Joint Independent Audit Committee

Application Pack
Relevant Information

SECTION ONE

Introduction

The Police Reform and Social Responsibility Act received Royal Assent on 15 September 2011 and significantly altered policing governance arrangements in England and Wales. The biggest change saw Police Authorities replaced by a directly elected Police and Crime Commissioner (PCC). The most recent PCC elections took place on 9 May 2024.

As part of the statutory arrangements the Financial Management Code of Practice requires that a Chief Constable and a Police and Crime Commissioner establish a Joint Independent Audit Committee (JIAC). It is recommended that this should be a combined body.

The JIAC provides assurance, advice and comment upon governance issues, particularly on matters relating to the internal control of the Constabulary and the Office of the Police and Crime Commissioner, (OPCC). It has oversight of general governance matters and will provide comments on any new or proposed PCC policies and strategies or changes to existing relevant policies and strategies which in the opinion of the Chief Financial Officer are significant with regards to financial risk and probity.

If the JIAC has concerns about a specific governance or audit matter it may request the relevant policy or strategy to be presented to the JIAC in order that assurance may be obtained and constructive comment provided where appropriate.

Tenure

Successful applicants will be appointed initially until May 2028, when current policing governance arrangements are due to transition to new oversight structures. Future appointments beyond this period will be made in line with the governance framework that replaces the Police and Crime Commissioner model.

The absence of a member from meetings of the JIAC for a period longer than two consecutive meetings without consent could lead to their removal from office.

Remuneration

JIAC members are remunerated at a rate of £40.00 per hour, covering meeting attendance, preparation and associated duties.

Time Commitment

JIAC meetings are typically scheduled four times a year for approximately three and a half hours, with additional time required for reading papers and undertaking occasional ad-hoc duties.

Reimbursement of travel costs

As a matter of course, the most practical, economic and sustainable method of travel should be used and opportunities to share transport should be

utilised if available. Where a private car is used, reimbursement will be at the relevant HM Revenue and Customs approved rate, (currently 45 pence per mile, up to 10,000 miles).

Training and induction

The Chief Financial Officer, in conjunction with the Chief Executive, will deliver an appropriate training and induction programme for all JIAC members, including provision for refresher and specialist training as required. In determining the induction and training requirements for individual JIAC members, consideration will be given to the requirements identified by a training needs assessment upon appointment, in the course of the annual review process, or as a result of an annual review of the JIAC's effectiveness.

SECTION TWO

Eligibility

(a) JIAC members must be independent of both the Constabulary and the PCC. Serving police officers, police staff or members of staff employed in the Office of the PCC are not eligible for appointment. A person who has previously been so employed must have a minimum two-year break before being eligible to be appointed to serve on the JIAC.

(b) A person who has been appointed or co-opted to serve on the Police and Crime Panel or is a councillor or an employee of a council which is represented on the Panel is not eligible for appointment to the JIAC.

(c) Before an appointment to the JIAC is confirmed, all candidates must be successfully vetted to non police personnel vetting (NPPV) basic level. Candidates should note that all arrests, convictions and cautions must be declared on the vetting form whether or not they are "spent" under the terms of the Rehabilitation of Offenders Act.

(d) A person who is an un-discharged bankrupt is not eligible for appointment to the JIAC.

(e) All appointees must sign a declaration that they agree to uphold the Committee on Standards in Public Life's seven principles of Public Life and that they understand the circumstances that could lead to their removal as a member of the JIAC. The declaration will require them to inform the Monitoring Officer immediately if they become aware of any allegation or complaint that could have a bearing on their conduct or integrity.

(f) JIAC members are required to declare relevant pecuniary and other interests which shall be recorded in a register of such interests to be kept by the Monitoring Officer. Additionally, in connection with

attending meetings of the JIAC, relevant personal or prejudicial interests must always be declared in the approved manner. Relevant gifts and hospitality received must also be declared.

(g) It is a condition of appointment that all JIAC members accept that their name, photograph, all declarations of interest, remuneration and expenses received as a JIAC member, and registered gifts and hospitality will be made publicly available - including on the Constabulary and OPCC websites.

SECTION THREE

Competencies, personal skills and qualities

This section sets out the competencies and personal skills and qualities which are particularly relevant to the work that will be undertaken by JIAC members.

In order to fulfil its objectives, the JIAC should collectively possess:

(a) Financial awareness
(b) Awareness of current accounting issues
(c) Understanding of relevant statutory duties and legislative requirements
(d) Understanding of the principles of risk management
(e) Knowledge of modern principles relating to audit, scrutiny and assurance
(f) Knowledge and experience of the principles of Corporate Social Responsibility (which includes financial and economic stewardship (including Value for Money); people and communities (including Diversity, Equality and Human Rights) and environmental sustainability and health & safety)
(g) Experience at Board level in a similar organisation.

Individuals should have and be able to demonstrate:

Integrity – The necessity to embrace high standards of conduct and ethics and be committed to upholding human rights and equality of opportunity for all.

A balanced and proportionate approach in preparing and giving advice.

Independent thought – To show resilience, even in challenging circumstances, remaining calm and confident and able to make difficult decisions or articulate alternative views.

A constructive but challenging approach – To take a balanced, open minded and objective approach.

The ability to be analytical – to interpret and question complex written material including financial and statistical information and identify the salient points.

The ability to scrutinise – To be able to rigorously scrutinise and challenge constructively and exercise effective oversight of the Force's and Office of the Police and Crime Commissioner's financial and non-financial performance using appropriate data, evidence and resources, and adopting appropriate risk management arrangements.

Self-confidence – The skill to challenge accepted views constructively, without becoming confrontational.

Respect for others – The capacity to treat all people fairly and with respect, to value diversity and respond sensitively to difference.

Individuals should have, or acquire as soon as possible after appointment:

(a) An understanding of the objectives and current significant issues for the police service at both a national and local level.
(b) An understanding of the objectives, responsibilities and current significant issues for the Police and Crime Commissioner.
(c) An understanding of the various inspection regimes which impact upon the work of the Police Service and the Police and Crime Commissioner.