

# Record of Decision

**ORIGINATOR:** Chief of Staff

**REFERENCE:** OPCC.D.011.16

**TITLE:** Extension to the Chief Constable's contract

**OPEN**  **CONFIDENTIAL**

**Reason if Confidential:**

## EXECUTIVE SUMMARY

The Chief Constable's (CC's) contract runs to 3 January 2019. The Commissioner (PCC) may extend this. The maximum amount permitted at one time is 3 years, extending the CC's term of office to 3 January 2022.

The following are key points that support such an extension:

- The CC enjoys the strongest support from his Force, and is valued as a leader in Kent. He has a regional and national profile, including the lead on undercover policing.
- The recent reports from HMIC have highlighted his excellent leadership, and the Force has, in two consecutive years, been rated outstanding for legitimacy. He has personally led a significant shift in the culture, instilling his Mission, Vision, Values and Priorities across the organisation.
- HMIC have also consistently rated the Force very highly for use of resources and managing demand, which in times of reduced funding evidences expertise to lead during challenging times. The Force has also been rated consistently 'good' with outstanding elements during his time as CC.
- The PCC and CC share a joint vision, expressed through the Police and Crime Plan, to cut crime and reduce reoffending and place victims at the heart of the justice system.
- In times of uncertainty, challenge and increased threat, the extension provides stability and reassurance for Kent Police, and the residents of the county. It's also an important foundation for effective medium term planning and development of new ways of meeting policing challenges.
- The CC has led on innovation within Kent Police. This includes collaboration with Essex Police, the Seven Force Strategic Collaboration programme and other Blue Light services. He has also overseen transformative internal projects such as body worn video and mobile tablets.

Other legal and financial considerations include:

- Extending the CC's contract negates the need to run a lengthy and costly recruitment process.
- The extension will cover the next PCC elections, providing certainty and stability for the Force.
- The momentum behind collaboration, and good relationships that help drive them, will be sustained.
- The terms and conditions that the CC is employed under will not change, and his pay will only increase in line with statutory provisions. As he is no longer in the pension scheme, this saves circa £115,000 over three years.
- Any decision must be taken in line with the Police Regulations 2003, as amended.

## RECOMMENDATION


Not applicable.

## DECISION

To extend the Chief Constable's contract by the maximum amount permitted at one time - three years - to take his term of office to 3 January 2022.

**Chief Finance Officer:**


**Comments:** Extending the CC's contract avoids the costs incurred in recruiting a new <sup>chief</sup> constable. The terms of contract remain the same so there is no budgetary pressure incurred from the extension.

**Signature:** 

**Date:** 21.12.2016

**Chief of Staff:**

**Comments:** Pcc, you are legally responsible for the appointment of the Chief Constable. As he is currently in post the regulations allow for you to extend the contract for a maximum of 3 years. You may extend any duration within that limit, it is a matter for you alone.

**Signature:** 

**Date:** 21.12.2016

**POLICE AND CRIME COMMISSIONER FOR KENT**

**Comments:** I believe this provides stability for Kent Police and can be justified on the grounds of consistent good independent external inspections, so long as strong ethics and culture remain.

**Signature:** 

**Date:** 25/1/17

**BACKGROUND DOCUMENTS:**

None.

**IMPACT ASSESSMENT:**

Police and Crime Plan  
*(please indicate which objectives decision/recommendation supports)*

The Chief Constable is responsible for supporting the PCC in the delivery of the strategy and objectives set out in the Police and Crime Plan.

Has an Equality Impact Assessment been completed?

Yes  No  *(If yes, please include within background documents)*

Will the decision have a differential/adverse impact on any particular diversity strand?  
*(e.g. age, disability, gender reassignment, race, religion/belief, sex, sexual orientation, marriage/civil partnership, pregnancy/maternity)*

Yes  No   
Extending the Chief Constable's contract is administrative in nature. Therefore, it does not have a differential/adverse impact on any particular strand of diversity.