



Mrs M Cuddy

By email:  
[request-1154953-  
dfbb1714@whatdotheyknow.com](mailto:request-1154953-dfbb1714@whatdotheyknow.com)

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22 August 2024

Dear Mrs Cuddy,

I write in response to the above-referenced Freedom of Information Act (FOIA) request submitted on 2 August 2024. The Office of the Police and Crime Commissioner (OPCC) for Thames Valley has now considered this request, which for clarity, has been repeated below:

<b><u>Request</u></b>	<b><u>Response</u></b>
<p>1. When did the Chief Executive's role change from Chief of Staff?</p> <p>2. In the FOI-2124 response, the Chief Executive reported that "The CEO and CFO salaries have been increased to take account of market rates for these roles for the purpose of retention." How were these market rates determined, and who made the decision?</p>	<p>The OPCC can confirm that there is some held in relation to your request.</p> <p>1. There has been no change in role, however the title of the role was changed to Chief Executive as of 1 July 2024.</p> <p>Please see attached.</p>

<p>3. When were the two new OPCC Directors (Strategy &amp; Performance and Service Delivery) officially appointed?</p> <p>4. Does the PCC have an in-house HR department, or does he use the force's HR department?</p> <p>5. The total increase in salaries and associated pension costs for the Chief Executive, Chief of Finance, and the two new Director posts is approximately £90K (or an extra 22.5% in related costs). Has this increase in senior salary costs been offset in any way against the 2023/24 PCC budget? If so, by how much?</p> <p>6. Has the increase in senior salary costs been fully budgeted in the 2024/25 PCC Budget?</p> <p>7. How will the senior salary increases be reflected in the next Budget Book?</p> <p>8. Have the PCC's External Auditors been informed of the significant increases in Chief Officer salary costs?</p> <p>9. Did the External Auditors express any opinions on these changes?</p> <p>10. According to the PCC's website, there are currently (as of 02.08.24) 45 OPCC staff members. Are there plans to increase this number, and if so, by how many? Where does the PCC expect these additional staff to be placed within the departments?</p>	<p>3. 1 July 2024</p> <p>4. The Thames Valley OPCC delegate HR responsibilities to TVP.</p> <p>5. No information held.</p> <p>6. No information held.</p> <p>7. No information held.</p> <p>8. No information held.</p> <p>9. No information held.</p> <p>10. No information held.</p>
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<p>11. Have the planned increases in staff been budgeted? How will this be reflected in the next Budget Book?</p> <p>12. When were the Police and Crime Panel Appointments hearing dates for both the current Chief of Staff (now Chief Executive) and Chief Finance Officer?</p>	<p>11. No information held.</p> <p>12. There was no hearing for the Chief Executive or Chief Finance Officer. The Police and Crime Panel had planned to hold a hearing on 24 June 2022 and 29 July 2022 however both of these were cancelled and alternative dates were not convened within the statutory timescales.</p> <p><b>Section 16:- Further advice &amp; assistance</b></p> <p>It must be noted that the FOI Act allows for the request and disclosure of information already held by an organisation at the time of the request being made. Whilst there is no information held in respect of 5, 6, 7, 10, 11 and 12 above, the OPCC wish to assist the requestor. As such, the Chief Executive and Chief Finance Officer have provided the following narrative.</p> <p>1. Both titles continue to apply to this role. The Chief Executive title has been used as the primary title since 1 July 2024 as it enables stronger engagement with partners as it clarifies that the Chief Executive is the most senior role within the OPCC.</p> <p>5. There were no additional rises to the Chief Executive or Chief Finance Officer salaries in the financial year 2023/24 and the Director roles were not yet in post.</p> <p>6+7. All salary changes will be fully reflected in the next Budget Book</p> <p>10. The OPCC is currently undergoing a restructure which has not yet concluded, and therefore any</p>
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	<p>increase in posts has not been determined.</p> <p>11. The OPCC restructure is ongoing and therefore any increase in posts has not been determined. All changes arising from the restructure will be reflected in the next Budget Book.</p> <p>12. When the Police and Crime Panel did not convene an alternative within the statutory timescales, the PCC continued with his intended appointment as he is entitled to do.</p>
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### Appeal Rights

If you are dissatisfied with the handling procedures or the decision made by the OPCC, you can lodge a request to have the decision reviewed within two months of the date of this response. Requests should be made in writing to; [PCC@thamesvalley.pnn.police.uk](mailto:PCC@thamesvalley.pnn.police.uk) or

Martin Thornley  
The Office of the PCC for Thames Valley  
The Farmhouse  
Thames Valley Police Headquarters  
Oxford Road  
Kidlington  
Oxfordshire  
OX5 2NX

If you require any further assistance, please do not hesitate to contact this office.

Yours sincerely

*Vicki Waskett*

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