



SUMMARY OF KEY TERMS AND CONDITIONS

CLEVELAND POLICE CHIEF CONSTABLE

Nature of appointment

The appointment is subject to the provisions regulating Chief Officer appointments, including but not limited to the Police Act 1996, the Police Reform & Social Responsibility Act 2011 and the Police Regulations 2003 as amended, and any further amendment to the Acts and Regulations.

Duties and Responsibilities

The appointed person will be required to carry out all the duties applicable to the post of Chief Constable of Cleveland Police (as set out in law and the role profile).

The appointed person will be required to devote the whole of their normal working times to the duties set out in the role profile.

Salary and Hours of Work

Police and Crime Commissioners have discretion to offer a Chief Constable a salary which falls within a range that varies no more than 10% above or below the spot rate in Determinations for a force area. The spot rate for Cleveland Police, as at 1st April 2019, is £142,689.

The PCC has decided to offer a range of £142,689 to £156,957 for this Chief Constable position. If you are the preferred candidate you will need to negotiate your salary (within the salary range on offer) with the PCC before a formal offer can be made. The agreed salary will remain the same (subject to any increases agreed through pay negotiation machinery that may apply) throughout the duration of the Fixed Term Appointment. All formal offers are subject to Confirmation Hearings by the Police and Crime Panel.

The appointed person will be paid directly to their chosen bank account on a 4 weekly basis.

The appointed person will work such hours as are needed to fulfil the requirements of the role.



The Police & Crime Commissioner for Cleveland is an accredited Living Wage Employer with the Living Wage Foundation.

Length of appointment

The initial fixed term appointment (FTA) will be for 5 years. The opportunity to include option for an extension of the initial fixed term period will also be discussed and agreed as part of the final appointment negotiations.

Notice period

Termination of this FTA by the appointed person will require a three month notice period to be provided to the Police and Crime Commissioner.

Annual leave

Annual leave entitlement will be as per Police Regulations.

Location

The post holder will be based at Community Safety Hub, 1 Cliffland Way, Hemlington, Middlesbrough, TS8 9GL.

Relocation and removal expenses

The post holder's residence should be within a reasonable travelling distance of the Community Safety Hub to enable them to fulfil the responsibilities of the post.

Where the post holder, upon appointment, moves 'home' (the post holder's principal place of residence), the Police and Crime Commissioner will consider, and apply as appropriate, the determinations in Regulation 35 of the Police Regulations 2003 (Annex V – Expenses, paragraph 2 – Removal Expenses) to determine whether any costs should be reimbursed.

Professional Subscriptions

The Police and Crime Commissioner will meet the cost of the NPCC Professional Subscription and CPOSA Legal Expenses Insurance, save that no part of any premium which underwrites the cost of claimant litigation against the local policing body or the office of Chief Constable, will be met from the police fund.

The post holder will be responsible for paying any CPOSA Subscription.

Motor Vehicle Provision

The post holder will be provided a car, serviced, insured, taxed and maintained by the Police and Crime Commissioner. However should the post holder prefer then a Car Allowance could be provided instead, the quantum of any such Allowance being a matter to be determined by the Commissioner's Chief Finance Officer.

Uniform & Equipment

The Police and Crime Commissioner will provide full uniform and personal protective equipment. A standard suite of IT and communications equipment will be provided by

Cleveland Police, with requests for any additional discretionary items being a matter for the Commissioner's Chief Executive & Monitoring Officer to determine.

Other Allowances and Expenses

The Police and Crime Commissioner will provide reimbursement to the post holder of:

- Reasonable expenditure for refreshments, food and accommodation incurred in connection with duty away from the usual place of duty;
- The reasonable cost of rail travel for any rail journey required to travel in the execution of duty;
- Medical charges that are incurred by reason of an injury received in the execution of duty as a constable;
- All reasonable expenses incurred in the execution of duty.

Allowances and expenses appropriate to the post will be paid in accordance with Police Regulations, Determinations, and Cleveland Police policies and procedures.

Contact with the Media

On the occasions where it is deemed appropriate that the Chief Constable speaks with the Media, the Police and Crime Commissioner requires the content of these discussions to be made public on the Cleveland Police website.

This section is to fulfil the requirements of Recommendation 76 from the Leveson Report (Part 1).

Post Service Employment for a Chief Constable

The appointed person is required to provide notification to the Police and Crime Commissioner of any post-service employment which commences within 12 months of them leaving the police service.

This covers all types of paid employment, including self-employment and any relevant unpaid appointments. If a Chief Officer is uncertain as to whether they need to complete a notification form, they should seek advice from their local policing body.

In considering the suitability of the proposed post-service employment, the local policing body will consider the following factors:

- Could the role be construed as a 'reward for past favours' granted by the applicant to the employer?
- Would it enable a particular organisation to gain an improper advantage by employing someone who had access to information which is not available to competitors?
- Would it enable a particular organisation to gain an improper advantage by employing someone who had access to information that a competitor might legitimately regard as their own trade secrets?
- Could the role be deemed sensitive for any other reasons?

The Police and Crime Commissioner would then make a decision on whether this employment is appropriate.

This section is to fulfil the requirements of Recommendation 80 from the Leveson Report (Part 1).

General

Where reference is made to allowances and remuneration, any liability for income tax is to be discharged by the Chief Constable.

All references to Regulations and Cleveland Police policies and procedures mean's those applicable at the relevant time.

April 2019