



# THE POLICE & CRIME COMMISSIONER FOR CLEVELAND

## DECISION RECORD FORM

**REQUEST:** For PCC approval.

**Title:** Appointment of Chief Constable of Cleveland Police

**Executive Summary:**

Pursuant to the approval of the Police & Crime Panel at the confirmation hearing held on 23 January 2018, I appoint Mike Veale as Chief Constable of Cleveland Police.

The Panel’s statutory report to me is attached as Appendix A.

My statutory response to the Panel is attached as Appendix B.

The terms and conditions to be agreed with Mr Veale are attached as Appendix C.

**Decision:** To appoint Mike Veale as Chief Constable of Cleveland Police

**OPCC Lead Officer:** Simon Dennis

**Contractor Details (if applicable):** Not applicable

<b>Implications:</b>			
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 Chief Finance Officer where the decision has financial implications)

The proposed Terms and Conditions for the appointment of the Chief Constable are as per the Police Regulations and as advertised by the PCC. There are no further issues, of financial nature, to bring to the attention on the PCC in making this decision.

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 has been 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

#### Monitoring Officer

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.

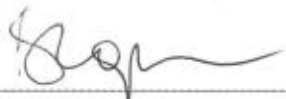
Signed 

Date 24 January 2018

**Police and Crime Commissioner:**

The above request HAS my approval.

Signed



Date

27/1/18



24 January 2018

Dear Barry

**Cleveland Police and Crime Panel – Confirmation Hearing  
Tuesday, 23 January 2018 at 5.00 p.m.**

Please find attached a copy of the report relating to the above Confirmation Hearing.

You will note that the Panel supported the Commissioner's recommendation that Mike Veale be appointed as Chief Constable.

The report will be embargoed from publication until 31st January unless you agree that it can be published earlier. If you could please advise accordingly when you notify us of your decision whether or not to accept the Panel's recommendation.

Yours sincerely

Councillor Norma Stephenson O.B.E  
Chair of the Cleveland Police and Crime Panel

## CLEVELAND POLICE AND CRIME PANEL

### CONFIRMATION HEARING – 23 JANUARY 2018

#### PROPOSED APPOINTMENT OF A CHIEF CONSTABLE BY THE CLEVELAND POLICE AND CRIME COMMISSIONER

#### REPORT OF THE HEARING

A confirmation hearing was held by the Cleveland Police and Crime Panel (“the Panel”) on Tuesday 23 January 2018 to consider the proposed appointment of a Chief Constable by the Police and Crime Commissioner for Cleveland.

#### Present:

Cllr Norma Stephenson (Chair); Cllr Gillian Corr (substitute for Cllr David Harrington), Cllr David Coupe, Cllr Chris Jones, Cllr Jim Lindridge, Paul McGrath, Cllr Katie Trueman, Cllr Charlie Rooney and Cllr David Wilburn.

#### Officers

Margaret Waggott, Julie Butcher, Jill Douglas, Peter Bell (Stockton-on-Tees Borough Council).

#### Also in attendance:

Barry Coppinger (Police and Crime Commissioner), Simon Dennis and Joanne Hodgkinson (Office for the Cleveland Police and Crime Commissioner), Tony Parkinson (Independent Selection Panel Member).

Mike Veale (Candidate).

#### Apologies:

Cllr Alec Brown, Cllr David Harrington, Cllr Ian Jeffrey, Cllr Tom Mawston, Cllr Matthew Vickers and Andrew Dyne.

#### Declarations of Interest:

There were no interests declared.

#### Confirmation Hearing Purpose and Procedure:

The purpose of the meeting was explained, which was to hold a confirmation hearing before making a report and recommendation to the Police and Crime Commissioner (“the Commissioner”) in relation to his proposed appointment of a Chief Constable. The hearing was a meeting of the Panel, held in public, at which the Candidate, Mike Veale, was in attendance for the purpose of answering questions relating to the proposed appointment.

The procedure to be followed was explained, and it was indicated that when the questions asked of the Candidate by Panel members were concluded, the Panel would go into closed

session, in order to agree a report and recommendations to the Commissioner. The Panel's decision would be communicated to the Commissioner in writing by the next working day following the hearing, and a copy of the communication would be provided to the Candidate if the Panel recommend that the Candidate be appointed. The Panel's report would normally be embargoed until a period of five days had elapsed following the hearing, however it was agreed that in the particular circumstances of this case that would not be necessary or appropriate. Details of the Panel's decision could therefore be released immediately following its communication to the Commissioner and the Candidate.

#### The Hearing:

Details of a report of the Police and Crime Commissioner for Cleveland relating to the Chief Constable appointment including a copy of advert for the position, role profile and Cleveland Police Chief Constable Candidate Information Pack were considered by the Panel. The Panel were also presented with a report of Independent Member of the Selection Panel. These papers provided details of the appointment process leading to the Commissioner's proposal to appoint Mike Veale, as Chief Constable.

Panel members were given the opportunity to ask questions of the Candidate and these centred around the following, regarding his approach and commitment to identifying, removing and preventing racism, sexism, or any other kind of discrimination in the Force, the considerable value the public places on Neighbourhood Policing and his commitment to retaining and developing it, against a backdrop of cuts in budgets and increased service pressures, how would he ensure that Cleveland Police remain active and committed to overall partnership working, his understanding of 'operational independence', the first things he intend to focus his attention on when commencing his appointment at Cleveland, the impact of the press and public perception on the post holder and the force, why Cleveland and what challenges he considered he would face and what made him an exceptional individual .

When responses had been provided to all of the Panel Members' questions, the Candidate was given an opportunity to clarify any answers given and to ask questions of the Panel. The hearing then concluded and the Panel went into closed session to consider its report and recommendations.

The Panel supported the Commissioner's recommendation that Mike Veale be appointed as Chief Constable.

RESOLVED that the Panel confirms its full support for the appointment of Mike Veale as Chief Constable for the Cleveland Police Force.



**Police & Crime Commissioner for Cleveland**  
**Cleveland Police Headquarters**  
**Ladgate Lane**  
**Middlesbrough**  
**TS8 9EH**

Email: [pcc@cleveland.pnn.police.uk](mailto:pcc@cleveland.pnn.police.uk)  
Website: <http://www.cleveland.pcc.police.uk>

Police and Crime Commissioner:  
Chief Executive & Monitoring Officer:  
T/Chief Constable:

Barry Coppinger  
Simon Dennis BA, Solicitor  
Simon Nickless

Tel: 01642 301653  
Tel: 01642 301653  
Tel: 01642 301217

24 January 2018

Councillor Norma Stephenson  
Chair, Cleveland Police & Crime Panel  
Stockton Borough Council  
Municipal Buildings  
Church Road  
Stockton  
BY EMAIL

Dear Norma

Chief Constable Appointment

Thank you for your letter of even date enclosing the Panel's report.

~~I am grateful for the Panel's support for Mike Veale's candidacy, further to which I~~  
confirm that I will proceed to appoint Mr Veale as Chief Constable with effect from a date to be agreed with the Police & Crime Commissioner for Wiltshire.

I agree with your view that the period for publication can properly and sensibly be waived and I would therefore propose to publish my Decision Record (and this statutory exchange of correspondence) today.

Yours sincerely

Barry Coppinger  
Police and Crime Commissioner



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



## SUMMARY OF KEY TERMS AND CONDITIONS

### CLEVELAND POLICE CHIEF CONSTABLE

#### **Nature of appointment**

The appointment is subject to the provisions of the Police Act, 1996 and the Police Regulations 2003 as amended, and any further amendment to the Act 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 (see job description).

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 is currently £138,505 which includes the 1% September 2017 pay award.

The PCC has decided to offer a range of £138,505 to £152,350 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.



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**Length of appointment**

The initial fixed term appointment will be for up to 4 years, to be agreed between parties as part of the final negotiations. The option for including the option for an extension of the initial fixed term period will also be discussed and agreed as part of the final negotiations.

**Notice period**

Termination of this contract 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, which is not less than 48 days.

**Location**

The post holder will be based at Police HQ, Ladgate Lane, Middlesbrough, TS8 9EH initially.

**Relocation and removal expenses**

The post holder's residence should be within a reasonable travelling distance of the Police Headquarters 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), and it is in the interests of the efficiency and effectiveness of the Force, the Police and Crime Commissioner will pay all reasonable costs arising from the sale and purchase of property, and all tax liabilities from any relocation package, so that there is no personal financial disadvantage.

Upon moving 'home' the Police and Crime Commissioner will reimburse all reasonable removal expenses.

Where the post holder, upon appointment, does not move 'home' to within a reasonable travelling distance of Police Headquarters, the Police and Crime Commissioner may offer additional financial support to enable him / her to reside during the working week within Cleveland.

A Replacement Allowance will only be paid in accordance with the post holder's existing arrangements.

**Professional Subscriptions**

The Police and Crime Commissioner will meet the cost of the NPCC Professional Subscription and CPOSA Legal Expenses Insurance.

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.

### **Uniform**

The Police and Crime Commissioner will provide full uniform and personal protective equipment.

### **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 obliged to notify the Police and Crime Commissioner if any post service employment might:

- Be a "reward for past favours" granted by the applicant to the employer;
- Be one which could enable a particular employer to gain an improper advantage by employing someone who had access to what its competitors "might legitimately regard as their own trade secrets or information relating to proposed developments in government policy which may affect that firm or its competitors"; or
- Be sensitive for 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.

November 2017