



Reference No: 2016-6918

THE POLICE & CRIME COMMISSIONER FOR CLEVELAND

DECISION RECORD FORM

REQUEST: Approval of preferred candidate for Chief Constable of Cleveland Police

Title:

Preferred Candidate for Chief Constable of Cleveland Police

Executive Summary:

I have today (24 June 2016) completed the process for selecting my preferred candidate for appointment as Chief Constable of Cleveland Police.

I have selected Iain Spittal.

I will be asking the Police & Crime Panel to confirm the appointment of Mr Spittal, at a hearing on 6 July 2016.

The decision to recommend the appointment was made by a panel chaired by me. The Panel members were the former Chief Constable of West Midlands Chris Sims (acting as my policing advisor), Stockton Council Chief Executive Neil Schneider (in the capacity of independent member representing partner organisations) Denise Curtis-Haigh (Head of People & Diversity for Cleveland Police) and my Chief Executive Simon Dennis.

As Police & Crime Commissioner I was also advised as part of the process, by a full stakeholder panel, including representatives of the Office of the Police & Crime Commissioner; the community Independent Advisory Group; Show Racism the Red Card; UNISON, the Police Federation and Superintendents' Association; the Community Rehabilitation Company; the Victim Care and Advice Service; and the Joint Cleveland Independent Audit Committee.

Mr Spittal was the sole candidate for appointment and set out a strong portfolio of responses to questions posed to him by the Panels, testing his suitability for appointment across the following key personal and professional qualities

- Serving the Public
- Leading Strategic Change
- Leading the Workforce
- Managing Performance
- Professionalism
- Decision Making
- Working with Others

Mr Spittal also expressed a strong personal core motivation to devote himself to providing the best possible policing services to the communities of Cleveland as well as ensuring that Cleveland's interests are well served in the regional and national policing context.

I will be commending his appointment to the Police & Crime Panel and subject to their approval, will look to appoint Mr Spittal to the role for a term of up to four years. Subject to the Panel's approval, I intend to exercise the discretion available to me under Home Officer Circular 25/2012 which permits a Police & Crime Commissioner upon appointment of a candidate, to vary the rate set by the government for the Chief Constable's salary by up to ten percent. The salary I intend to offer is therefore £150,846.30 per annum. My rationale for extending this offer to the candidate is as follows:

- The candidate has shown outstanding merit in the course of the rigorous application procedure and amply commanded the confidence of my advisory stakeholder panel;
- I am satisfied that it is vital that Cleveland Police should have outstanding and stable leadership in any event and in order to
 - Deliver outstanding police services to the communities of Cleveland over the next four years;
 - Deliver the policing objectives set by my Police & Crime Plan across the four-year life-cycle of the Plan
 - Successfully implement the 'Towards 2020' vision and plan for Cleveland Police
 - Drive forward the key programme of organisation development under the 'Everyone Matters' banner.

Mr Spittal has indicated to me that he is committed to the delivery of these key strategic aims notwithstanding his eligibility to retire from policing in autumn 2016.

With all of this in mind Mr Spittal has left me in no doubt as to his commitment to driving forward transformational change for the benefit of the communities of Cleveland and I am satisfied that it is appropriate to recognise and reflect this commitment in the remuneration to be offered to the candidate.

Decision:

To select Iain Spittal as preferred candidate for appointment as Chief Constable of Cleveland Police.

OPCC Lead Officer:

Simon Dennis

Contractor Details (if applicable):

No applicable

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)

As the Role of Chief Constable was advertised at £137,133, and the proposal is to pay 10% higher at £150,846, then guidance has been sought on the proper interpretation and procedure in respect of the discretion exercisable in respect of salary on appointment, under Home Office Circular 25/2012. This circular provides that 'A Police and Crime Commissioner may, on appointing a Chief Constable, set the Chief Constable's salary at a rate up to ten per cent above or below the rate for the post'. The Home Office have confirmed that the provision is still applicable notwithstanding its absence from subsequent published Determinations.

The view of the Home Office is that it would be considered best practice and the most transparent approach to award a salary on appointment that is in line with what was advertised - given that the flexibility was primarily intended to help PCCs address attraction needs. However, if the PCC wishes to take a different approach it would be up to them to seek assurance and/or legal advice and justify it to the Police and Crime Panel.

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

The selection process has been carried out by a lawful procedure and will be followed by the confirmation process required by the Police Reform & Social Responsibility Act 2011.

Equality and Diversity Implications

None arise - the selection process has been carried out by a lawful procedure

Human Rights Implications

None arise

Sustainability Implications

None arise

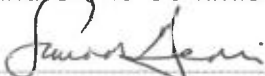
Risk Management Implications

None arise

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: 6/7/16

