

# Dyfed-Powys Police Authority

## Transition to police and crime commissioners

### About this review

On 15 November 2012 the first elections outside London for police and crime commissioners (PCCs) will be held across England and Wales. PCCs will hold chief constables to account for policing in their force area on behalf of the public. New police and crime panels will scrutinise the actions and decisions of each PCC and make sure information is available for the public, enabling them to hold the PCC to account. Police authorities will cease to exist.

During early summer 2012<sup>1</sup>, Her Majesty's Inspectorate of Constabulary (HMIC) assessed how police authorities are preparing for this change. We examined their transition plans and visited every authority to ask:

- Is the police authority ensuring business as usual until November 2012?
- Has the police authority got a plan for managing the transition to PCCs?
- Are arrangements in place to secure a seamless handover to PCCs?
- Are other stakeholders properly involved in the transition process?

This report summarises what we found in Dyfed-Powys. A thematic report, *Preparing for Police and Crime Commissioners*, is available from [www.hmic.gov.uk](http://www.hmic.gov.uk)

## Findings

### Summary

Dyfed-Powys Police Authority has already put in place sound plans for managing the handover to PCCs. These include ensuring partners are involved in the transition through regular meetings, and communicating with the public to ensure they are aware of what the changes will mean to them.

A business as usual approach has been adopted in the run-up to the elections, helped by planning on an all-Wales basis (to ensure Welsh Government priorities are recognised). A detailed handover report ('legacy statement') and draft police and crime plan is being prepared, which will help the PCC to operate effectively from day one. Recent local elections have seen the majority of the police authority members remain in post; they will maintain the focus on current priorities and transition plans.

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<sup>1</sup> Meetings with police authorities took place between April and June.

Police authority members are to be commended for their continuing commitment and professionalism.

### ***Ensuring business as usual until November 2012***

The police authority is fully committed to providing strong leadership and governance until November, with senior police officers being held to account for specific areas of work that relate to performance measures that support the delivery of the policing priorities.

The authority is still taking important decisions around collaboration and workforce management (rather than choosing to delay these until the new PCC is in post). HMIC also found evidence of innovation: for instance, there is now a combined firearms team with Gwent and South Wales police forces.

### ***Plans for managing the transition to PCCs***

Dyfed-Powys has a clear transition plan. It is managed through an established joint transition board, co-chaired by the chief constable and the chief executive of the police authority. Partners have been kept informed through information-sharing seminars; attendance at these has been good. A partnership working group is in place to engage with partners and options for further engagement are being continually explored.

Key risks to transition have been identified, and action taken to reduce them. In particular, there is evidence that the authority is considering how any risks might affect local communities.

### ***Arrangements to secure a seamless handover to PCCs***

It is important that the incoming PCC is able to work effectively from day one. It will be for them to decide how they wish to run their office, hold the force to account and engage with the public to identify local priorities. However, the authority is putting together a number of options for the PCC to consider around governance.

Dyfed-Powys police authority shares knowledge and expertise with all Welsh forces and is involved at an all-Wales and national level to ensure that, financial plans and reports are detailed and in line with legal requirements. Arrangements for the office of the PCC and early diary planning are in hand, which should help to ensure a smooth transition. HMIC will follow the progress of this work through the summer.

### ***How stakeholders are involved in the transition process***

The police authority has placed a strong emphasis on engaging with other partners (such as local authorities, criminal justice agencies and the voluntary sector). Plans for briefing prospective PCC candidates are transparent and are shared with staff to ensure a consistent approach.

### **Next steps**

HMIC will continue to monitor the transition to PCCs, with a focus on the arrangements that will enable PCCs to work effectively from day one.