

Police and Crime Commissioner for Gwent Decision	
PCCG-2017-004	Police and Crime Commissioner for Gwent Decision
Subject	Office of the Police and Crime Commissioner (OPCC) use of Policies and Procedures
Summary	To record the decision of the Police and Crime Commissioner regarding the OPCCs use of existing Policies and Procedures.

DECISION

1. Prior to the introduction of Police and Crime Commissioners in 2012, the four Police Authorities in Wales collectively produced a number of policies and procedures that the Commissioner in Gwent formally adopted in December 2012.
2. These all-Wales policies and procedures covered the following areas:
 - Anti-Fraud and Corruption;
 - Grievance;
 - Smoke Free;
 - Attendance Management;
 - Health and Safety;
 - Capability;
 - Equality and Human Rights;
 - Discipline;
 - Recruitment and Selection; and
 - Substance Misuse.
3. Where there are no separate policies and/or procedures in place covering the OPCC, the Gwent Police policies and/or procedures are automatically adopted and apply to all staff of the OPCC as well as to staff of Gwent Police.
4. There are currently a number of policies and procedures in place that we hold separately to Gwent Police. We have determined that due to the support we receive from the People Services department that the following OPCC specific policies and procedures will no longer be utilised and that the force documents will be adopted for use:
 - Capability Policy and Procedure;
 - Discipline Policy and Procedure;
 - Grievance Policy
 - Smoke Free Policy;
 - Substance Misuse Policy;
 - Health and Safety;
 - Attendance Management Policy and Procedure; and

- Recruitment and Selection Policy.

While any force policies and/or procedures that determine final decisions for various factors such as disciplinary/ill-health lay with the Chief Officers of Gwent Police, where they are adopted by the OPCC, these decisions will lie with the Chief Officers (Chief of Staff and/or Chief Finance Officer or relevant line manager) of the OPCC.

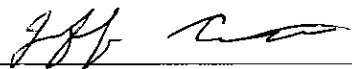
5. I approve the adoption of Gwent Police policies and/or procedures as stated above in replacement of the previous OPCC specific policies. I also agree to adopt Gwent Police policies and/or procedures where the OPCC do not have their own in situ.

Jeff Cuthbert, Police and Crime Commissioner for Gwent

I confirm I have considered whether or not I have any personal or prejudicial interest in this matter and take the proposed decision in compliance with my code of conduct. Any such interests are recorded below.

The above request has my approval.

Signed



Date

6/3/17

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Background papers	None