



Request for a Police, Fire & Crime Commissioner Decision

SECTION 1

Please identify who is requesting the decision:			
OPFCC Decision?	Y	Decision Number:	PF 014/2025
CCFRA Decision?	Y/N	Decision Number:	CF xxxx/yyyy
Constabulary Decision?	Y/N	Decision Number:	CC xxxx/yyyy

(Please indicate whether this is a PART 1 or PART 2 decision (For Part 2 decisions, only the Section 1 is to be published))

PART 1 Decision:		PART 2 Decision:	Yes
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DECISION TITLE: Staff Contracts

Executive Summary: (no more than 100 words)

Two members of staff have asked for alterations to their contracts which not create an increase in establishment or overall costs.

Recommendation:

The Chief Executive is asked to approve changes to two member of OPFCC staff contracts:

- Allow one to reduce their hours; and
- Change a temporary contract to a permanent contract

~~Police, Fire & Crime Commissioner~~ Chief Executive

I confirm that I have considered whether or not I have any personal or prejudicial in this matter and take the proposed decision in compliance with the Code of Conduct for Cumbria Police, Fire & Crime Commissioner. Any such interests are recorded below.

I hereby:

approve

do not approve

the recommendations as set out above.

Delete as appropriate:

~~Police, Fire & Crime Commissioner / Chief Executive (delete as appropriate)~~

G Hoare

Signature:

Date: 08 October 2025

For OPFCC Office Use only:

Date of publication of decision:

n/a

Each section below must be completed prior to submission to the Commissioner for decision.

ORIGINATING OFFICER DECLARATION:

I confirm that this report has been considered by the Chief Officer Group / OPFCC Executive Team / CCFRA Executive Team and that relevant financial, legal and equalities advice has been taken into account in the preparation of this report.	
Signed: <i>Joanne Head</i>	Date: 01/10/2025

CHIEF OFFICER APPROVAL (where applicable)

Chief Constable / Chief Fire Officer (delete as appropriate)	
I have been consulted about the proposal and confirm that I am satisfied that this is an appropriate request to be submitted to the Police, Fire and Crime Commissioner.	
Signature:	Date:

OPFCC CHIEF OFFICER APPROVAL

Chief Executive (Monitoring Officer) / Chief Finance Officer (Deputy Chief Executive) (delete as appropriate)	
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 Police, Fire and Crime Commissioner / Chief Executive (delete as appropriate).	
Signature: <i>Steven Tickner</i>	Date: 01 /10 /2025

Media Strategy	
The decision taken by the Police, Fire & Crime Commissioner may require a press announcement or media strategy.	
Will a press release be required following the decision being considered?	YES/NO
If yes, has a media strategy been formulated?	YES/NO
Is the media strategy attached?	YES/NO
What is the proposed date of the press release:	

Public Access to Information

Information in this form is subject to the Freedom of Information Act 2000 (FOIA) and other legislation. Part 1 of this form will be made available on the PFCC website within 5 working days of approval. Any facts/advice/recommendations that should not be made automatically available on request should not be included in Part 1 but instead in the Part 2 section of the form. Deferment is only applicable where release before that date would not compromise the implementation of the decision being approved.

Is the publication of this form to be deferred?	YES / NO
Until what date (if known):	n/a
If yes, for what reason:	
If this is a Part 2 Decision , has the Part 2 element of this form been completed	YES / NO