

# THE POLICE & CRIME COMMISSIONER FOR CLEVELAND

## DECISION RECORD FORM

**REQUEST:** For approval by PCC

**Title:** Recruitment of Chief Constable

**Executive Summary:**

There is a need to recruit a Chief Constable for the Cleveland Force area. With a number of other Force areas having to recruit Chief Constables (nineteen in total) it is believed Cleveland should recruit sooner rather than later in order to reach out to a number of potential candidates ahead of other Forces.

**Decision:**

To instigate the recruitment process for a Chief Constable of Cleveland Police and approval of the salary of £140k with revised terms and conditions.

**Implications:**

Has consideration been taken of the following:	Yes	No
Financial	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Diversity & Equal Opportunity	<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 on the next page)

## Decision Required – Supporting Information

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

The 'spot' rate for the pay of the Chief Constable of Cleveland Police is £133,068 per annum, however recent changes have allowed a PCC to vary this level by 10% either way. The decision to advertise and therefore pay a salary of £140,000 per annum to the Chief Constable of Cleveland Police is within the limits imposed by Police Regulations however this decision will incur additional costs, of approximately £10,000 per annum, once Pension and National Insurance implications are taken into account, over the level that would have been incurred at the spot rate. At the same time the terms and conditions have been reviewed so as to reduce costs eg CPOSA

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

It is essential that a Chief Constable be recruited – the temporary arrangement is time limited and the election of a PCC enables recruitment to proceed.

*Equality and Diversity Implications*

N/A

*Human Rights Implications*

N/A

*Sustainability Implications*

N/A

*Risk Management Implications*

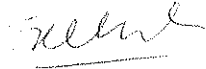
Failure to recruit could result in the present post holder leaving and increasing instability within the force.

**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.

Signature:



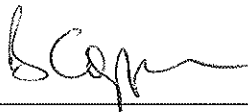
Date:

4/12

**Police and Crime Commissioner:**

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

Signature:



Date:

9/12/12