

Dear Member of the public.

I write in reply to your request for information under the Freedom of Information Act 2000, our reference number FOI0526.

I am required by the Freedom of Information Act to handle all requests in a manner that is blind to the identity of the requestor. Any information released in response to a request is regarded as being published and is therefore in the public domain without caveat.

You have requested the following information:

FOI Request

Request 1. Documents supporting the public statement that the restructure reduced the office by 18% and saved over £300,000

The OPCC website includes a published news item titled "PCC reconfirms commitment to Hertfordshire residents by reducing the size of his office by 18%, saving over £300,000". This states that the Commissioner has reduced the size of his office by 18% and is "delivering savings of over £300,000", and includes a quotation attributed to the Police and Crime Commissioner referring to having "freed up over £300,000". I understand that similar wording was also communicated via the Herts Connected platform.

Your response explains that early modelling indicated savings of approximately £273–£276k and that the position subsequently evolved. However, it remains unclear which recorded information was relied upon at the time these public statements were made.

For clarity, please could you:

- provide copies of the published OPCC website news item and any Herts Connected message(s) which referred to the office being reduced by 18% and savings of over £300,000, including the date(s) they were issued and any internal reference or version held;*
- identify the title(s), date(s) and author(s) of any document(s) already held at the time these statements were published which were relied upon to support the claim that the restructure saved or freed up "over £300,000"; and*
- confirm whether the figure referred to in those public statements represented gross staffing reductions, net cashable savings, or savings including cost avoidance or future projections.*

OPCC response: We hold some information in connection with this part of your request. The copies of the news items published on the OPCC be found at the webpage PCC reconfirms commitment to Hertfordshire residents by reducing the size of his office by 18%, saving over £300,000. It was (as is apparent from the webpage itself) published on 2 December 2025. There are no "internal reference versions." Details of the staff members involved is their personal data and it is not necessary to disclose this information under FOIA; the press release and other material has been prepared at a corporate level and staff would not reasonably expect their personal data to be disclosed in this context, beyond anything in those documents themselves. This information is therefore exempt under s. 40(2) FOIA.

Other material supplied in response to your original request set out (in answer to the third part of your request) included information about what the costs related to. In particular, the document titled "Police & Crime Panel – November 2025 Progress update from Police & Crime Commissioner" stated: *"the restructure is expected to deliver approximately £323,000 in annual*

savings compared to the projected pre-restructure outturn for the current year. This is made up of a combination of cashable savings that will be available for use elsewhere in 2026/27 and the avoidance of overspend.”

HertsConnected is a service managed by Hertfordshire Constabulary, which is a different legal entity to the OPCC. Information relating to HertsConnected is therefore not ‘held’ for the purposes of FOIA by the OPCC.

Request 2. Definitive net savings position

In light of the reference in your response to redundancy, pension strain and other one-off or transitional costs, please identify any document(s) already held which set out the definitive net financial position of the restructure, showing:

- *the total gross staffing savings;*
- *the value of redundancy, pension strain or other one-off costs taken into account; and*
- *the resulting net saving (or otherwise) once those costs were applied.*

I am not seeking the creation of new calculations, only identification and disclosure of recorded information already held.

OPCC response: We do hold information which is relevant to this part of your request. Again, we have previously provided it in our original response to your request. We **reattach** a copy. In particular, please see the file called “20251125 EMT OPCC_Restructure_Report.docx” which explains the total savings and net savings relating to the restructure. It also explained “*The restructure is expected to deliver approximately £300,000 in annual savings compared to the projected pre-restructure outturn for the current year. The outturn position for 2025/26, is anticipated to be broadly break-even against the current budget, after accounting for one-off redundancy and pension strain costs of £125,000, a pay award increase of £47,000, and non-staffing budget pressures of £52,000*”. The combination of pay and non-pay costs are also set out in “*Copy of 20251124 Pre Post Restructure Budget 2025-26*”.

We have previously explained that the end-of-year financial position will be set out in due course in the PCC’s annual accounts.

Request 3. Definition of the 18% reduction

Thank you for confirming that the 18% figure reflects a reduction in the number of posts from 39 to 32. Some of the documents disclosed under this FOI also refer to changes in FTEs, indicating a lower percentage reduction.

For clarity, please could you identify any document(s) already held at the time the above public statements were issued which:

- *explain why the 18% figure based on posts was selected for use in the public statements; and*
- *record or discuss the difference between the reduction in posts and the reduction in FTEs, and whether that distinction was considered when the public statements were made*

OPCC response: By way of advice and assistance and in accordance with our duty under s. 16 FOIA, the Office of the Police and Crime Commissioner has several staff members who work

part-time, which is why the Full-Time Equivalent (FTE) figure is lower than the actual number of Posts.

We do not hold any other information about these requests.

Request 4. Roles removed, created or re-graded

My original request asked for information already held about roles removed, roles created or re-graded, and the associated salary, pension and NI costs.

While some aggregate figures have been disclosed, I have not been able to identify a clear schedule setting out:

- *which roles were deleted as part of the restructure;*
- *which roles were newly created or materially re-graded; and*
- *the associated employment costs for those roles.*

Please could you confirm whether the OPCC holds a document, schedule or table that records this information, and if so, provide it (with any necessary redactions of personal data).

OPCC response: The PCC holds some information in relation to these parts of your request. Please find this information attached (and see also in relation to question 6 below).

Again, some information has been provided as part of our previous FOI response which appears to be relevant to this part of your request – see for instance the organograms on pages 8 and 9 of the Staff Consultation Paper.

However, please note that a significant amount of information relating to employment costs for ‘deleted’ roles (as well as for new and re-graded roles) is tied to the **specific occupier** of the role (as salaries and consequent employment costs are person-specific, based on length of service, etc.), rather than being general information about ‘the role’, and is therefore their personal data. We have concluded that it would not be fair, necessary or lawful to disclose granular information about individual financial circumstances, and to do so would contravene the first data protection principle. This means it is exempt on the basis of s. 40(2) FOIA. We therefore (as you have anticipated) redacted that information in the attached.

5. Financial modelling and anonymised disclosure

Your response refers to financial modelling spreadsheets, parts of which have been withheld.

Please could you confirm whether an anonymised or redacted version of the financial modelling can be disclosed, showing:

- *roles / grades;*
- *FTE assumptions; and*
- *total cost assumptions,*

with names and other personal identifiers removed.

OPCC response: We will provide a response to this separately as an ‘internal review’, as set out previously, although some information relevant to this part of your request forms part of the spreadsheets attached.

Request 6. Current position following subsequent recruitment

Some of the disclosed documents describe the post-restructure position as at November 2025. Please confirm whether the OPCC holds any updated organisational structure, establishment list, or staffing summary showing the current number of posts and FTEs following any recruitment since that date, and if so, please provide it.

OPCC response: We do not hold any reproducible information which specifically addresses this part of your request. By way of advice and assistance, we are currently going through a period of recruitment and are waiting to update our organogram/staffing lists once the recruitment exercise has been completed. We anticipate an updated organogram will be available in April 2026.

Request 7. Withheld information under section 36

Where information has been withheld under section 36 FOIA, I would be grateful if you could confirm, at a high level:

- *the type of document withheld (e.g. business case, financial model, presentation);*
- *whether it relates to options not taken or to the implemented restructure; and*
- *the date range of the withheld material.*

OPCC response: We will provide a response to this separately as an ‘internal review’, as set out previously.

***Please [contact us](#) if you would like copies of the attachments**