

Office of the Northamptonshire Police, Fire and Crime Commissioner – Staff Structure

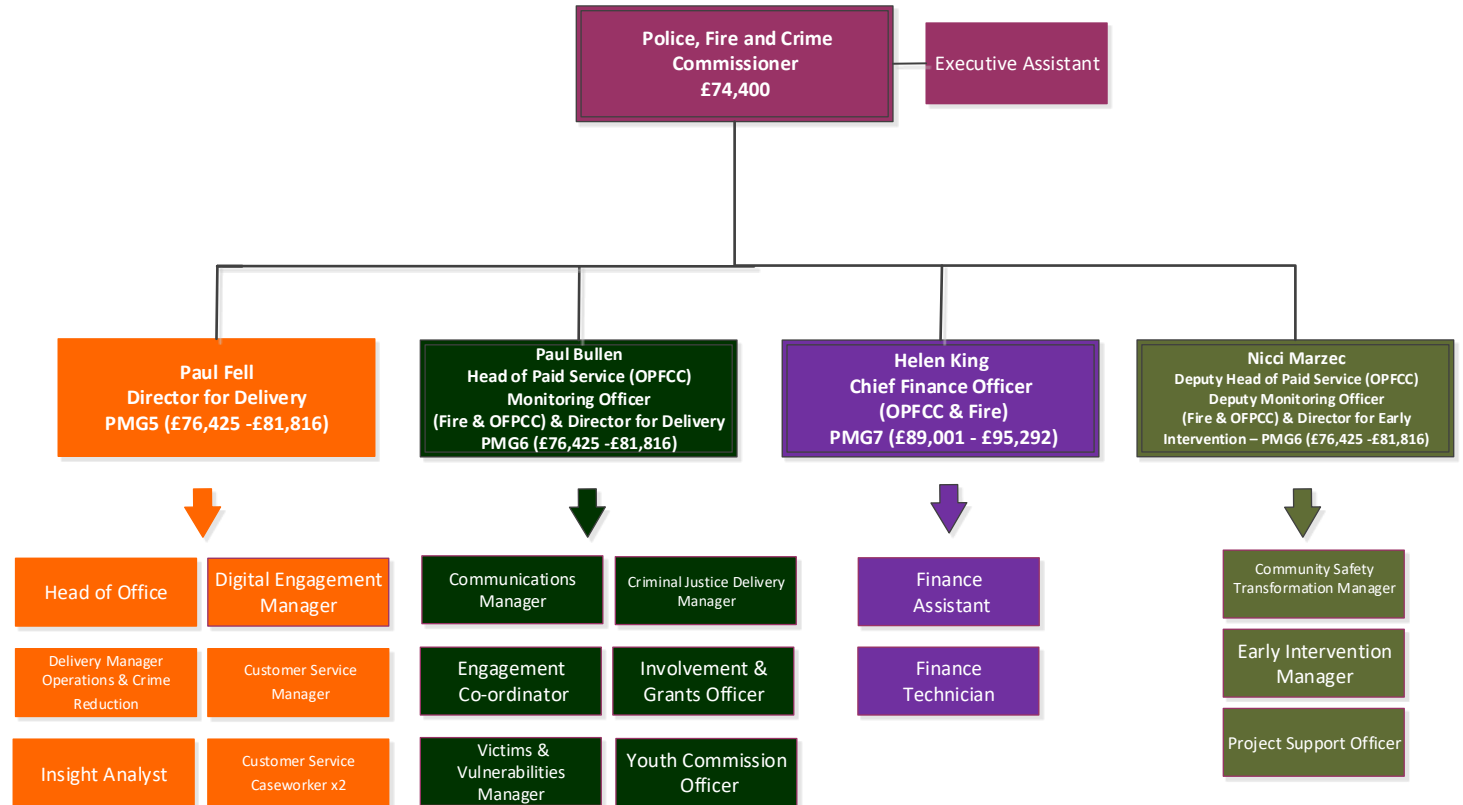
Northamptonshire Police



The Northamptonshire Commissioner Fire & Rescue Authority

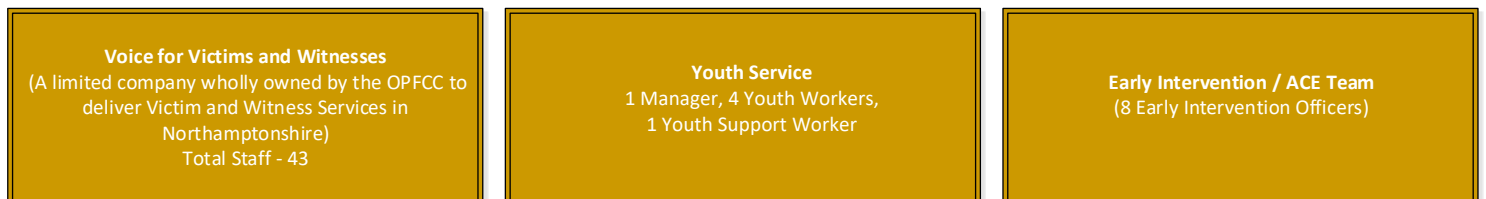


Office of the Northamptonshire Police, Fire and Crime Commissioner



Simon Clifford - On Secondment to the Police ICT Company

OPFCC Delivery Teams



OPFCC Staff information

- The core office of Northamptonshire Police, Fire and Crime Commissioner employs 23 people and as the PFCC is the fire authority as well as the police governance authority, staff are needed to manage that responsibility. The Office of the Northamptonshire Police, Fire and Crime Commissioner has also taken on a greater role under the Government's changes to the police complaints system therefore, three members of staff have been employed to deliver this important responsibility.
 - Ensuring that Northamptonshire Police is better funded and fighting for more resources for the Force has been a priority for the PFCC. Through the council tax, the PFCC pledged to recruit 83 extra officers to increase the establishment of the force and now with the promise of additional Government funding, Northamptonshire Police is on course to have the largest number of officers it has ever had. The PFCC also enabled the fire service to invest in recruitment and grow the establishment by 12 firefighters.
 - But demand, particularly in Northamptonshire, which is one of the fastest growing counties in the country, will continue to outstrip the number of officers and it was felt important to put measures in place to turn off the tap and prevent young people becoming involved in crime or victims of crime in the first place.
 - For that reason, the PFCC has chosen to create and directly employ two teams to work with young people and families, rather than commission services from an outside provider. This is to ensure that they are flexible, focussed on demand and accountable for working with police and other key partners.
 - The Youth Team provides a detached youth service across the county, focussed on areas that have been identified because of a high level of reported anti-social behaviour and a high number of school exclusions. The Early Intervention Team works with families and young people in difficulties at an early stage to prevent their problems from escalating.
 - As at 31st January 2020, 33.59 FTE members of staff are employed by the OPFCC. This excludes the PFCC and staff seconded to other agencies. The OPFCC also provides governance support to Northamptonshire Fire and Rescue Service.
 - The proportion of staff who are women – 75.7%
 - The proportion of staff who are from an ethnic minority – 5.4%
 - The proportion of staff with a disability (within the meaning of section 6 of the Equality Act 2010 (a)) – 2.7%
- *The Elected Local Policing Bodies (Specified Information) Order 2011 specifies that all salaries that exceed £58,200 must be published. This includes salary details for senior staff who are employed by the Northamptonshire Commissioner Fire and Rescue Authority. Further details about NRFS staffing can be found [here](#).

Pay Scales for the OPCC

Pay Scales	
Scale 1	£15,638 - £16,479
Scale 2	£17,262 - £18,078
Scale 3	£18,486 - £19,704
Scale 4	£20,115 - £22,275
Scale 5	£22,668 - £24,759
Scale 6	£25,556 - £27,339
SO1	£29,229 - £32,004
SO2	£33,420 - £36,420
PMG1	£38,280 - £45,246
PMG2	£43,926 - £52,500
PMG3	£50,964 - £60,921
PMG4	£69,894 - £74,916
PMG5	£76,425 - £81,816
PMG6	£82,485 - £88,308
PMG7	£89,001 - £95,292

Information in relation to the duty of the Chief Constable of Northamptonshire to provide assistance to the Northamptonshire Police, Fire and Crime Commissioner

The Chief Constable of Northamptonshire Police assists the Northamptonshire Police, Fire and Crime Commissioner by making available resources delegated to the Force by the Commissioner.

These include:

- Estates, including the accommodation for the Northamptonshire Office for Policing and Crime;
- Information, Communication and Technology Services, including website hosting;
- Legal Services;
- Human Resources;
- Treasury management, finance and exchequer services;
- Legal Services;
- Organisation and Service Development, including planning functions;
- Corporate Services, including Design and Print Services;
- Learning and Development;
- Media, Communications and Marketing support;
- And other resources on which the office of the Police and Crime Commissioner may call upon from time to time.

Information in relation to the power of local authorities to provide administrative, professional or technical services to the Northamptonshire Police, Fire and Crime Commissioner:

N/A