

# Hertfordshire 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 Hertfordshire. A thematic report, *Preparing for Police and Crime Commissioners*, is available from [www.hmic.gov.uk](http://www.hmic.gov.uk)

## Findings

### Summary

Hertfordshire Police Authority has already put in place sound plans for managing the handover to PCCs. These include ensuring partners, for example local councils, are involved in the transition and making the public aware of what the changes will mean to them.

The police authority remains fully committed to ensuring business as usual and has identified the key decisions that need to be made between now and November. The police authority has already begun to develop some options for how the PCC might operate from day one although these are yet to be fully developed.

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

---

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

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

Police authority members are absolutely committed to ensuring that business as usual is maintained until November, and they are to be commended for this. Internal committee structures have been streamlined in order to balance business as usual and transition planning. Key decisions that have to be made in the next few months have been clearly identified and include expanding collaboration within the strategic alliance with Bedfordshire Police and Cambridgeshire Constabulary.

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

Hertfordshire has a clear transition plan which is being managed through an established transition board. The board includes both police authority and force representatives. Partners have been kept well informed through separate information sharing seminars which have been well attended.

Key risks have been identified with evidence of action taken to mitigate these. Clear links have been made between the risks and how these might affect the handover process. While the capacity of the police authority staff has reduced, arrangements have been put in place to bolster this through the secondment of a police officer from the force.

### ***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. A preferred governance option is being developed although alternative options will be available should the PCC require them. The development of options is at an early stage. HMIC will follow the progress of this work through the summer.

Plans for briefing prospective PCC candidates are transparent and are being shared with staff to ensure a consistent approach.

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

The police authority places a strong emphasis on engaging with other partners. These include those who have an interest in crime, community safety and the new policing landscape such as local authorities, criminal justice agencies and the voluntary sector.

### ***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.