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The cost of Police Authorities versus the Offices of Police and Crime Commissioners

In November 2012 the first ever Police and Crime Commissioner (PCC) elections took place in 41 areas of England and Wales. The purpose of creating PCCs was to introduce greater accountability to the police but the elections had the lowest ever recorded national electoral turnout of just 14.1 per cent¹.

Now that the PCCs have been in existence for an entire financial year, it is possible to do a direct comparison of the costs of the Office of the Police and Crime Commissioner (OPCC) with the Police Authorities (PA) which they replaced.

A comparison has been done for the total office costs and total remuneration costs. Total OPCC costs have also been compared to the size of the electorate which the PCC serves. This shows the relative cost of the Office of the PCC.

This research note also examines to what extent the office of the PCC is being used to promote the interests of the PCC. To do this, the TaxPayers' Alliance has compiled a list of all employees of the Police and Crime Commissioner and counted all staff whose role is to manage the public perception of the OPCC.

The key findings of this research are:

- Total spending across all OPCCs in 2013-14 was **£52 million**.
 - Equivalent to the starting pay of over **2,200** Constables².
- Total spending across all PAs in 2010-11 was **£54 million**.
- **18** of the 41 OPCCs spent more in 2013-14 than the PA did in 2010-11 – **23** spent less.
- On average, OPCCs spent **£46,638** less in 2013-14 than the PA did in 2010-11 – a **five per cent** decrease.
 - Hampshire OPCC spent **£1,798,000** more in 2013-14 than the PA did in 2010-11 - a **107 per cent** increase.
 - Northumbria OPCC spent **£2,912,046** less in 2013-14 than the PA did in 2010-11 - a **69 per cent** decrease.

- **20 OPCCs** had larger total remuneration costs in 2013-14 than the PA had in 2010-11³
- On average, total remuneration costs for OPCCs was **£36,873** higher in 2013-14 than for the PA in 2010-11 – a **14.7 per cent** increase.
 - Durham OPCC's total remuneration costs were **£668,000** lower in 2013-14 than the PA's in 2010-11 – a **75 per cent** decrease.
 - Norfolk OPCC's total remuneration costs were **£469,597** higher in 2013-14 than the PA's in 2010-11 - a **90 per cent** increase.
- **30** OPCCs had a higher proportion of total spending on remuneration in 2013-14 than the PA in 2010-11.
 - In 2010-11, total remuneration was, on average, **56.3 per cent** of total PA costs.
 - In 2013-14, total remuneration was, on average, **61.8 per cent** of total OPCC costs.
 - Cheshire OPCC's total remuneration costs in 2013-14 were **86 per cent** of total office costs – the most of any OPCC.
 - Durham OPCC's total remuneration costs in 2013-14 **were 20 per cent** of total office costs – the least of any OPCC.
- On average, OPCCs spent **£1,597** per 1,000 members of the electorate in 2013-14.
- Cambridgeshire OPCC spent **£2,979** per 1,000 members of the electorate in 2013-14 – the most of any OPCC.
- Thames Valley OPCC spent **£624** per 1,000 members of the electorate in 2013-14 – the least of any OPCC.
 - If all OPCCs had the same cost/member of the electorate ratio as Thames Valley, the savings would be over **£29 million**.
- There were **732** OPCC staff members including full time, part time and secondees⁴.
 - Northamptonshire OPCC had **37** staff - the most of any OPCC.
 - Humberside OPCC had **9** staff – the fewest of any OPCC.
- There were **94** staff to manage the perception of the OPCCs.
 - **4** OPCCs had no staff to promote the OPCC: Cheshire, Cleveland, North Wales and Nottinghamshire.

- Devon and Cornwall OPCC and West Midlands OPCC both had **7** staff whose role is to promote the OPCC

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Sources and Methodology

- Most data was collected using freedom of information requests.
- In a small number of cases, where the freedom of information request was refused or the information was unavailable, the relevant Police Authority or Police and Crime Commissioner's annual statement of accounts was used to extract data.
- The requests were for:
 - *The total cost of the Police and Crime Commissioner's office for the financial years 2012-13 and 2013-14.*
 - *The total cost of the Police Authority body replaced by the Police and Crime Commissioner in the financial years 2010-11 and 2011-12.*
 - *The total remuneration bill for the financial years 2012-13 and 2013-14 (remuneration should be taken to mean pay, pension contributions, bonuses and any other benefits in kind).*
 - *The total remuneration bill for the Police Authority body replaced by the Police and Crime Commissioner in the financial years 2010-11 and 2011-12*
- Data on staffing and job titles was retrieved from the websites of the OPCCs in May 2015.
 - Certain 'trigger' words and phrases within job titles were used to ascertain whether a role was to promote the perception of the OPCC.
 - These included: Media, Public Affairs, Communications, Engagement, PR, Public Contact, Press Secretary, Community Relations, Public Response, External Relations.
- For consistency, all staff members irrespective of whether they are full-time employees, part-time employees, secondments or staff shared with the constabulary, have been counted as a single member of staff.
- Electoral roll data was retrieved from the Electoral Commission's website⁵.
- Savings were calculated by subtracting the inferred spend per member of the electorate from the 2013-14 total office cost.
- All spending is in nominal terms.

Table 1: The change in the total office costs for the Police Authority in 2010-11 to the Office of the Police and Crime Commissioner in 2013-14.

OPCC	Increase (decrease) in Budget £	Increase (decrease) in Budget %
	2010-11 to 2013-14	2010-11 to 2013-14
Avon and Somerset	227,000	19.1
Bedfordshire	(124,020)	(13.8)
Cambridgeshire	951,000	113.8
Cheshire	1,000	0.1
Cleveland	(428,174)	(34.9)
Cumbria	59,000	7.1
Derbyshire	43,800	4.7
Devon and Cornwall	420,000	27.8
Dorset	931,000	143.0
Durham	(112,000)	(9.2)
Dyfed Powys	20,000	2.3
Essex	(159,000)	(12.9)
Gloucestershire	(142,293)	(15.4)
Greater Manchester	(510,000)	(17.3)
Gwent	179,671	22.6
Hampshire	1,798,000	106.8
Hertfordshire	(102,000)	(10.9)
Humberside	(184,000)	(13.1)
Kent	(264,294)	(17.1)
Lancashire	(160,904)	(9.1)
Leicestershire	306,000	38.3
Lincolnshire	(170,323)	(17.2)
Merseyside	(796,000)	(39.9)
Norfolk	17,105	1.3
North Wales	(88,124)	(10.8)
North Yorkshire	412,474	32.4

PCC	Increase (decrease) in Budget £	Increase (decrease) in Budget %
	2010-11 to 2013-14	2010-11 to 2013-14
Northamptonshire	300,346	36.6
Northumbria	(2,912,046)	(68.8)
Nottinghamshire	(400,000)	(26.7)
South Wales	19,000	2.1
South Yorkshire	(373,000)	(15.7)
Staffordshire	311,119	41.9
Suffolk	(56,951)	(5.6)
Surrey	651,351	62.1
Sussex	(195,000)	(14.1)
Thames Valley	(711,325)	(40.2)
Warwickshire	(67,265)	(7.4)
West Mercia	100,000	8.3
West Midlands	(200,000)	(10.5)
West Yorkshire	(363,000)	(20.0)
Wiltshire	(140,289)	(16.2)
Average	46,638	5.4

Table 2: The change in the total remuneration costs for the Police Authority in 2010-11 to the Office of the Police and Crime Commissioner in 2013-14.

OPCC	Increase (decrease) in total remuneration £	Increase (decrease) in total remuneration %	Notes
	2010-11 to 2013-14	2010-11 to 2013-14	
Avon and Somerset	350,000	68.6	
Bedfordshire	(59,821)	(10.1)	
Cambridgeshire	-3,000)	-0.5	
Cheshire	65,000	10.6	
Cleveland	(142,977)	(20.1)	
Cumbria	(10,795)	(2.0)	
Derbyshire	106,200	17.8	
Devon and Cornwall	272,000	32.1	
Dorset	N/A	N/A	No Data Supplied
Durham	(668,000)	(75.5)	
Dyfed Powys	279,000	82.1	
Essex	160,000	27.8	
Gloucestershire	10,902	2.2	
Greater Manchester	(280,000)	(13.0)	
Gwent	260,815	42.4	
Hampshire	198,442	28.4	
Hertfordshire	(21,000)	(3.3)	
Humberside	(45,088)	(5.2)	
Kent	72,201	13.1	
Lancashire	(56,167)	(6.5)	
Leicestershire	239,000	81.6	
Lincolnshire	172,469	46.1	
Merseyside	(463,000)	(38.8)	
Norfolk	469,597	90.3	

PCC	Increase (decrease) in total remuneration £	Increase (decrease) in total remuneration %	Notes
	2010-11 to 2013-14	2010-11 to 2013-14	
North Wales	38,204	7.3	
North Yorkshire	(224,129)	(28.3)	
Northamptonshire	371,071	78.2	
Northumbria	N/A	N/A	2010-11 data not available
Nottinghamshire	(39,650)	(5.7)	
South Wales	42,000	5.9	
South Yorkshire	N/A	N/A	2013-14 data not available
Staffordshire	175,407	31.2	
Suffolk	(65,121)	(8.8)	
Surrey	(27,244)	(3.7)	
Sussex	204,000	40.1	
Thames Valley	(263,898)	(25.5)	
Warwickshire	146,511	57.3	
West Mercia	200,000	50.0	
West Midlands	(6,600)	(0.7)	
West Yorkshire	(16,292)	(1.3)	
Wiltshire	(38,882)	(6.7)	
Average	36,873	14.7	

Table 3: The remuneration budget as a percentage of total costs for the Police Authority in 2010-11 and the Office of the Police and Crime Commissioner in 2013-14.

PCC	Remuneration as a percentage of total spend	Remuneration as a percentage of total spend	Percentage point increase (decrease) 2010-11 to 2013-14
	2010-11	2013-14	
Avon and Somerset	42.9	60.7	17.8
Bedfordshire	66.4	69.3	2.9
Cambridgeshire	66.5	30.9	(35.6)
Cheshire	78.1	86.3	8.2
Cleveland	57.8	70.8	13.1
Cumbria	65.6	60.1	(5.6)
Derbyshire	64.5	72.5	8.0
Devon and Cornwall	56.0	57.9	1.9
Dorset	No Data	No Data	N/A
Durham	72.8	19.7	(53.2)
Dyfed Powys	38.3	68.2	29.9
Essex	46.7	68.5	21.8
Gloucestershire	54.4	65.7	11.3
Greater Manchester	73.2	77.0	3.8
Gwent	77.4	89.8	12.5
Hampshire	41.4	25.7	(15.7)
Hertfordshire	68.5	74.3	5.9
Humberside	62.0	67.6	5.6
Kent	35.6	48.5	12.9
Lancashire	48.9	50.4	1.4
Leicestershire	36.7	48.1	11.5
Lincolnshire	37.8	66.7	28.9
Merseyside	59.9	61.1	1.2

PCC	Remuneration as a percentage of total spend	Remuneration as a percentage of total spend	Percentage point increase (decrease)
	2010-11	2013-14	2010-11 to 2013-14
Norfolk	38.4	72.2	33.8
North Wales	64.0	76.9	12.9
North Yorkshire	62.1	33.7	(28.5)
Northamptonshire	57.8	75.4	17.6
Northumbria	No Data	51.0	N/A
Nottinghamshire	46.1	59.3	13.2
South Wales	78.3	81.2	2.9
South Yorkshire	40.0	No Data	N/A
Staffordshire	75.7	70.0	(5.7)
Suffolk	73.7	71.3	(2.4)
Surrey	69.4	41.2	(28.2)
Sussex	36.8	59.9	23.2
Thames Valley	58.5	72.8	14.4
Warwickshire	28.2	47.9	19.7
West Mercia	33.3	46.2	12.8
West Midlands	48.9	54.3	5.4
West Yorkshire	67.0	82.7	15.6
Wiltshire	67.6	75.3	7.7
Average	56.3	61.8	5.3

Table 4: The total cost of the Office of the Police and Crime Commissioner in 2013-14 per member of the 2012 electorate from the 2012 elections and implied savings if they spent like the lowest spending OPCC.

Rank	OPCC	PCC	Spend per 1000 members of the Electorate (£) 2013-14	Implied 2013-14 saving if OPCCs spent like Thames valley
1	Cambridgeshire	Graham Bright	2,979	1,412,815
2	North Yorkshire	Julia Mulligan	2,725	1,300,707
3	Dorset	Martyn Underhill	2,689	1,215,008
4	Hampshire	Simon Hayes	2,403	2,577,575
5	Gwent	Ian Johnston	2,297	710,230
6	Dyfed Powys	Christopher Salmon	2,297	660,754
7	Cumbria	Richard Rhodes	2,274	647,312
8	Durham	Ron Hogg	2,267	799,468
9	Northamptonshire	Adam Simmonds	2,125	792,400
10	Norfolk	Stephen Bett	2,046	953,022
11	South Yorkshire	Alan Billings	2,014	1,385,515
12	Surrey	Kevin Hurley	1,983	1,165,229
13	Warwickshire	Ron Ball	1,983	575,873
14	Cleveland	Barry Coppinger	1,908	538,401
15	Humberside	Matthew Grove	1,748	785,306
16	Suffolk	Tim Passmore	1,721	606,542
17	Bedfordshire	Oliver Martins	1,668	483,304
18	Gloucestershire	Martin Surl	1,649	484,509
19	Lincolnshire	Alan Hardwick	1,497	478,224
20	Devon and Cornwall	Tony Hogg	1,486	1,121,546
21	Lancashire	Clive Grunshaw	1,435	905,595
22	Leicestershire	Clive Loader	1,422	620,351
23	Wiltshire	Angus Macpherson	1,408	403,996

Rank	OPCC	PCC	Spend per 1000 members of the Electorate (£) 2013-14	Implied 2013-14 saving if OPCCs spent like Thames valley
24	North Wales	Winston Roddick	1,395	404,428
25	West Mercia	Bill Longmore	1,374	709,774
26	Nottinghamshire	Paddy Tipping	1,359	595,015
27	Staffordshire	Matthew Ellis	1,242	524,329
28	Derbyshire	Alan Charles	1,235	480,671
29	Greater Manchester	Tony Lloyd	1,217	1,189,721
30	Northumbria	Vera Baird	1,213	640,598
31	Merseyside	Jane Kennedy	1,180	564,402
32	Avon and Somerset	Sue Mountstevens	1,137	639,786
33	Kent	Ann Barnes	1,002	484,972
34	Cheshire	John Dwyer	990	289,805
35	Hertfordshire	David Lloyd	982	302,751
36	Sussex	Katy Bourne	964	420,188
37	South Wales	Alun Michael	951	317,572
38	West Yorkshire	Mark Burns-Williamson	904	451,001
39	West Midlands	David Jamieson	853	456,262
40	Essex	Nicholas Alston	817	253,765
41	Thames Valley	Anthony Stansfeld	624	N/A
	Average		1,597	
	Total			29,348,722

Table 5: Staff in OPCCs and the number of staff whose role is to promote the OPCC. For example those with job titles including the words and phrases such as Media, Public Affairs, Communications.

Area	Total Staff	Staff to promote the OPCC	Notes
Avon and Somerset	19	4	
Bedfordshire	14	3	
Cambridgeshire	18	2	
Cheshire	13	0	
Cleveland	14	1	
Cumbria	18	2	
Derbyshire	15	2	
Devon and Cornwall	32	7	
Dorset	15	4	
Durham	12	2	
Dyfed Powys	17	1	
Essex	15	3	
Gloucestershire	18	4	
Greater Manchester	31	4	
Gwent	14	2	
Hampshire	15	1	
Hertfordshire	20	2	
Humberside	9	1	
Kent	20	3	
Lancashire	19	2	
Leicestershire	19	1	
Lincolnshire	10	1	
Merseyside	18	3	
Norfolk	17	3	
North Wales	12	0	
North Yorkshire	11	2	
Northamptonshire	37	N/A	Not broken down by job title
Northumbria	14	1	
Nottinghamshire	12	0	
South Wales	18	2	
South Yorkshire	21	4	
Staffordshire	21	4	

Area	Total Staff	Staff to promote the OPCC	Notes
Suffolk	11	2	
Surrey	19	3	
Sussex	17	3	
Thames Valley	19	2	
Warwickshire	15	1	
West Mercia	17	2	
West Midlands	33	7	
West Yorkshire	30	1	
Wiltshire	13	2	
Total	732	94	

Table 6: Office and remuneration costs for Police Authorities in 2010-11 and 2011-12.

Area	Police Authorities				Notes
	Total Cost (£)		Remuneration Spending (£)		
	2010-2011	2011-2012	2010-2011	2011-2012	
Avon and Somerset	1,190,000	1,260,000	510,000	595,000	
Bedfordshire	896,014	786,109	594,512	557,145	
Cambridgeshire	836,000	839,000	556,000	563,000	
Cheshire	782,000	738,000	611,000	611,000	
Cleveland	1,228,174	1,067,931	709,581	671,419	
Cumbria	833,000	806,000	546,836	541,917	
Derbyshire	927,400	918,300	598,300	616,900	
Devon and Cornwall	1,513,000	1,505,000	848,000	948,000	
Dorset	651,000	614,000	N/A	N/A	Remuneration not supplied
Durham	1,215,000	1,215,000	885,000	795,000	
Dyfed Powys	887,000	944,000	340,000	373,000	
Essex	1,232,000	1,191,000	575,000	588,000	
Gloucestershire	921,449	841,544	501,065	482,275	
Greater Manchester	2,950,000	2,950,000	2,160,000	2,040,000	
Gwent	795,250	793,828	615,128	623,146	
Hampshire	1,683,000	1,464,000	697,558	730,255	
Hertfordshire	932,000	875,000	638,000	596,000	

Area	Police Authorities				Notes
	Total Cost (£)		Remuneration Spending (£)		
	2010-2011	2011-2012	2010-2011	2011-2012	
Humberside	1,405,000	1,518,000	870,718	866,352	
Kent	1,548,895	1,287,428	550,918	542,649	
Lancashire	1,762,988	1,714,879	862,916	844,668	
Leicestershire	799,000	728,000	293,000	293,000	
Lincolnshire	990,265	884,174	374,029	400,115	
Merseyside	1,993,000	1,940,000	1,194,000	1,186,000	
Norfolk	1,353,746	1,262,949	519,779	497,452	
North Wales	819,555	731,431	524,612	523,181	
North Yorkshire	1,274,386	1,015,332	791,950	756,760	
Northamptonshire	821,370	694,599	474,461	468,026	
Northumbria	4,230,799	3,457,116	N/A	1,399,000	2010-11 wage details not supplied
Nottinghamshire	1,500,000	1,200,000	691,641	654,912	
South Wales	903,000	922,000	707,000	725,000	
South Yorkshire	2,380,000	2,225,000	952,914	854,993	
Staffordshire	742,320	677,883	561,660	562,205	
Suffolk	1,008,260	978,383	743,019	750,255	

Area	Police Authorities				Notes
	Total Cost (£)		Remuneration Spending (£)		
	2010-2011	2011-2012	2010-2011	2011-2012	
Surrey	1,048,649	969,364	727,244	709,064	
Sussex	1,385,000	1,186,000	509,000	425,000	
Thames Valley	1,770,458	1,464,139	1,035,224	889,603	
Warwickshire	907,404	773,926	255,905	277,140	
West Mercia	1,200,000	1,300,000	400,000	400,000	
West Midlands	1,900,000	1,800,000	928,900	885,500	
West Yorkshire	1,818,000	1,681,000	1,218,867	1,204,861	
Wiltshire	865,427	921,383	584,623	596,681	
Total	53,899,809	50,141,698	27,158,360	28,044,474	

Table 7: Office and remuneration costs of the Police and Crime Commissioner for 2012-13 and 2013-14.

Area	Police and Crime Commissioner's Office				Notes
	Total Cost (£)		Remuneration Spending (£)		
	2012-2013	2013-2014	2012-2013	2013-2014	
Avon and Somerset	1,419,000	1,417,000	730,000	860,000	
Bedfordshire	779,708	771,995	550,005	534,691	
Cambridgeshire	1,048,000	1,787,000	700,000	553,000	
Cheshire	274,000	783,000	212,000	676,000	
Cleveland	1,090,424	800,000	628,467	566,604	
Cumbria	938,000	892,000	537,120	536,041	
Derbyshire	1,071,300	971,200	777,200	704,500	
Devon and Cornwall	1,673,000	1,933,000	938,040	1,120,000	
Dorset	733,000	1,582,000	N/A	N/A	Wage details not supplied
Durham	1,203,000	1,103,000	338,000	217,000	
Dyfed Powys	790,000	907,000	377,000	619,000	
Essex	1,063,000	1,073,000	496,000	735,000	
Gloucestershire	1,025,652	779,156	472,569	511,967	
Greater Manchester	2,460,000	2,440,000	1,970,000	1,880,000	
Gwent	808,022	974,921	624,123	875,943	

Area	Police and Crime Commissioner's Office				Notes
	Total Cost (£)		Remuneration Spending (£)		
	2012-2013	2013-2014	2012-2013	2013-2014	
Hampshire	1,632,000	3,481,000	513,009	896,000	
Hertfordshire	830,000	830,000	617,000	617,000	
Humberside	1,434,000	1,221,000	818,272	825,630	
Kent	1,289,234	1,284,601	548,200	623,119	
Lancashire	1,664,916	1,602,084	951,869	806,749	
Leicestershire	1,122,000	1,105,000	288,000	532,000	Remuneration doesn't include the PCC
Lincolnshire	859,734	819,942	471,358	546,498	
Merseyside	2,141,000	1,197,000	1,221,000	731,000	
Norfolk	560,281	1,370,851	234,022	989,376	2012-13 figures are from November 2013 to YE 2014
North Wales	731,431	731,431	529,941	562,816	
North Yorkshire	1,080,000	1,686,860	602,912	567,821	
Northamptonshire	357,536	1,121,716	287,536	845,532	2012-13 figures are from November 2013 to YE 2014
Northumbria	3,368,805	1,318,753	1,498,311	672,576	
Nottinghamshire	1,250,000	1,100,000	490,882	651,991	
South Wales	N/A	922,000	N/A	749,000	2012-13 data was not available
South Yorkshire	1,976,000	2,007,000	1,024,076	N/A	2013-14 wage details not supplied

Area	Police and Crime Commissioner's Office				Notes
	Total Cost (£)		Remuneration Spending (£)		
	2012-2013	2013-2014	2012-2013	2013-2014	
Staffordshire	611,611	1,053,439	512,963	737,067	
Suffolk	959,411	951,309	737,786	677,898	
Surrey	1,200,000	1,700,000	653,984	700,000	
Sussex	1,317,000	1,190,000	507,000	713,000	
Thames Valley	1,275,958	1,059,133	820,397	771,326	
Warwickshire	172,939	840,139	303,797	402,416	2012-13 total cost is from November 2013 to YE 2014
West Mercia	1,300,000	1,300,000	600,000	600,000	
West Midlands	1,700,000	1,700,000	910,100	922,300	
West Yorkshire	1,644,000	1,455,000	1,236,523	1,202,575	
Wiltshire	812,838	725,138	612,241	545,742	
Total	47,666,800	51,987,667	26,371,703	28,279,177	

Notes and sources

1: House of Commons Library, Police and Crime Commissioner Elections, 2012, Research Paper 12/73

2: Metropolitan Police Service starting pay (excluding London allowances)
<http://content.met.police.uk/Article/Pay--Benefits/1300003219583/1300003219583>

3: There are three OPCCs for which remuneration data was not available

4: 1: As of May 2015

5: Electoral Commission website, Accessed May 2015
<http://www.electoralcommission.org.uk/our-work/our-research/electoral-data>