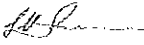



<b>DECISION NUMBER: PCCG-2013-083</b>	
<b><u>OFFICE OF POLICE AND CRIME COMMISSIONER</u></b>	
<b>TITLE:</b>	<b>Business Interests</b>
<b>DATE:</b>	<b>June 2013</b>
<b>TIMING:</b>	<b>Annual</b>
<b>PURPOSE:</b>	<b>For Monitoring</b>
<b>1.</b>	<b><u>RECOMMENDATION</u></b>
1.1	That the Commissioner monitors the Business Interest of the Force for the period June 2012 to June 2013
<b>2.</b>	<b><u>INTRODUCTION &amp; BACKGROUND</u></b>
2.1	The Police Regulations 2003 as amended by the Police (Amendment) (no.3) regulations 2012 require serving police officers to notify their chief officer, in writing, of business interests and/or additional occupations they have or propose to have , unless that business interest has been previously disclosed. This includes voluntary work. This procedure also applies to police staff and police support volunteers. Special Constables are dealt with in their own Regulations.
2.2	In Gwent, the current process requires personnel to make a written request for approval via their immediate supervisors and departmental heads who must comment on the suitability of the business interest aligned to their role, the likely impact of extra hours worked or conflict of interest and their performance and attendance. Provided there is no objection, intelligence checks are then carried out by the Professional Standards Dept. and an approval decision made by the Head of that department. Approval can be granted with, or without conditions. There is an appeal process for the applicant should approval be denied or there are objections to the conditions. Once approved, the Business Interest is reviewed every 12 months.
<b>3.</b>	<b><u>ISSUES FOR CONSIDERATION</u></b>
3.1	<p>This report is provided for monitoring. The annex will illustrate the current breakdown of Business Interest 'types' which have been approved and the numerical distribution of officers and staff engaged in these secondary and voluntary occupations. Details of the individuals and the businesses are also contained within the same table as separate 'tabs'.</p> <p>The number of officers and staff with business interests continues to grow (416 on the register for 2012- 2013) but trends remain constant, i.e. 33% relate to property rental or lease and the nearest significant 'type' is that of Sports and Leisure at 5.77%. Below that, 3.6% of all interests relate to voluntary work, the remaining individual 'types' of business interests categories all fall below 3% of the overall total.</p> <p>The volume of work generated for the PSD stands at an average of 12 new applications a month since April 2013 and is being monitored. Although</p>

	demand has increased, applications have been processed efficiently and with sufficient time for proper scrutiny by the Head of Department and consultation with People Services and line managers.
3.2	A review of the percentage of employees serving with the Territorial Army will be undertaken to ensure that there is no potential for any adverse impact on Gwent Police business continuity in the event of significant deployment of reservists.
<b>4.</b>	<b><u>NEXT STEPS</u></b>
4.1	Not Applicable
<b>5.</b>	<b><u>FINANCIAL CONSIDERATIONS</u></b>
5.1	Not applicable
<b>6.</b>	<b><u>PERSONNEL CONSIDERATIONS</u></b>
6.1	Personnel considerations are primary to the approval decision. Engaging in a secondary or voluntary occupation could have a negative impact on the total number of hours worked and thence on effectiveness and productivity in the employment by Gwent Police as well as on the health and well-being of the individual.
6.2	Equally important is the assessment of any potential for a conflict of interest for the individual and negative repercussions for the organisational security and reputation. Account is taken of the seniority, role and nature of the duties of the individual in reflecting on the nature of the work carried out and the public impact of their proposed business interest. The force procedure includes guidance on incompatible business interests and additional occupations.
<b>7.</b>	<b><u>LEGAL IMPLICATIONS</u></b>
7.1	Not applicable
<b>8.</b>	<b><u>EQUALITIES AND HUMAN RIGHTS CONSIDERATIONS</u></b>
8.1	The procedure has been checked for compliance with the Human Rights Act.
8.2	This project/proposal has been considered against the general duty to promote equality, as stipulated under the Single Equality Scheme and has been assessed not to discriminate against any particular group.
8.3	In preparing this report, consideration has been given to requirements of the Articles contained in the European Convention on Human Rights and the Human Rights Act 1998.
<b>9.</b>	<b><u>RISK</u></b>
9.1	The force is required to comply with the provisions of the Police Regulations and the Police Staff Terms and Conditions of Service in relation to Business Interests / Secondary Employment. Police Officer Business Interests are the subject of national press interest from time to time and there would be considerable risk to the reputation of Gwent Police if these matters were not managed and monitored correctly. Risk is also described in the context of

	personnel considerations above.
<b>10.</b>	<b><u>PUBLIC INTEREST</u></b>
10.1	Anonymised details of current Business Interests are provided by lawful requirement to the Police Service Publication Scheme.
<b>11.</b>	<b><u>CONTACT OFFICER</u></b>
11.1	T.Det. Supt. Ruth Price
<b>12.</b>	<b><u>ANNEXES</u></b>
12.1	Schedule of Business Interests June 2012- June 2013 separated into 'all details', by police officer, by police staff member, by 'type'.

For OPCC use only

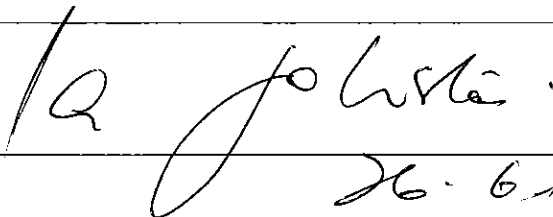
<b>Office of the Chief Constable</b>	
I confirm that the <b>Business Interests</b> report has been discussed and approved at a formal Chief Officers' meeting. It is now forwarded to the OPCC for approval.	
<b>Signature:</b> 	
<b>Date: 25/06/13</b>	
<b>Consultation:</b>	<b>Tick to confirm (if applicable)</b>
<b>Financial</b> The Treasurer has been consulted on this proposal.	√
<b>OPCC (insert name)</b> The Chief Executive has reviewed the request and is satisfied that it is correct and consistent with the PCC's plans and priorities.	√
<b>Legal</b> The legal team have been consulted on this proposal.	N/A
<b>Equalities</b> The Equalities Officer has been consulted on this proposal.	N/A
<b>Chief Executive/ Deputy Chief Executive:</b>  I have been consulted about the proposal and can confirm that financial, legal, equalities etc... advice has been taken into account in the preparation of this report.  I am satisfied that this is an appropriate report to be submitted to the Police and Crime Commissioner for Gwent.	
<b>Signature:</b> 	
<b>Date: 25/06/13</b>	

**Police and Crime Commissioner for Gwent**

I confirm that I have considered whether or not I have any personal or prejudicial interest in this matter and take the proposed decision in compliance with the Code of Conduct.

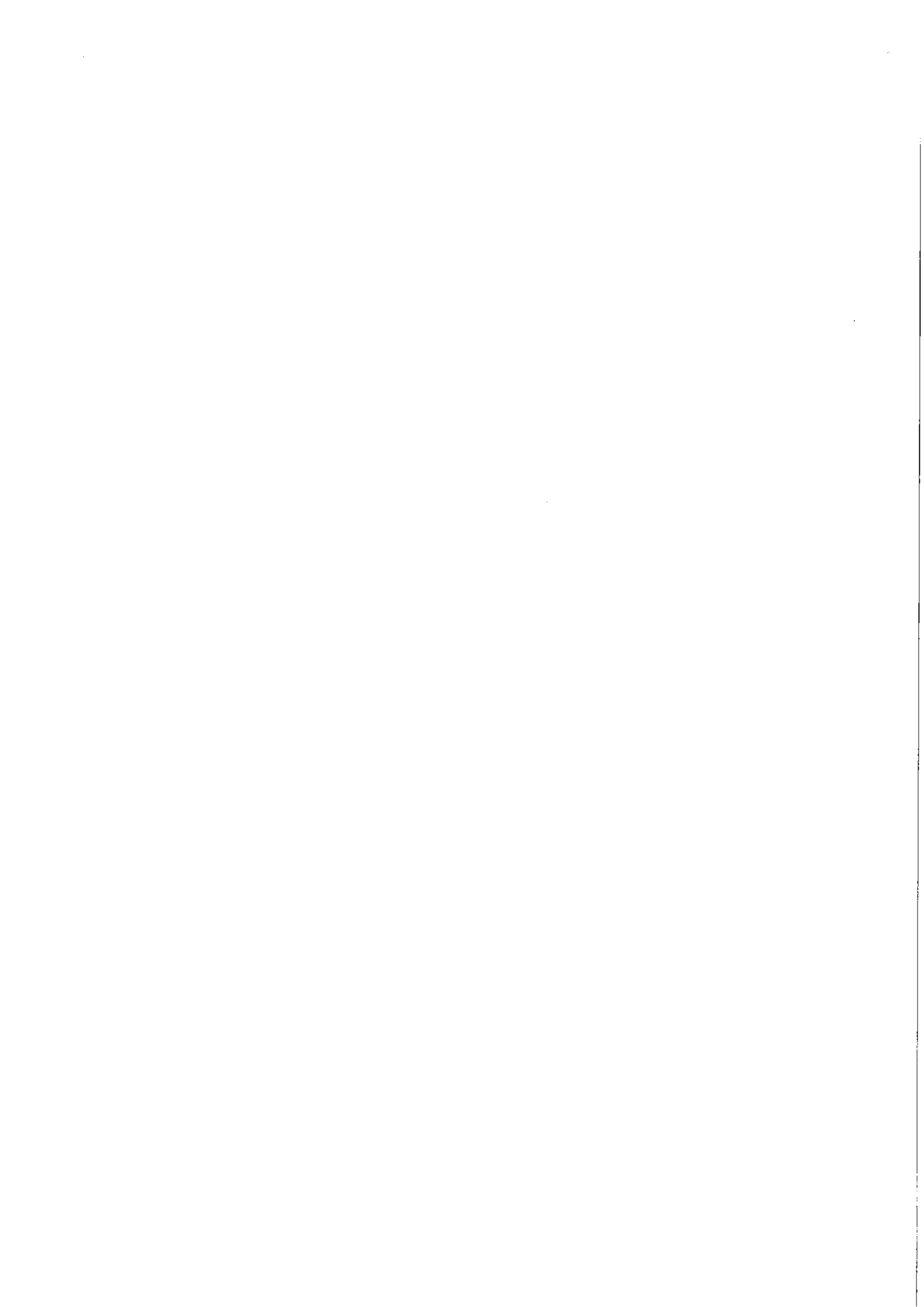
The above request has my approval.

**Signature:**

A handwritten signature in black ink, appearing to read "I. R. Jones". The signature is written in a cursive style with a large initial "I" and "R".

**Date:**

26.6.13



Bi Business Type	Case Ref	Percentage
Administration work	1.	0.24 %
Advisor	1.	0.24 %
Agent	1.	0.24 %
Agriculture	1.	0.24 %
Air Training Corps	1.	0.24 %
Animal Rescue	1.	0.24 %
Armed forces/volunteer	4.	0.96 %
Arts and Crafts	10.	2.40 %
Assisting local elections	3.	0.72 %
Barber	1.	0.24 %
Bar Work	2.	0.48 %
Bicycle Repairs	1.	0.24 %
Building Work	2.	0.48 %
Bullet Making	1.	0.24 %
Business owner/partner	5.	1.20 %
Cake Decoration	1.	0.24 %
Cake Decoration/Baking	2.	0.48 %
Candy Cart Hire Service	1.	0.24 %
Caseworker	1.	0.24 %
Casual part time work	3.	0.72 %
Catering	2.	0.48 %
Chairperson - PTA	1.	0.24 %
Charity work	5.	1.20 %
Chauffeur	2.	0.48 %
Classic car/ car restoration	1.	0.24 %
Classic car restoration	1.	0.24 %
Cleaner	1.	0.24 %
Clergy	1.	0.24 %
Clyncial Hypnotherapist	1.	0.24 %
Collector of Military Medals	2.	0.48 %
Committee member/secretary	1.	0.24 %
Computers/I.T.	2.	0.48 %
Construction/renovation	2.	0.48 %
Cricket Coaching	1.	0.24 %
Director of company	3.	0.72 %
Distributing Herbalife Products	4.	0.96 %
Distribution	1.	0.24 %
DIY / Odd Jobs	1.	0.24 %
Driver	4.	0.96 %
Driving instructor	2.	0.48 %
Electronics Industry	1.	0.24 %
Examiner for Institute of Advanced Motoring	1.	0.24 %
Extra for Casting Agency	3.	0.72 %
Face painting at childrens parties	1.	0.24 %
Family business	11.	2.64 %
First aid trainer	1.	0.24 %
Floristry	1.	0.24 %
Fostering	2.	0.48 %
Freelance work	1.	0.24 %
Friends of Newport Transporter Bridge - Volunteer	1.	0.24 %
Gardener	3.	0.72 %
Ghost Hunting Business	1.	0.24 %
Greyhound Owner	1.	0.24 %
Guide Leader/Chaperone	3.	0.72 %

Health and beauty treatment/sales	3.	0.72 %
Helper at Beaver Colony	1.	0.24 %
Hospital Ward Clerk	2.	0.48 %
Ironing Service	1.	0.24 %
Jewellery Making	2.	0.48 %
Lecturer	7.	1.68 %
Maintenance and Repair work	2.	0.48 %
Make and sell jewellery	2.	0.48 %
Mentoring	1.	0.24 %
Mobile Hairdresser	2.	0.48 %
Motorcycle Safety Officer	1.	0.24 %
Musician	9.	2.16 %
Mystery shopper	2.	0.48 %
Nail technician	1.	0.24 %
Nursing/care	1.	0.24 %
Painter and Decorator	1.	0.24 %
Parish Council Member	1.	0.24 %
Part time teacher	1.	0.24 %
Photographer/video media	8.	1.92 %
Play centre assistant	1.	0.24 %
Plumber	3.	0.72 %
Principal of the Institute of Private Investigator	1.	0.24 %
Program/course - tutor/teacher	4.	0.96 %
PTA Member	1.	0.24 %
Publishing	2.	0.48 %
Racket re-stringing service	1.	0.24 %
Rent and lease property	138.	33.17 %
Retail	10.	2.40 %
Retained Firefighter	1.	0.24 %
Rugby Coaching	1.	0.24 %
Rugby Referee	3.	0.72 %
Safety Steward	2.	0.48 %
Sales	2.	0.48 %
School governor/committee	10.	2.40 %
Scout Leader	4.	0.96 %
Selling Free Range Eggs	1.	0.24 %
Skills assessor	2.	0.48 %
Sport/leisure	24.	5.77 %
Sports Supplies	2.	0.48 %
Supply teacher	1.	0.24 %
Support Worker	3.	0.72 %
Swimming Coach	1.	0.24 %
Teaching Assistant	1.	0.24 %
Temporary work during career break	1.	0.24 %
Territorial Army	4.	0.96 %
Time-keeper for British Boxing Board	1.	0.24 %
Trainer	7.	1.68 %
Treasurer	1.	0.24 %
Vehicle Technician/MOT Examiner	1.	0.24 %
Voluntary work	15.	3.61 %
Waitress	1.	0.24 %
Web Designer	3.	0.72 %
Working with animals	2.	0.48 %
	1.	0.24 %
<b>Percent:</b>		<b>100.00 %</b>
<b>Sum:</b>	<b>416.</b>	