistant Chief Constable.

The other terms and conditions of the appointment are in accordance with Police Regulations and Determinations made by the Secretary of State in accordance with those Regulations.

**WEST YORKSHIRE POLICE AUTHORITY
ACPO CAR SCHEME**

The conditions for the supply of vehicles to ACPO ranks in West Yorkshire Police have been agreed by the Police Authority as follows:

1. An essential user's car allowance will be paid until ACPO members have been supplied with a car under the Scheme.

On appointment, a new ACPO member of the Force will be allowed to sell his/her personal vehicle to the Force, if he/she wishes, at a price in accordance with Note 1 to this Scheme:

- to be used as part of the Scheme subject to the appropriateness of the vehicle as defined in paragraph 3; or
 - to be part of the vehicle fleet, if in the opinion of the Vehicle Fleet Manager, there is a proper use for the vehicle.
2. The Authority will reimburse the ACPO member up to the maximum contribution as set out in paragraph 3.
 3. The Authority will make a maximum contribution of £39,535 (September 2010) towards a vehicle of the Officer's choice, and will pay in addition the costs of an approved factory fitted satellite navigation system and Tracker device. Given that these vehicles have replaced staff cars on the fleet, and may be used, from time to time, for VIP visits etc, the vehicles must be four door models. ACPO members wishing to be supplied with vehicles costing in excess of the maximum contribution must pay the difference. In such cases, at the re-sale of the vehicle by the Fleet Manager, the ACPO member will be credited with an amount equalling the same proportion of the selling price that the extra contribution represented of the purchase price. The vehicle selected should be appropriate for the use to which it will be put, and the conditions in which it will be used. The maximum contribution will be updated in September each year by application of the General Retail Price Index.
 4. Vehicles will be purchased in circumstances which ensure best value for money.
 5. Vehicles are supplied to the ACPO member for business and private use. They will be insured for the ACPO member and one approved, named driver, and taxed and maintained according to manufacturers' maintenance schedules. All replacement parts required to maintain the vehicle in a roadworthy condition, eg tyres, exhausts, etc, will be supplied and fitted as part of the Scheme.
 6. A full vehicle recovery service will be supplied in respect of the vehicle. This will cover foreign travel, whether on business or private usage.

7. Vehicle insurance will cover the cost of foreign travel, whether business or private, but the cost of the "Green Card" for private usage outside of the EU must be paid by the ACPO member.
8. The vehicle supplied to each ACPO member will normally be replaced at a time when, in the opinion of the Vehicle Fleet Manager, it is at its optimal trade-in value or replacement is to be delayed. This would normally be between two and three years, unless there are extenuating circumstances which require the vehicle to be replaced sooner. At the conclusion of this period the vehicle will be offered for sale to the ACPO member in accordance with Note 1 to this Scheme, before being dealt with by the Vehicle Fleet Manager in the normal manner.
9. If the ACPO member leaves the West Yorkshire Police, the vehicle supplied will be offered for sale to the ACPO member in accordance with Note 1 to this Scheme. If the ACPO member leaving the Force does not wish to purchase the vehicle, the option should be provided to another ACPO member to take over the vehicle.
10. The vehicles supplied remain the property of the West Yorkshire Police Authority, and are part of the fleet. They are therefore available for use by the Force as directed by the Chief Constable.
11. The vehicles will be fitted with appropriate communication and police equipment.
12. In relation to the fuel cost, the ACPO member will be supplied with agency cards to obtain fuel on the Force account, in addition to obtaining fuel from Force pumps. The vehicle fleet management system will monitor exact fuel costs, which will then be used to invoice each ACPO member for their private mileage, which will be reported on a monthly basis. Private mileage will therefore result in the exact fuel cost being recovered by the Authority, with the added advantage that the ACPO member will not be liable for additional taxation on a "fuel benefit". This will apply similarly, where any ACPO member uses another staff car for private purposes.

Note 1 – Disposal of Vehicles

1. For disposal to an ACPO member or purchase by the Force of the vehicle belonging to a new ACPO member under the terms of the Scheme, the vehicle in question will be valued on the basis of "Industrial Standard Bottom Book Price (Glass's Guide) - Sold as Seen", save for any vehicle which is less than one year old from the date of its first registration. In such a case the valuation will be based on the "Middle Book" valuation with reference to Glass's Guide.
2. Should there be any dispute in relation to the valuation of the vehicle based on the above-mentioned criteria, the Chief Executive will arrange for a reference to be made to an independent assessor, whose determination will be binding on both parties.

LOCALLY AGREED PACKAGE FOR ASSISTANT CHIEF CONSTABLE

The conditions which comprise the locally agreed package offered by the Police Authority to the Assistant Chief Constable of the West Yorkshire Police are as follows:-

- The Police Authority will provide you with a vehicle for use in connection with your duties, plus unlimited personal use, in accordance with the Car Scheme, details of which are attached as annex 1 to this document.
- You will be reimbursed reasonable costs of a Personal Private Health Care Scheme of your choice for yourself but no other member of your family, to be agreed with the Chief Executive.
- You will be provided with a credit card exclusively for your use in connection with your duties when incurring expenses in respect of accommodation, subsistence, hospitality (including entertaining at home) and out-of-pocket expenses, all of which will be paid in full on your behalf.
- You will be reimbursed 50% of the cost of a broadband line plus installation if appropriate.
- You will be entitled to free provision of uniform.
- You will be reimbursed the cost of approved professional fees (eg ACPO, etc).
- You will be entitled to removal expenses in accordance with the appropriate Determination made under Police Regulations where, in the opinion of the Chief Constable, it is necessary for you to move your home and the location to which you propose to move is, in the opinion of the Chief Constable, suitable for the efficient performance of your duties as Assistant Chief Constable.

The other terms and conditions of the appointment are in accordance with Police Regulations and Determinations made by the Secretary of State in accordance with those Regulations.

**WEST YORKSHIRE POLICE AUTHORITY
ACPO CAR SCHEME**

The conditions for the supply of vehicles to ACPO ranks in West Yorkshire Police have been agreed by the Police Authority as follows:

1. An essential user's car allowance will be paid until ACPO members have been supplied with a car under the Scheme.

On appointment, a new ACPO member of the Force will be allowed to sell his/her personal vehicle to the Force, if he/she wishes, at a price in accordance with Note 1 to this Scheme:

- to be used as part of the Scheme subject to the appropriateness of the vehicle as defined in paragraph 3; or
 - to be part of the vehicle fleet, if in the opinion of the Vehicle Fleet Manager, there is a proper use for the vehicle.
2. The Authority will reimburse the ACPO member up to the maximum contribution as set out in paragraph 3.
 3. The Authority will make a maximum contribution of £41,721 (September 2011) towards a vehicle of the Officer's choice, and will pay in addition the costs of an approved factory fitted satellite navigation system and Tracker device. Given that these vehicles have replaced staff cars on the fleet, and may be used, from time to time, for VIP visits etc, the vehicles must be four door models. ACPO members wishing to be supplied with vehicles costing in excess of the maximum contribution must pay the difference. In such cases, at the re-sale of the vehicle by the Fleet Manager, the ACPO member will be credited with an amount equalling the same proportion of the selling price that the extra contribution represented of the purchase price. The vehicle selected should be appropriate for the use to which it will be put, and the conditions in which it will be used. The maximum contribution will be updated in September each year by application of the General Retail Price Index.
 4. Vehicles will be purchased in circumstances which ensure best value for money.
 5. Vehicles are supplied to the ACPO member for business and private use. They will be insured for the ACPO member and their immediate family aged over 21 and holding a full driving licence, and taxed and maintained according to manufacturers' maintenance schedules. All replacement parts required to maintain the vehicle in a roadworthy condition, eg tyres, exhausts, etc, will be supplied and fitted as part of the Scheme.
 6. A full vehicle recovery service will be supplied in respect of the vehicle. This will cover foreign travel, whether on business or private usage.

7. Vehicle insurance will cover the cost of foreign travel, whether business or private, but the cost of the "Green Card" for private usage outside of the EU must be paid by the ACPO member.
8. The vehicle supplied to each ACPO member will normally be replaced at a time when, in the opinion of the Vehicle Fleet Manager, it is at its optimal trade-in value or replacement is to be delayed. This would normally be between two and three years, unless there are extenuating circumstances which require the vehicle to be replaced sooner. At the conclusion of this period the vehicle will be offered for sale to the ACPO member in accordance with Note 1 to this Scheme, before being dealt with by the Vehicle Fleet Manager in the normal manner.
9. If the ACPO member leaves the West Yorkshire Police, the vehicle supplied will be offered for sale to the ACPO member in accordance with Note 1 to this Scheme. If the ACPO member leaving the Force does not wish to purchase the vehicle, the option should be provided to another ACPO member to take over the vehicle.
10. The vehicles supplied remain the property of the West Yorkshire Police Authority, and are part of the fleet. They are therefore available for use by the Force as directed by the Chief Constable.
11. The vehicles will be fitted with appropriate communication and police equipment.
12. In relation to the fuel cost, the ACPO member will be supplied with agency cards to obtain fuel on the Force account, in addition to obtaining fuel from Force pumps. The vehicle fleet management system will monitor exact fuel costs, which will then be used to invoice each ACPO member for their private mileage, which will be reported on a monthly basis. Private mileage will therefore result in the exact fuel cost being recovered by the Authority, with the added advantage that the ACPO member will not be liable for additional taxation on a "fuel benefit". This will apply similarly, where any ACPO member uses another staff car for private purposes.

Note 1 – Disposal of Vehicles

1. For disposal to an ACPO member or purchase by the Force of the vehicle belonging to a new ACPO member under the terms of the Scheme, the vehicle in question will be valued on the basis of "Industrial Standard Bottom Book Price (Glass's Guide) - Sold as Seen", save for any vehicle which is less than one year old from the date of its first registration. In such a case the valuation will be based on the "Middle Book" valuation with reference to Glass's Guide.
2. Should there be any dispute in relation to the valuation of the vehicle based on the above-mentioned criteria, the Chief Executive will arrange for a reference to be made to an independent assessor, whose determination will be binding on both parties.



Office of the
**Police & Crime
Commissioner**
West Yorkshire

TERMS AND CONDITIONS FOR CHIEF CONSTABLE

The terms and conditions offered by the Police and Crime Commissioner to the Chief Constable of the West Yorkshire Police are as follows:-

- The Police and Crime Commissioner will make available for your use a suitable fleet vehicle.
- The reimbursement of reasonable expenditure in relation to domestic security should there be a clearly identified need will be considered. This is subject to approval by the Chief Executive acting in consultation with the Police and Crime Commissioner.

The other terms and conditions of the appointment are in accordance with Police Regulations and Determinations made by the Secretary of State in accordance with those Regulations.

LOCALLY AGREED PACKAGE FOR DEPUTY CHIEF CONSTABLE

The conditions which comprise the locally agreed package offered by the Police Authority to the Deputy Chief Constable of the West Yorkshire Police are as follows:-

- The Police Authority will provide you with a vehicle for use in connection with your duties, plus unlimited personal use, in accordance with the Car Scheme, details of which are attached as annex 1 to this document.
- You will be reimbursed reasonable costs of a Personal Private Health Care Scheme of your choice for yourself but no other member of your family, to be agreed with the Chief Executive.
- You will be provided with a credit card exclusively for your use in connection with your duties when incurring expenses in respect of accommodation, subsistence, hospitality (including entertaining at home) and out-of-pocket expenses, all of which will be paid in full on your behalf.
- You will be reimbursed 50% of the cost of a broadband line plus installation if appropriate.
- You will be entitled to free provision of uniform.
- You will be reimbursed the cost of approved professional fees (eg ACPO, etc).
- You will be entitled to removal expenses in accordance with the appropriate Determination made under Police Regulations where, in the opinion of the Chief Constable, it is necessary for you to move your home and the location to which you propose to move is, in the opinion of the Chief Constable, suitable for the efficient performance of your duties as Deputy Chief Constable.

The other terms and conditions of the appointment are in accordance with Police Regulations and Determinations made by the Secretary of State in accordance with those Regulations.

**WEST YORKSHIRE POLICE AUTHORITY
ACPO CAR SCHEME**

The conditions for the supply of vehicles to ACPO ranks in West Yorkshire Police have been agreed by the Police Authority as follows:

1. An essential user's car allowance will be paid until ACPO members have been supplied with a car under the Scheme.

On appointment, a new ACPO member of the Force will be allowed to sell his/her personal vehicle to the Force, if he/she wishes, at a price in accordance with Note 1 to this Scheme:

- to be used as part of the Scheme subject to the appropriateness of the vehicle as defined in paragraph 3; or
 - to be part of the vehicle fleet, if in the opinion of the Vehicle Fleet Manager, there is a proper use for the vehicle.
2. The Authority will reimburse the ACPO member up to the maximum contribution as set out in paragraph 3.
 3. The Authority will make a maximum contribution of £41,721 (September 2011) towards a vehicle of the Officer's choice, and will pay in addition the costs of an approved factory fitted satellite navigation system and Tracker device. Given that these vehicles have replaced staff cars on the fleet, and may be used, from time to time, for VIP visits etc, the vehicles must be four door models. ACPO members wishing to be supplied with vehicles costing in excess of the maximum contribution must pay the difference. In such cases, at the re-sale of the vehicle by the Fleet Manager, the ACPO member will be credited with an amount equalling the same proportion of the selling price that the extra contribution represented of the purchase price. The vehicle selected should be appropriate for the use to which it will be put, and the conditions in which it will be used. The maximum contribution will be updated in September each year by application of the General Retail Price Index.
 4. Vehicles will be purchased in circumstances which ensure best value for money.
 5. Vehicles are supplied to the ACPO member for business and private use. They will be insured for the ACPO member and their immediate family aged over 21 and holding a full driving licence, and taxed and maintained according to manufacturers' maintenance schedules. All replacement parts required to maintain the vehicle in a roadworthy condition, eg tyres, exhausts, etc, will be supplied and fitted as part of the Scheme.
 6. A full vehicle recovery service will be supplied in respect of the vehicle. This will cover foreign travel, whether on business or private usage.

7. Vehicle insurance will cover the cost of foreign travel, whether business or private, but the cost of the "Green Card" for private usage outside of the EU must be paid by the ACPO member.
8. The vehicle supplied to each ACPO member will normally be replaced at a time when, in the opinion of the Vehicle Fleet Manager, it is at its optimal trade-in value or replacement is to be delayed. This would normally be between two and three years, unless there are extenuating circumstances which require the vehicle to be replaced sooner. At the conclusion of this period the vehicle will be offered for sale to the ACPO member in accordance with Note 1 to this Scheme, before being dealt with by the Vehicle Fleet Manager in the normal manner.
9. If the ACPO member leaves the West Yorkshire Police, the vehicle supplied will be offered for sale to the ACPO member in accordance with Note 1 to this Scheme. If the ACPO member leaving the Force does not wish to purchase the vehicle, the option should be provided to another ACPO member to take over the vehicle.
10. The vehicles supplied remain the property of the West Yorkshire Police Authority, and are part of the fleet. They are therefore available for use by the Force as directed by the Chief Constable.
11. The vehicles will be fitted with appropriate communication and police equipment.
12. In relation to the fuel cost, the ACPO member will be supplied with agency cards to obtain fuel on the Force account, in addition to obtaining fuel from Force pumps. The vehicle fleet management system will monitor exact fuel costs, which will then be used to invoice each ACPO member for their private mileage, which will be reported on a monthly basis. Private mileage will therefore result in the exact fuel cost being recovered by the Authority, with the added advantage that the ACPO member will not be liable for additional taxation on a "fuel benefit". This will apply similarly, where any ACPO member uses another staff car for private purposes.

Note 1 – Disposal of Vehicles

1. For disposal to an ACPO member or purchase by the Force of the vehicle belonging to a new ACPO member under the terms of the Scheme, the vehicle in question will be valued on the basis of "Industrial Standard Bottom Book Price (Glass's Guide) - Sold as Seen", save for any vehicle which is less than one year old from the date of its first registration. In such a case the valuation will be based on the "Middle Book" valuation with reference to Glass's Guide.
2. Should there be any dispute in relation to the valuation of the vehicle based on the above-mentioned criteria, the Chief Executive will arrange for a reference to be made to an independent assessor, whose determination will be binding on both parties.