Kit Malthouse MP
Minister of State for Crime and Policing
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9th July 2021

Dear Police and Crime Commissioners,

Police and Crime Commissioner Review: deputies and succession planning

Congratulations again on your successful election to the Office of Police and Crime Commissioner (PCC). I am looking forward to working with you we deliver on the people's priorities to cut crime and make our streets and communities safer.

On 16 March 2021, the Home Secretary announced the recommendations from Part One of the Review into the role of PCCs. In those recommendations we committed to legislating, when Parliamentary time allows, to mandate that all PCCs must appoint a deputy.

The necessity for a deputy has been brought into sharp focus by the Covid-19 pandemic, which led to an enforced delay to the PCC elections in 2020. The Home Secretary's statement also highlighted our plans to look at expanding the role of PCCs. Selecting a deputy not only provides the local accountability model with greater resilience in the event of incapacity, for example, but also the ability to effectively carry out the duties and responsibilities of the role by increasing the capacity of the model. Ahead of this requirement coming into force, we will engage with the APCC and APACE on how this will work in practice.

In the meantime, I expect all PCCs to work with their office to put in place a formal succession plan to be followed in case of vacancy or incapacitation, where one does not already exist. I would also ask that you involve your police and crime panel in those discussions as necessary, given their statutory role in this process. My officials will liaise with the APCC in six months' time, to review progress and offer any assistance, where necessary.

I hope you agree that the reforms I have outlined above are important to increasing the resilience of the model and to ensure that we can continue to cut crime and deliver the safer streets the public expect.

Kit Malthouse MP
Minister of State for Crime and Policing

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