

1) How many staff were employed by the West Yorkshire Police Authority immediately before it was dissolved in November 2012?

West Yorkshire Police Authority employed all police staff in West Yorkshire. (Please refer to West Yorkshire Police for details of the police staff headcount in November 2012, foi@westyorkshire.pnn.police.uk).

Some members of staff were employed to provide support solely to the Police Authority. You can see the staffing structure of the Police Authority at: <http://www.webarchive.org.uk/wayback/archive/20121121092020/http://www.westyorkshire.police.uk/wypa/our-staff-0>.

Please note that staff employed in the Internal Audit Team also provided internal audit services to North Yorkshire and Humberside Police Authorities as well as West Yorkshire Police Authority and also to the Regional Policing Programme. The Treasurer and two other members of staff also provided treasurer support to North Yorkshire Police Authority.

2) List all staff positions that existed at that time and how much each one was paid, along with total cost of salaries/wages of all employees (see appendix A)

Job Title	Salary Band
Chief Executive & Solicitor	Salary, fees and expenses are published on website http://www.webarchive.org.uk/wayback/archive/20121121093136/http://www.westyorkshire.police.uk/sites/default/files/files/wypa/statement-of-accounts-final-2011-12-280912a.pdf
Treasurer ⁽¹⁾	Salary, fees and expenses are published on website http://www.webarchive.org.uk/wayback/archive/20121121093136/http://www.westyorkshire.police.uk/sites/default/files/files/wypa/statement-of-accounts-final-2011-12-280912a.pdf
Policy Director	£38862 - £41697
Research Director	£38862 - £41697
External Relations Director	£38862 - £41697
Finance & Administration Manager (Job share) ⁽¹⁾	£32226 - £35076
Head of Audit & Risk ⁽¹⁾	£51855 - £55353
Consultation Officer	£21099 - £30633
Consultation Officer	£21099 - £30633
Consultation Officer	£21099 - £30633
Research Officer	£23799 - £30633
Research Officer	£23799 - £30633
Internal Audit Manager ⁽¹⁾	£38862 - £41697
Internal Audit Manager ⁽¹⁾	£38862 - £41697

Internal Audit Manager ⁽¹⁾	£38862 - £41697
Internal Auditor ⁽¹⁾	£18721 - £30633
Internal Auditor ⁽¹⁾	£18721 - £30633
Internal Auditor ⁽¹⁾	£18721 - £30633
Internal Auditor ⁽¹⁾	£18721 - £30633
Internal Auditor ⁽¹⁾	£18721 - £30633
Executive Support Officer	£23799 - £25449
Administrative Officer	£18721 - £20734
Administrative Officer	£18721 - £20734
Temporary Administrative Assistant (maternity cover)	£14779 - £18343
Temporary Administrative Assistant (maternity cover)	£14779 - £18343
Administrative Assistant	£14779 - £18343

(1) Staff not employed solely to support the Police Authority.

The total cost of salaries/wages of all employees who were employed solely to provide support to the Police Authority as at November 2012 was £546,348.

(This is based on the salary payments made to staff in November 2012 and does not include NI or pension contributions. Salary payments to the statutory officers, Chief Executive and Treasurer, are included).

3) The highest number of staff employed by the West Yorkshire Police Authority at any one time during its entire period of existence and what the staffing costs were at that time.

Refer Q1. West Yorkshire Police Authority was the employer of all police staff in West Yorkshire. Please refer to West Yorkshire Police for this information (foi@westyorkshire.pnn.police.uk).

17 members of staff were employed solely to support the Police Authority in 2010 (not including staff employed in the Internal Audit Department which provided internal audit services to North Yorkshire, Humberside and West Yorkshire Police Authorities and the Regional Programme Team). The staffing costs for these 17 members of staff for the year 2010-2011 were £572,498 (not including NI or pension contributions).

4) How many staff are employed by the Office of the PCC now (including the PCC and deputy)?

All police staff are employed by the Police and Crime Commissioner. The Police Reform and Social Responsibility Act 2011 provided for the transfer of all staff employed by the Police Authority to the Police and Crime Commissioner (Schedule 15, para 6(2)).

The Police and Crime Commissioner is not an employee.

17 members of staff are employed solely to support the Police and Crime Commissioner. This does not include Internal Audit staff or the Chief Executive who also works on regional and national projects but does include the Deputy Police and Crime Commissioner.

5) List each staff position (including the PCC and deputy) and how much each is paid, along the total cost of salaries/wages of all employees (see Appendix A)

Job Title	Salary Band
Police & Crime Commissioner	Please see our website: http://www.westyorkshire-pcc.gov.uk/your-commissioner/role,-responsibilities-and-salary.aspx
Chief Executive & Solicitor ⁽²⁾ ⁽³⁾	Salary, fees and expenses are published on website http://www.westyorkshire-pcc.gov.uk/office-of-the-pcc/senior-staff.aspx
Chief Finance Officer ⁽²⁾	Salary, fees and expenses are published on website http://www.westyorkshire-pcc.gov.uk/office-of-the-pcc/senior-staff.aspx
Deputy Police & Crime Commissioner	Salary, fees and expenses are published on website http://www.westyorkshire-pcc.gov.uk/office-of-the-pcc/senior-staff.aspx
Policy Director	£38862 - £41697
Research Director	£38862 - £41697
External Relations Director	£38862 - £41697
Finance & Administration Manager (Job share)	£32226 - £35076
Head of Audit & Risk ⁽³⁾	£51855 - £55353
Consultation Officer	£21099 - £30633
Consultation Officer	£21099 - £30633
Consultation Officer	£21099 - £30633
Research Officer	£23799 - £30633
Research Officer	£23799 - £30633
Internal Audit Manager ⁽³⁾	£38862 - £41697
Internal Audit Manager ⁽³⁾	£38862 - £41697
Internal Audit Manager ⁽³⁾	£38862 - £41697

Internal Auditor ⁽³⁾	£18721 - £30633
Internal Auditor ⁽³⁾	£18721 - £30633
Internal Auditor ⁽³⁾	£18721 - £30633
Internal Auditor ⁽³⁾	£18721 - £30633
Internal Auditor ⁽³⁾	£18721 - £30633
Executive Support Officer	£23799 - £25449
Administrative Officer	£18721 - £20734
Administrative Officer	£18721 - £20734
Administrative Assistant	£14779 - £18343
Administrative Assistant	£14779 - £18343

(2) appointments required by the Police Reform and Social Responsibility Act 2011, Schedule 1, para 6

(3) staff not employed solely to assist the Police and Crime Commissioner

Total cost of wages/salaries of all employees employed solely to assist the Police and Crime Commissioner is £544,875.

(This is based on the salary payments to staff in April 2013 and does not include NI or pension contributions).

6) How many people currently employed by the West Yorkshire OPCC were employed by the West Yorkshire Police Authority before it was dissolved and a total figure for their combined salaries, now and under the Police Authority?

Refer Q4. The Police Reform and Social Responsibility Act 2011 provided for the transfer of all staff employed by the Police Authority to the Police and Crime Commissioner (Schedule 15, para 6(2)). Further staff transfers are allowed under Schedule 15, para 10 (1) of the Police Reform and Social Responsibility Act 2011 and the Police and Crime Commissioner is required to submit proposals to the Home Secretary for a second transfer scheme for implementation in April 2014.

The combined salary payments for 14 members of staff who are employed solely to assist the Police and Crime Commissioner (and who were also employed solely to support the Police Authority) is £361,980 and the combined salary payments for these members of staff as employees of the Police Authority was £365,544.

(This is based on the salary payments made to these individuals in November 2012 and in April 2013 and excludes NI and pension contributions).

Notes

1. These figures do not include employers NI and pension contributions.
2. Annual costs are extrapolated from payments made to staff in November 2012 and April 2013.
3. Vacancies (where there are no plans to fill the position) are not included in total staff costs.

4. The Legal Advisor position is vacant – the salary scale for this position is £51,855 - £55,353 and the Chief Executive presently fulfils this duty in addition to the Chief Executive duties.
5. Maternity leave will affect annual staff costs.
6. All police staff are 'employed' by the Police and Crime Commissioner. Some are 'shared' in that they directly assist both the Commissioner and the Chief Constable in their respective roles. For the purposes of this request, however, information relevant to the statutory officers that the Police and Crime Commissioner is required to appoint under the Police Reform and Social Responsibility Act 2011 and members of staff who work in the office of the police and crime commissioner is provided.
7. Internal Audit posts provide audit services to West Yorkshire Police, North Yorkshire Police, Humberside Police and their respective Police and Crime Commissioners as well as the National Police Air Service and the Regional Policing Team.
8. Attendance allowances were paid to members of the Police Authority. For the period 1 April 2012 to 21 November 2012 £161,493 was paid in allowances to the 17 full members of the Police Authority.

Appendix A

Section 17 of the Freedom of Information Act 2000 states that:

- 1) A public authority which, in relation to any request for information, is to any extent relying on a claim that information is exempt information must, within the time for complying with Section 1 (1), give the applicant a notice which:-
 - (a) states the fact,
 - (b) specifies the exemption in question, and
 - (c) states (if that would not be otherwise be apparent) why the exemption applies.

REASONS FOR DECISION

The reason that we are unable to provide you with this information is covered by the following exemption:

S40 (2) – Personal Information

S40(2)(b) is a class based exemption and provides an absolute exemption where disclosure of the personal data would breach the Data Protection Principles. All individuals have a right to privacy under the Data Protection Act 1998. Where information is redacted in this case the Office of the Police and Crime Commissioner (OPCC) considers that disclosure would breach the first Data Protection Principle - that information must be processed fairly and lawfully.

The OPCC is required, under the Code of Recommended Practice for Local Authorities on Data Transparency 2011, to publish the salaries of all employees earning over £58,200 together with their job descriptions and names. For individual members of staff who do not fall into these categories there is a reasonable expectation that their salary details will not be made public.

As salary information relates to people's personal financial circumstances disclosure of an exact salary figure is more intrusive than providing a salary band and may

prejudice their interests in ongoing financial or legal negotiations. Where posts have a 'career grade' which spans a number of salary bands subject to career progression or performance releasing the exact salary information or information in a narrow salary range may also provide other significant information about the individual.

However, the OPCC recognises the substantial public interest in knowing how public money is spent and determining good governance and value for money in public spending. Further, providing salary information will also reflect on equality and fairness considerations.

In order to provide some transparency in public spending salary banding information, for positions attracting less than £58,200 pa, the following is provided. Please note that this does not reflect actual payments to individuals which may be influenced by contracted hours worked each week, maternity leave and vacancies.