

DMPC Decision – PCD 555

Title: MPS Partnership Plus Scheme

Executive Summary:

Section 92 of the Police Act 1996 enables London borough councils to make grants to the Mayor's Office for Policing and Crime (MOPAC). This enables Local Authorities to purchase additional police officers from the Metropolitan Police Service (MPS).

The MPS currently operates the 'Met Patrol Plus' scheme which provides officers on a 'buy one get one free' basis. In the Commissioner's view, for reasons of cost and inflexibility, this scheme is no longer sustainable.

The Commissioner has proposed a new scheme named 'Partnership Plus'. This new scheme will allow Local Authorities to purchase officers at a reduced rate of £57,000 per constable, representing a discount of over 21% on their full cost. This will alleviate the difficulties of cost and inflexibility to the MPS whilst maintaining the principle that Local Authorities can continue to invest in local policing.

This decision seeks agreement to enable the Commissioner's new Partnership Plus scheme, which will formally open on the 1 April 2019.

Recommendation:

The Deputy Mayor for Policing and Crime is recommended to endorse the proposed terms for the Commissioner's Partnership Plus scheme.

Deputy Mayor for Policing and Crime

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 the Code of Conduct. Any such interests are recorded below.

The above request has my approval.

Signature

Spence Underwood

Date

1/4/19

PART I - NON-CONFIDENTIAL FACTS AND ADVICE TO THE DMPC

1. Introduction and background

- 1.1. Both MOPAC and the MPS are committed to working in partnership with Local Authorities. However, in the Commissioner's view the existing Met Patrol Plus scheme is no longer sustainable.
- 1.2. The Government has forced the MPS to make savings of £850m, with a further £263m worth of cuts still required by 2022-23. These cuts are having a real impact, forcing officer numbers down from 33,260 in March 2010, to 29,869 in February 2019.
- 1.3. Under Met Patrol Plus officers are provided on a so-called 'buy one get one free' basis to local authorities. These 'free' officers cost the MPS an additional £9 million each year – an amount which due to Government cuts isn't sustainable.
- 1.4. At a time when the MPS is facing increasing demands, a lack of government funding and falling officer numbers, the Commissioner has also been clear that greater flexibility is needed over police officers in order to respond to critical instances - such as violent crime.
- 1.5. Therefore, the Commissioner has proposed a revised the scheme, alleviating the issues of cost and inflexibility, while maintaining the principle that local authorities can invest in local policing.
- 1.6. This new scheme, called Partnership Plus, will allow Local Authorities to purchase additional police officers at a reduced rate - allowing local authorities to focus the work of officers to their local priorities. It will ultimately replace the existing Met Patrol Plus scheme as existing contracts come to an end.
- 1.7. The introduction of Partnership Plus is an operational decision made by the Commissioner as it relates to the deployment of officers.
- 1.8. The terms by which Partnership Plus will operate are set out in the next section.

2. Issues for consideration

- 2.1. The Partnership Plus Scheme will be available to local authorities with effect from 1 April 2019. The scheme will allow Local Authorities to purchase police officers on a three-year agreement at a reduced rate of £57,000 per constable, £70,500 per sergeant and £86,000 per inspector; this represents a discount of over 21% of the full cost of a police officer.
- 2.2. Police officers may be purchased by a Local Authority or Business Improvement District (provided the Local Authority remains the primary contractual party – this is a point of law as stipulated by the Police Act 1996) to address local priorities.
- 2.3. Any purchased officers will be additional to the Basic Command Unit (BCU) workforce complement and will be ring-fenced from normal aid provision or other local abstraction but will be available to the MPS for High Demand Days.

- 2.4. The number of High Demand Days will vary each year, as they are event driven, but will typically constitute around 5% of effective working days and could include events such as New Years Eve, Notting Hill Carnival, Million Masked March & Remembrance Sunday.
- 2.5. All new Partnership Plus agreements will be subject to approval by the Deputy Assistant Commissioner for Local Policing. As part of the governance process, consideration will be given to the priorities and objectives of the additional officers, the corporate and local target strength position and supervision ratios although this list is not exhaustive and other factors may also be considered.
- 2.6. Agreements will be offered on an initial 3-year term with a reciprocal 6-month termination period. Purchases of a total of 8 or more officers will require the inclusion of a supervisory rank.
- 2.7. There will also be a 3-month transition period - beginning at the end of March - to enable local authorities, whose contracts expire at 31 March 2019, time to decide whether to invest in the new scheme. This will enable the Local Authorities to fully consider the terms of the new Scheme, existing budgets and take their future options for funding through their internal governance process. This will ensure that there is no break between the old and new schemes.
- 2.8. The MPS will honour all existing Met Patrol Plus agreements until their natural expiry date.

3. Financial Comments

- 3.1. The proposed charge per police officer has been calculated to result in a broadly cost neutral basis to the MPS. Therefore, whilst the assumption is that Local Authority purchases will be limited to current funding levels, there is potential to supply further funded officers to meet demand. All requests will be considered on a case-by-case basis, subject to internal governance.
- 3.2. Under the Partnership Plus scheme, the charges per officer for 2019/20 are outlined in the table below. For completeness, the table also includes the full cost of police officers for comparison.

Rank	Full Cost Recovery £	Partnership Plus Scheme £
Constable	72,280	57,000
Sergeant	86,726	70,500
Inspector	105,080	86,000

- 3.3. As officers are proposed to be charged at a rate that is less than full cost recovery per officer supplied, the Deputy Mayor for Policing and Crime (DMPC) will need to agree to the proposed terms of the new Partnership Plus Scheme to comply with 9(7) of the MOPAC Financial Regulations.

- 3.4. Note that the figure of £72,280 includes both the constable pay costs and additional support costs:

Constable Pay Costs	£59,227
Support costs	£13,053
Total	£72,280

4. Legal Comments

- 4.1. Section 92(2) of the Police Act 1996 ("The Act") provides that the Council of a London Borough which falls within the Metropolitan Police District may make grants to MOPAC. Further, Section 92(3) of the Act provides that such grants may be made unconditionally or with agreement of the Commissioner, subject to conditions.
- 4.2. An Agreement pursuant to S92 of the Act has been drafted, which sets out the terms and conditions for the provision of officers and other resources to the London Local Authorities, and is based on a standard three year term. It makes clear the operational control of the additional officers remains with the Commissioner, and that these officers may be abstracted in the case of an Emergency or High Demand Aid (without financial penalty) or any other operational requirements (with financial penalty) if required. This flexibility ensures the operational resilience and safety of London.
- 4.3. MOPAC will need to approve the final Scheme, as MOPAC has overall responsibility for making arrangements for the proper administration of the police fund, and it is responsible for securing the maintenance of the MPS and securing that the MPS is efficient and effective. Paragraph 9(7) of the MOPAC Financial Regulations requires all agreements for the provision of services to other organisations to be on the basis of full cost recovery at least, except with the specific approval of the MOPAC. The proposed Partnership Plus Scheme provides each officer at less than full cost recovery and will therefore require specific approval by MOPAC.

5. GDPR and Data Privacy

- 5.1. The project does not use personally identifiable data therefore there are no GDPR issues to be considered.

6. Equality Comments

- 6.1 All local authority applications for Partnership Plus officers will be considered equally and provision of officers will reflect local objectives.
- 6.2 Officers will be recruited into these additional roles in accordance with existing HR regulations and policies.

7. Background/supporting papers

- 7.1. A supporting FAQ has been provided.

Public access to information

Information in this form (Part 1) is subject to the Freedom of Information Act 2000 (FOIA) and will be made available on the MOPAC website following approval.

If immediate publication risks compromising the implementation of the decision it can be deferred until a specific date. Deferral periods should be kept to the shortest length strictly necessary.

Part 1 Deferral:

Is the publication of Part 1 of this approval to be deferred? NO

If yes, for what reason:

Until what date:

Part 2 Confidentiality: Only the facts or advice considered as likely to be exempt from disclosure under the FOIA should be in the separate Part 2 form, together with the legal rationale for non-publication.

Is there a **Part 2** form – No

ORIGINATING OFFICER DECLARATION

	<i>Tick to confirm statement (✓)</i>
Financial Advice: The Strategic Finance and Resource Management Team has been consulted on this proposal.	✓
Legal Advice: The MPS legal team has been consulted on the proposal.	✓
Equalities Advice: Equality and diversity issues are covered in the body of the report.	✓
Commercial Issues: The Contract Management Team has been consulted on the commercial issues within this report. The proposal is in keeping with the GLA Group Responsible Procurement Policy.	✓
GDPR/Data Privacy <ul style="list-style-type: none"> • GDPR compliance issues are covered in the body of the report. • A DPIA is not required. 	✓
Director/Head of Service: The Chief Finance Officer has reviewed the request and is satisfied it is correct and consistent with the MOPAC's plans and priorities.	✓

OFFICER APPROVAL**Chief Executive Officer**

I have been consulted about the proposal and confirm that financial, legal and equalities advice has been taken into account in the preparation of this report. I am satisfied that this is an appropriate request to be submitted to the Deputy Mayor for Policing and Crime.

Signature

R. Lawrence

Date

1/4/19



Metropolitan Police Service - PartnershipPlus Scheme

- The PartnershipPlus Scheme is an MPS Scheme that is supported by MOPAC and provides officers at a reduced rate with the MPS absorbing pension and support costs.
- The PartnershipPlus Scheme is restricted by legislation to Local Authorities only and is formalised pursuant to Section 92 of the Police Act 1996 (Grants by local authorities). This may be extended to Business Improvement Districts, Arm's Length Management Organisations, mainstream schools and NHS Trusts where the Local Authority is prepared to work in partnership and act as the primary contact for contractual and payment purposes.
- Local Authorities that raise additional revenue through either Section 106 of the Town and Country Planning Act 1990 or Late Night Levy may use the funds to purchase additional officers through the PartnershipPlus Scheme.
- Officers purchased under the PartnershipPlus Scheme will be additional to the BCU Establishment
- PartnershipPlus officers will be available for approximately 10 High Demand Days annually for which a discount has been applied to the annual rates.

Metropolitan Police Service 'PartnershipPlus' Scheme

Frequently Asked Questions for local authorities

1. Why is the MetPatrolPlus Scheme ending?

The MetPatrol Plus Scheme which has operated between MOPAC and the Local Authorities since 2014 has been regarded as hugely successful and beneficial to all parties in providing additional policing to address local priorities.

Due to the level of the budgetary pressures facing policing and the need to prioritise resources for the transition of the new BCU model, the future of the MetPatrol Plus Scheme had to be reviewed.

These sustained budget reductions over the last few years are now impacting on both officer numbers and the Commissioner's ability to deploy according to risk and harm. The rates offered in the current MetPatrolPlus Scheme are now no longer sustainable and we have had to consider a more cost effective Scheme for the MPS but one that still offers reduced and preferential rates for Local Authorities.

2. Is there a limit on the number of police officers a local authority may purchase?

There is no limit per BCU however each request will be considered on a case-by-case basis.

3. What supervision is provided?

Supervisory ranks are available for purchase under the Scheme. Whilst small teams may be accommodated locally, Local authorities will be required to purchase an additional Sergeant to support every 8 Constables requested under the PartnershipPlus Scheme in order to ensure adequate supervision.

4. How will the target strength be affected?

Any additional police officers purchased by the local authority will be additional to the BCU establishment upon completion of the formal arrangements. The BCU will be responsible for filling the posts locally.

5. What are the rates?

The PartnershipPlus rates are:

	2019/20
Constable	£57,000
Sergeant	£70,500
Inspector	£86,000

Rates for subsequent years will be subject to the impact of recommendations from the Police Remuneration Review Body and will be notified annually.

6. What are the timescales for the PartnershipPlus Scheme?

Existing MetPatrolPlus Agreements expiring on 31/3/19

For those local authorities with agreements that are due to end on 31/3/19 and to allow for local consultation and decisions to be agreed, we will offer a 'transitional period' of 3 months from the end of the existing agreement within which the local authority must confirm their intentions under the new PartnershipPlus Scheme. During this interim period we will honour the continued provision of existing officers at 2019/20 MetPatrolPlus rates. If local authorities choose not to enter into arrangements for the provision of officers under the new PartnershipPlus Scheme, these agreements will expire naturally after 3 months.

Existing MetPatrolPlus Agreements expiring after 31/3/19

Existing MetPatrolPlus Agreements which expire after 31 March 2019 will be honoured under existing terms and conditions until such time that they expire naturally. Local authorities wishing to continue arrangements for the provision of officers under the new PartnershipPlus Scheme should submit a letter of intent at their earliest convenience and in any event within 2 months of the expiry of their existing agreement to ensure a smooth transfer between agreements. No 'transitional period' will be offered under these agreements.

New Agreements

Local authorities should supply a letter of intent to request additional officers under the new PartnershipPlus Scheme. Formal negotiations will be subject to MPS consideration of the request, approval and availability of officers.

7. How will arrangements for PartnershipPlus officers be formalised?

Further to receipt of the letter of intent as appropriate and subject to MPS approval, the provision of officers under the new PartnershipPlus Scheme will be formalised with an agreement pursuant to Section 92 of the Police Act 1996 (Grants by local authorities) between the local authority and Mayor's Office for Policing and Crime (MOPAC). The MPS Third Party Contracts Team will supply copies of the necessary documentation and guidance as required. In accordance with MOPAC Scheme of Consent and Delegation, contracts will be supplied to MOPAC for signature and the seal to be applied as appropriate.

8. What is the term?

The standard term for new PartnershipPlus Agreements will be 3-years from commencement. Those agreements where a 'transitional period' was provided between the existing MetPatrolPlus and the new PartnershipPlus Scheme will have their term reduced accordingly to expire on 31 March 2022. All Agreements provide for termination with 6-months notice.

9. How can a local authority obtain officers under the PartnershipPlus Scheme?

Local authorities wishing to purchase new officers under the PartnershipPlus Scheme should supply a standard 'letter of intent' confirming the number and rank of officers they wish to purchase under the new scheme at their earliest convenience. The receipt of this letter will secure officer numbers under the new scheme at the desired level, subject to approvals.

Local authorities that have an existing MetpatrolPlus agreement which is due to expire on 31 March 2019 will be required to supply a 'letter of intention of continuation'. This

will secure the continued provision of the existing officers for a 'transitional period' of up to a further 3 months, chargeable at 2019/20 MetpatrolPlus rates of £72,500 for a Constable, £86,750 for a Sergeant and £105,000 for an Inspector, each supported with a Constable free of charge.

The MPS will supply the appropriate documentation to support this requirement through our engagement with the local authorities.

10. Will transport be available for the additional officers?

Some provision for transport to support the additional officers requirements may be met from within existing transport provision locally but will be subject to availability. If the local authority wish to provide additional funding for dedicated transport requirements to support the additional officers, this may be considered either as part of the PartnershipPlus Agreement as an 'additional' grant or may be formalised as a separate Grant agreement and will be subject to confirmed costs, need and availability.

11. Can PartnershipPlus officers work in local authority buildings?

Whilst, this has been done previously, it is subject to formal agreements with the MPS' Property Services, which are undertaken independently from the section 92 agreement. Should there be a need for PartnershipPlus officers to be co-located within local authority buildings this should be discussed with the BCU Commander in the first instance.

12. Who pays for the additional officers to work overtime?

If funding is available, the local authority may offer an 'additional' grant for overtime as part of the formal negotiations. This may be documented within the PartnershipPlus Agreement. It should be noted that if the local authority require the provision of additional officers on bank holidays as part of their requirements, this will necessitate 'additional' Grant funding.

If no 'additional' Grant has been agreed and there is a need for overtime at the request of the local authority on an adhoc basis, each occasion must be agreed in writing between the BCU and the local authority with the costs being met by the local authority. Where additional hours are worked, that have not been requested by the local authority, the cost must be met by the BCU.

13. What roles may PartnershipPlus officers fulfil?

The Scheme is in place to support mutually agreed local objectives, to increase visibility and to increase public confidence. The purpose and objectives of each PartnershipPlus Scheme request will be reviewed as part of the MPS approval process. Consideration will be given to how the roles support corporate as well as local objectives.

14. Can uniform and detective ranks be purchased?

The focus of the scheme will be to support the provision of additional uniformed officers. Any request for additional officers will be considered on a case-by-case basis with this as the primary consideration.

15. Will the PartnershipPlus officers be dedicated to the local authority?

Officers purchased under this scheme are additional to the local BCU establishment and as such should remain a dedicated resource to be deployed within the geographical boundaries of the local authority subject to the terms and conditions of the agreement between the local authority and MOPAC. Officers will be ring-fenced from normal aid and local abstractions however may be used on Public Order High Demand Days (approx. 10 per annum) or in the case of an Emergency (as defined).

16. Who has operational control of the PartnershipPlus officers?

Officers remain under the control of the Commissioner and their managerial control and direction will be the responsibility of the Operational Commander.

17. Can these officers be abstracted or used to fulfil aid requirements?

Funded officers should not be routinely abstracted; they may be abstracted, all without reimbursement, for High Demand Days, in the case of an Emergency or Exigencies of Duty.

High Demand Days are defined within the agreements as:

"means those days each year that have been declared by Public Order Branch that require a particularly high level of resource in order for the Commissioner to fully discharge their statutory responsibility for policing planned public order events."

An Emergency is defined in the agreements as:

"any actual or threatened event or combination of events which because of its nature or magnitude justifies in the judgement of the Operational Commander the redeployment of all or any of the Additional MPS Personnel at any time to the policing of the event or events in question and such an event shall include:

- (1) an act of war;*
- (2) an act of terrorism;*
- (3) a fire, flood or other natural catastrophe;*
- (4) an accident of exceptional magnitude or severity;*
- (5) a riot or disturbance of exceptional magnitude or severity;*
- (6) a public order event of exceptional magnitude or severity"*

Exigencies of Duty are defined within the agreements as:

as defined by Police Negotiating Board Circular 86/9 being "a pressing demand, need or requirement is perceived but is not reasonably avoidable and necessitates a change of roster"

18. Can local authorities extend existing agreements?

Existing MetPatrolPlus Agreements will not be extended, with the exception of those that wish to enter into a 'transitional period' of up to 3-months in order to provide time for local authorities to engage locally and confirm their intentions under the new arrangements.

19. Can a local authority obtain additional PCSOs?

PCSOs are not provided under the Scheme.

20. Can an organisation other than the local authority purchase officers?

The PartnershipPlus Scheme is, in accordance with the legislation, only offered to local authorities.

However, where the Local Authority is prepared to work in partnership and act as the primary contact for contractual and payment purposes, this may be extended to Business Improvement Districts, Arm's Length Management Organisations, mainstream schools (excluding establishments of further or higher education) and NHS Trusts.

The terms of the agreement make clear it is the relevant local authority party to the agreement who will bear the responsibility for the agreement.

Due to the specific legislation PartnershipPlus will only be offered to local authorities and cannot be extended to private companies and other public bodies, however similar they may be to a local authority, who may be eligible for the provision of additional officers at full cost recovery under Special Police Services.

Requests for the provision of additional officers from any other third party should be referred to the Third Party Contracts Team (see Q21).

21. Who do I contact?

If you or the local authority require any further information regarding the PartnershipPlus Scheme please direct your enquiry to ThirdParty.ContractTeam@met.police.uk