



Ms Rosalind Kellett
By email
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Date: 18 April 2018
Enquiries to: Richard Andrews
Direct line: 01962 871595
Our reference: FOI00246IR
Your reference:

Dear Ms Kellett,

Your request under the Freedom of Information Act 2000 – internal review outcome

I have received your email of 22 March 2018 sent to the Hampshire Police and Crime Panel requesting an internal review of your Freedom of Information Act request, received on 23 January 2018 and allocated the reference number FOI00246.

The reason for your internal review is that you have not received a response to your original request. My enquiries have confirmed this is the case, and I will address both this and provide a substantive response to your request within this letter.

Firstly, I would like to apologise that your original request was not responded to within the statutory timeframe for dealing with FOI requests, and that you were not contacted to advise that it had been delayed. I have made enquiries internally as to why this was the case, which has identified that there was an administrative error made when the complaint was received from the Police and Crime Panel to this office. Steps have been taken to ensure this is not repeated in the future, and I apologise if the delay to this response has caused you any inconvenience.





In respect of your original request, you asked for the following information:

- 1) Ms Drummond's reasons for leaving her employment, which were stated at the time as being that she couldn't work with the Police and Crime Commissioner;*
- 2) How long was Ms Drummond employed in the OPCC role;*
- 3) Why was the role given to Ms Drummond without being advertised;*
- 4) How much did Ms Drummond's short-term employment by the OPCC cost?*

I have searched the organisational records and can confirm we hold the following information which may assist in answering your questions:

- 1) Ms Drummond's reasons for leaving her employment, which were stated at the time as being that she couldn't work with the Police and Crime Commissioner;*

At the time of her departure from the organisation, a joint statement was released, which is attached as appendix 1. No other documents has been located that state reasons for Ms Drummond leaving her employment, as her employment record also showed her departure as being by mutual consent.

- 2) How long was Ms Drummond employed in the OPCC role;*

Ms Drummond began with the organisation on 4 September 2017 and left by mutual consent on 25 October 2017.

- 3) Why was the role given to Ms Drummond without being advertised;*

Paragraph 8(4) of Schedule 1 of the Police Reform and Social Responsibility Act 2011 states "Section 7 of the Local Government and Housing Act 1989 (appointment of staff on merit) does not apply to the deputy police and crime commissioner." This means a PCC is free to appoint an individual through a process they deem appropriate. The process adopted is subject to scrutiny by the Hampshire Police and Crime Panel before any appointment is confirmed.

- 4) How much did Ms Drummond's short-term employment by the OPCC cost?*

The annual salary for the DPCC position is £63,750. Ms Drummond was employed for 7.5 weeks, and was therefore in receipt of a salary of an approximately gross salary of £9,194.71.





If you are not happy with the outcome of this review, you have a further right of appeal to the Information Commissioner's Office, an independent body set up to promote access to official information and protect personal information by promoting good practice, ruling on eligible complaints, providing information to individuals and organisations, and taking appropriate action when the law is broken.

You can contact them at the Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF, via telephone on 0303 123 1113 or 01625 545745 or at the website www.ico.org.uk.

Thank you for contacting the Office of the Police and Crime Commissioner for Hampshire, and I apologise once again for the delay in this response to you.

Yours sincerely,

Richard Andrews
Acting Head of Governance and Policy





Wednesday 25 October 2017 – 4pm release

Joint statement from Michael Lane and Flick Drummond

Police and Crime Commissioner Michael Lane today announced that his deputy, Flick Drummond, has left her post by mutual consent.

“The relationship between a PCC and his deputy has to be close and, unfortunately, it has become apparent this could not happen in this case. Following talks, we have both come to the decision that this is the best course of action to take.

“I would like to express my sincere thanks to Flick for all she has done for me over the last two months and her willingness to consider this post, supporting and deputising for me. It seemed we had complementary skills that would have enabled the close rapport needed to work together and add value for the people we serve, to keep them safer. This is a disappointment to us both.” said Michael.

Flick said: “I have very much enjoyed my time as the Deputy Police and Crime Commissioner and I thank Michael for the opportunity.

“Sometimes it is not possible to build a professional relationship between two people, through no fault of either party. In such a situation it is right I leave to avoid any disruption to the work of the PCC and his staff.

“I’m now looking forward to pursuing my ambition to be re-elected to Parliament. I wish Michael all the best with the excellent work he is doing.”

-ends-

Notes for editors

Neither Michael Lane nor Flick Drummond will be available for interviews or further comments regarding this statement.