



**AVON &
SOMERSET
POLICE & CRIME
COMMISSIONER**

PCC DECISION

REF 2017/003

Decision Title: Extension of Chief Constable contract

Decision summary:

The Avon and Somerset Constabulary's Chief Constable Andy Marsh took up office on the 1st February 2016. His term of office is due to expire on the 1st July 2018. In considering the extension of the appointment the PCC has taken account of the successful leadership demonstrated by the Chief Constable since he took up his post. This includes the improvement of the Constabulary in relation to HMIC Inspections, the embedding of delivery of the Police and Crime Plan priorities in the work of the Constabulary, the acceptance of a new governance model including a Police and Crime Board and the Chief Constable's committed focus on improving staff equipment and morale and being accountable to the PCC, local public and key stakeholders.

The Chief Constable has also introduced a strategy in order to deliver significant savings for the organisation due to central government grant reductions and to simplify and improve the structure and performance of the Constabulary.

The PCC has given consideration to the needs of the Constabulary and key deliverables of the Police and Crime plan over the period of the proposed extension. This includes the significant work that will be needed to meet the ongoing financial challenges, to deliver collaboration, to improve the equipment of the Constabulary and continue the improvement in police morale.

The recommendation therefore is for the Police and Crime Commissioner for Avon and Somerset to extend the Chief Constable's term of appointment for 3 years, to last until 1st July 2021, just over a year after the next Police and Crime Commissioner elections which will give an important period of continuity in the leadership of the organisation through this period.

Background or reference to supporting papers:

The Chief Constable's current appointment is due to expire on the 1st July 2018. Under the current regulations the fixed term contract can be extended by the PCC up to a maximum of 3 years. There is no requirement to seek Home Secretary approval for such extension. Extensions do not require confirmatory hearings by the Police and Crime Panel for Avon & Somerset.

The Commissioner has notified the Police and Crime Panel of her intention to extend the appointment of the Chief Constable.

In considering the extension of the appointment the PCC has taken account of the successful leadership demonstrated by the Chief Constable since he took up his post. This includes the improvement of the Constabulary in relation to HMIC Inspections, the embedding of delivery of the Police and Crime Plan priorities in the work of the Constabulary, the acceptance of a new governance model including a Police and Crime Board and the Chief Constable's committed focus on improving

staff equipment and morale and being accountable to the PCC, local public and key stakeholders.

The Chief Constable has also introduced a strategy in order to deliver significant savings for the organisation due to central government grant reductions and to simplify and improve the structure and performance of the Constabulary. The PCC has given consideration to the needs of the Constabulary and key deliverables of the Police and Crime plan over the period of the proposed extension. This includes the significant work that will be needed to meet the ongoing financial challenges, to deliver collaboration, to improve the equipment of the Constabulary and continue the improvement in police morale.

There are no financial implications associated with this decision. The terms of the post will not alter as a result of the extension and therefore the provisions already made and the budget delegated to Chief Constable will continue. The Chief Constable was appointed on a starting salary of £152,685 – and the extension will be on the same basis as adjusted in accordance with National agreements. Salaries for Chief Officers are set nationally within certain bands and adjusted in accordance with National agreements. The conditions of service shall be those enforced at the time of the start of the extension as prescribed in the Police Reform and Social Responsibility Act 2011, the Police Act 1996 as amended and the Police Regulations 2003 (including its subordinate determinations) and/or as set out in the latest circular adopted in pursuit of PNB agreements on pay and conditions of service of Chief Police Officers. Allowances to which the post holder is entitled during the period of employment will be payable in accordance with Police Regulations 2003 in addition to the salary. The Chief Constable will remain a member of the Constabulary car scheme. The Chief Constable will continue to be entitled to the cost of personal liability insurance provided through CPOSA met by the Police Fund – this does not include payment for elements which might be used to cover the cost of proceedings being brought against the organisation – and this entitlement may vary from time to time depending on national agreements and recommendations.

I confirm I have considered whether or not I have any declarations of disclosable interest in this matter. Any such interests are disclosed.

The above request has my approval.

Date 1/3/17

Rio Huntstons

Police & Crime Commissioner for Avon & Somerset

<p>Avon and Somerset Police & Crime Commissioner</p> <p>I confirm I have considered whether or not I have any declarations of disclosable interest in this matter. Any such interests are disclosed.</p> <p>The above request has my approval.</p> <p>Date 1/3/17</p> <p><i>Rio Huntstons</i></p> <p>Police & Crime Commissioner for Avon & Somerset</p>	
<p>CFO Signatures (OCC CFO required if decision requested or presented for approval by Constabulary)</p> <p>_____</p>	<p>PCC CFO _____</p>
<p>Other relevant lead officer as required (e.g PCC CEO, COG lead)</p> <p>Date _____</p>	<p>Job title _____</p> <p>name _____</p> <p>signature _____</p>