



THE POLICE & CRIME COMMISSIONER FOR CLEVELAND

DECISION RECORD FORM

REQUEST:

For Approval

Title:

Determination of Payment Arrangements for Acting Chief Constable

Executive Summary:

The PCC approved on Decision Record Form (62-2014) the legal arrangements for Acting Chief Constable during Chief Constable Cheer's absence with Deputy Chief Constable Spittal in that capacity during the relevant period.

As a result the PCC also needs to approve the payment arrangements to the Deputy during this period. In the current circumstance the DCC will be acting up to the full duties of the CC with effect from the 27th December 2014 until the 29th March (93 calendar days). Therefore, in line with PNB guidance, when someone is acting up for more than 56 days consecutively, the guidance is to temporary promote them from day one of the appointment.

In terms of payment, the regulations state that the individual will be paid either at a rate equivalent to the lowest pay point of the higher rank's basic pay, or otherwise receive a non-pensionable honorarium, the amount of which will be of up to 100% of the difference between the officer's substantive salary and the higher rank's basic pay, in order to ensure that the officer is suitably rewarded for the extra responsibility.

It is the individual officers' choice as to whether they choose the non-pensionable honorarium or whether to be paid at a rate equivalent to the lowest point of the higher ranks basic pay. The DCC has elected to take the payment by honorarium.

The 'Basic' pay for the role of the Chief Constable of Cleveland Police is £135,774 in comparison to the role of Deputy Chief Constable within Cleveland Police of £111,990.

As the DCC has chosen the option of the honorarium this can be for a value of up to £23,784 per annum, which would then be paid pro-rata for the period below.

The exact value is to be determined by the PCC, providing it does not exceed this amount.

Given the above, the honorarium would start from day one of the temporary promotion which is December 27th 2014 and run until the 29th March 2015.

Decision:

The PCC is asked to approve that the DCC is paid an honorarium during the period of temporary promotion to Chief Constable, from the 27th December 2014 to 29th March 2015, at an annual rate of £23,784.

Implications:			
Has consideration been taken of the following:	Yes	No	
Financial	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Legal	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Equality & Diversity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Human Rights	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Sustainability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Risk	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
(If yes please provide further details below)			

Decision Required – Supporting Information

Financial Implications: (Must include comments of the PCC's CFO where the decision has financial implications)

The financial implications of the temporary arrangements will be fully funding through the recovery of the costs of the secondment of CC Cheer.

Legal Implications: (Must include comments of the Monitoring Officer where the decision has legal implication)

Legal matters are set out in the body text.

Equality and Diversity Implications

N/A

Human Rights Implications

N/A

Sustainability Implications

None

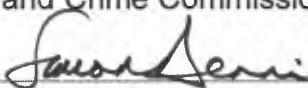
Risk Management Implications

None

OFFICER APPROVAL

Chief Executive

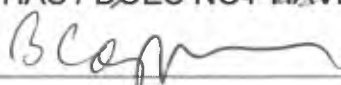
I have been consulted about the decision and confirm that financial, legal, and equalities advice has been taken into account. I am satisfied that this is an appropriate request to be submitted to the Police and Crime Commissioner.

Signed: 

Date: 21/1/15

Police and Crime Commissioner:

The above request HAS / ~~DOES NOT HAVE~~ my approval.

Signed: 

Date: 21/1/15