

**Freedom of Information Request:**

10 July 2024

Our ref: FOI 2124

**Request:**

Please can you:

1. Publish the Job Descriptions of the Chief Executive and Chief Finance Officer respectively.
2. Justify the significant increase in both salaries, highlighting why and where the roles are now different, and how they will make a difference to the communities of Thames Valley.
3. Publish the Job Descriptions of both of the new Director roles?
4. Fully detail the process by which the post holders were appointed to these new Director roles?
5. Justify the need for these posts and how they will make a difference to the communities of Thames Valley?

**Response:**

The OPCC can confirm that there is some held in relation to your request.

1. Please see the attached. Please note however that the CFO and CEO Job Descriptions are being reviewed as the restructure continues, and will be finalised once the full structure of the organisation has been designed.
2. No information held. Please see below at Section 16 for further information.
3. Please see the attached.
4. No information held. Please see below at Section 16 for further information.
5. No information held. Please see below at Section 16 for further information.

**Section 16:- Further advice & assistance**

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 2, 4 and 5 above, the OPCC wish to assist the requestor. As such, the Chief Executive has provided the following narrative.

2. The CEO and CFO salaries have been increased to take account of market rates for these roles for the purpose of retention. Both salaries were set at a below-market rates when the current role holders were appointed in 2022. Both roles are statutory roles which every PCC must employ. The change of title from Chief of Staff to Chief Executive was to revert back to the Chief Executive title that had been in place prior to the 2022 appointment to take into account the numerous responsibilities the Chief Executive holds i.e. Monitoring Officer, Chief of Staff, Head of Paid Service.

4. The new director roles have been established as part of a restructure of the OPCC. The aim is to provide strategic leadership in relation to strategic planning, performance monitoring and service delivery, to ensure a high quality, adaptable, flexible, and sustainable support service enabling the PCC to effectively discharge his statutory responsibilities. The purpose of having the two new Directors in post is to lead on the day to day strategic and tactical delivery requirement to achieve the PCC’s Police and Crime Plan. This in turn will enable the Chief Executive to significantly increase engagement with both the community and Senior Leaders within Partner Organisations to ensure effective working across the Criminal Justice and wider systems to break down barriers to meeting communities needs in relation to the Police and Crime Plan. In depth scrutiny is also being undertaken by Chief Executive around the work being done at a senior level within TVP to increase communities confidence in the service they receive.

5. In terms of recruitment processes for the two new Director posts; this was conducted within the HR policies and procedures relating to an organisational restructure, which is ongoing within the remaining levels of the organisation. Therefore, the posts were recruited from an internal workforce pool who were placed at risk of redundancy.