



Request for a Police, Fire & Crime Commissioner Decision

SECTION 1

Please identify who is requesting the decision:			
OPFCC Decision	Y	Decision Number:	PF 009-26
CCFRA Decision	N	Decision Number:	CF xxxx/yyyy
Constabulary Decision	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:	YES	PART 2 Decision:	
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DECISION TITLE:

All Cumbria PFCC Functions to continue to be exercised 'as is' up to and at the point of transfer to the Mayor and Mayoral Strategic Authority (MSA) in May 2027

Executive Summary: (no more than 100 words)

The Cumbria PFCC has determined that all PCC and FRA functions, powers, duties, governance arrangements and decision-making processes should continue to operate 'as is' up to and at the point of transfer to the Mayor and Mayoral Strategic Authority (MSA) in May 2027. Until the Mayor takes office on May 10th, 2027, the PFCC remains the statutory Local Policing Body (PCC) and Fire and Rescue Authority (FRA) and retains all decision-making responsibilities. The agreed approach is a 'lift and shift' or 'plug and play' transition, preserving existing structures, ringfenced budgets, staff arrangements and accountability frameworks to ensure a safe, legal and orderly transfer with minimal disruption.

The PFCC retains discretion to approve alterations to 'as is' where it is necessary to achieve a safe and legal transfer.

Please see accompanying paper: 'Summary of what the Cumbria PCC and FRA transfer to the Mayor/Mayoral Strategic Authority means for the Chief Constable and Chief Fire Officer'

Recommendation:

The Commissioner is asked to:

- **Confirm their decision that all Cumbria PFCC Functions are to continue to be exercised 'as is' up to and at the point of transfer to the Mayor and Mayoral Strategic Authority (MSA) in May 2027.**
- Have noted that the above decision is made in the knowledge that PFCC discretion is retained to approve alterations to 'as is' where it is necessary to achieve a safe and legal transfer.

Police, Fire & Crime Commissioner

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)

Signature:



Date: 28/07/26

For OPFCC Office Use only:

Date of publication of decision:

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:

Date:

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:

G. Hoare

Date: 28/07/26

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
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If yes, has a media strategy been formulated?	YES / NO
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Is the media strategy attached?	YES / NO
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What is the proposed date of the press release:	
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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?	NO
Until what date (if known):	
If yes, for what reason:	
If this is a Part 2 Decision , has the Part 2 element of this form been completed	YES

SECTION 2 BELOW IS ONLY TO BE PUBLISHED IF THE DECISION IS PART 1

1.0 Introduction

- 1.1 The functions of the Police and Crime Commissioner (PCC) and Fire and Rescue Authority (FRA) will transfer to the Mayor and Mayoral Strategic Authority (MSA) from May 2027.
- 1.2 Until the date of transfer, the Police, Fire and Crime Commissioner (PFCC) remains the statutory Local Policing Body for Cumbria Constabulary and the statutory Fire and Rescue Authority for Cumbria Fire and Rescue Service. The PFCC retains responsibility for all governance, funding, decision-making, commissioning, estate, workforce and accountability arrangements associated with those functions.
- 1.3 The purpose of this decision is to establish a clear principle that all PFCC functions, structures, processes and operating arrangements will continue to be exercised on an "as is" basis up to and at the point of transfer to the Mayor and MSA, unless specific changes are required to support a safe, lawful and effective transition.
- 1.4 This approach provides certainty to employees, partners, suppliers, trade unions, governance bodies and the public while minimising operational disruption and unnecessary expenditure in advance of the transfer.

2.0 Rationale for the "As Is" Approach

- 2.1 The Commissioner considers that an "as is" approach represents the most effective means of ensuring:
 - Operational continuity of policing and fire and rescue services.
 - Compliance with statutory responsibilities and governance requirements.
 - Protection of public safety.
 - Stability for staff and partner organisations.
 - Effective stewardship of public funds.
 - Delivery of a safe and legally compliant transfer to the Mayor and MSA.
- 2.2 The intention is that existing structures transfer intact and continue operating immediately following vesting day, enabling the incoming Mayor and MSA to determine any future changes through their own governance arrangements following transfer.

3.0 Scope

- 3.1 The decision applies to all PFCC functions including, but not limited to:
 - Police and Crime Commissioner statutory responsibilities.
 - Fire and Rescue Authority statutory responsibilities.
 - Governance and accountability arrangements.
 - Financial management and budget setting arrangements.
 - Treasury management activities.
 - Commissioning arrangements.
 - Victims' services and commissioned services.

- Workforce and employment arrangements.
- Estates and property management.
- Information and communications technology (ICT).
- Commercial contracts and supplier relationships.
- Procurement activity.
- Data protection, information governance and records management.
- Internal control and assurance arrangements.
- Audit, inspection and risk management frameworks.

4.0 Implications

4.1 Financial

The proposed approach provides the greatest level of financial stability during the transition period.

All existing policing, fire and OPFCC budgets will continue to be managed separately in accordance with current statutory and regulatory requirements. Existing financial controls, reserves strategies, treasury management arrangements and Medium-Term Financial Plans will remain in place.

The "lift and shift" approach reduces the risk of incurring unnecessary transition costs prior to transfer by avoiding the implementation of significant structural or system changes that may subsequently require reversal or further amendment by the incoming Mayor.

Payroll arrangements, pension administration, finance systems, banking arrangements, grants management, creditor and debtor processes and financial governance arrangements will continue to operate under existing structures until formally transferred.

Any unavoidable expenditure associated with transition planning will be managed through established governance processes and approved in accordance with existing financial regulations.

4.2 Legal

The PFCC remains the legal entity responsible for exercising all PCC and FRA functions until the statutory date of transfer.

Maintaining current governance arrangements ensures legal continuity and reduces the risk of challenge arising from unnecessary organisational change during the transition period.

Existing delegations, schemes of consent, governance frameworks, constitutional arrangements, contracts, memoranda of understanding and partnership agreements will remain in force unless amendment is required by legislation or to facilitate lawful transfer arrangements.

The Commissioner retains discretion to approve necessary changes where they are required to ensure legal compliance or effective transfer implementation.

4.3 Risk

A significant organisational redesign before transfer would introduce additional operational, financial, legal and workforce risks.

Maintaining existing arrangements mitigates risks associated with:

- Service disruption.
- Loss of organisational knowledge.
- Workforce uncertainty.
- Contractual disputes.
- ICT system changes and data migration.
- Financial control weaknesses.
- Governance and accountability gaps.
- Delays in transition readiness.

The principal risk remains that transfer preparations are not sufficiently advanced to support vesting day. This will be managed through formal transition governance, programme management arrangements and regular reporting to the Commissioner.

4.4 HR / Equality

This approach provides clarity and stability for employees across the OPFCC and associated functions.

Current staffing structures, terms and conditions, policies and procedures will remain in place unless changes are required to facilitate transfer.

The approach is intended to minimise uncertainty for employees and reduce the risk of workforce disruption, retention issues and reduced organisational performance.

Staff consultation and engagement arrangements will continue throughout the transition process, including engagement with recognised trade unions and staff representative bodies where appropriate.

4.5 ICT

ICT continuity is a critical requirement for a safe transfer.

Existing systems, applications, infrastructure, networks, cyber security arrangements, data management processes and support contracts will continue to operate under current governance arrangements until transfer.

This includes, where applicable:

- Finance systems.
- Payroll systems.
- Human resource systems.
- Estates management systems.
- Commissioning and grants systems.
- Information governance platforms.
- Complaints Management systems

- Records management systems.
- Telephony and communication systems.
- Cyber security controls.

Maintaining existing ICT arrangements reduces transition risk and avoids unnecessary costs associated with system replacement, migration or redesign prior to transfer.

Detailed ICT due diligence and transition planning will continue to ensure all systems can transfer safely to the future MSA operating environment.

4.6 Procurement

All existing procurement arrangements, framework agreements, contracts and supplier management processes will remain in operation.

Contract renewals and procurements necessary to maintain business continuity will continue in accordance with current regulations and governance arrangements.

Where contract terms extend beyond May 2027, appropriate provisions will be incorporated to ensure continuity following transfer to the Mayor and MSA.

4.7 Estates and Property

All estate-related functions will continue under existing governance arrangements. This includes:

- Office accommodation.
- Police estate interests held by the PFCC.
- Fire and rescue estate interests.
- Property management contracts.
- Facilities management arrangements.
- Health and safety compliance responsibilities.
- Asset registers and property records.

The "as is" approach provides certainty regarding ownership, maintenance responsibilities and legal obligations pending transfer.

4.8 Payroll, Pensions and Employee Administration

Payroll services will continue to be delivered through existing arrangements to ensure uninterrupted salary payments and statutory deductions.

Current arrangements relating to:

- Payroll processing.
- Pension administration.
- Employee records.
- HMRC reporting.
- Employee benefits.
- Payroll controls and audit.

will remain unchanged unless amendment is required to support the transfer programme.

This approach minimises the risk of payroll errors, employee dissatisfaction or compliance failures during transition.

4.9 Other (Victims and Commissioned Services)

Victim support services, community safety initiatives, commissioned programmes and partnership-funded services will continue to operate under existing contractual and governance arrangements.

Commissioned organisations will be provided with appropriate information and reassurance regarding continuity arrangements to minimise service disruption.

5.0 Conclusion

The Commissioner considers that continuing all PFCC functions, powers, responsibilities, systems, staffing arrangements, budgets and governance structures on an "as is" basis up to and at the point of transfer to the Mayor and MSA represents the safest, most efficient and lowest-risk option available.

The approach supports continuity of policing, fire and rescue, victim services and corporate support functions whilst ensuring that the incoming Mayor inherits stable, functional and legally compliant arrangements from which future decisions can be made.