**JOINT INDEPENDENT AUDIT COMMITTEE**
**29 NOVEMBER 2013**

| SUBJECT | **INDEPENDENT REVIEW OF POLICE AND COMMUNITY SUPPORT OFFICER (PCSO) REMUNERATION** |
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| REPORT BY | **FORCE CHIEF FINANCE OFFICER** |
| CONTACT OFFICER | **TONY TOMLINSON, FORCE CHIEF FINANCE OFFICER**<br>**TEL: 01522 558179** |
| **SUMMARY AND PURPOSE OF REPORT**<br><br>To present the findings of an Independent Review of the work carried out by the Force on the payments made to PCSO's for shifts and allowances. | |
| **RECOMMENDATION** | ***That the Report its findings and action plan are noted.*** |

## A. SUPPORTING INFORMATION

1. The Force undertook a review of PCSO shifts and allowances as part of a workstream to consult with PCSO's on shift patterns and responsibilities. This work identified a significant issue regarding the payment of shift allowances.

2. This was reported to the Resource Governance Board where a decision was taken that in order to ensure that there was an independent review of the circumstances, an organisation which had no previous connection with the Force Resource Management, HR and Payroll functions would be engaged to undertake a review of the issue.

3. It was therefore agreed that Audit Lincolnshire should be engaged for the review given their background and experience of dealing with complex Terms and Conditions of employment.

4. The report attached provides a summary of the circumstances, the findings of the review and an action plan for completion of the recommendations.

## B. FINANCIAL CONSIDERATIONS

The Audit Report identifies the estimated cost of the Liability incurred. This amount was identified as an issue as part of the closure of the

2012/13 Accounts and as such under Accounting rules a Provision was established from which the costs have been met.

## C. LEGAL AND HUMAN RIGHTS CONSIDERATIONS

Included within the Review.

## D. PERSONNEL, EQUAL OPPORTUNITIES AND DIVERSITY ISSUES (including any impact or issues relating to Children and Young People.)

Included within the Review.

## E. REVIEW ARRANGEMENTS

The issue is being monitored by the Resource Governance Board.

## F. RISK MANAGEMENT

Risks associated with the issue have been recorded in the appropriate Registers.

## G. PUBLIC ACCESS TO INFORMATION

Information in this report along with any supporting material is subject to the Freedom of Information Act 2000 and other legislation.