

ORIGINATOR: Mark Stokes (Chief Executive)

DECISION NO. 18 / 2021

REASON FOR SUBMISSION: For Decision

SUBMITTED TO: PCC

SUBJECT: Appointment of a Temporary Chief Constable

SUMMARY:

The Chief Constable has notified the Police and Crime Commissioner of his decision to retire from his current position from 30th June, 2021. His last day in Force will be 11th June, 2021.

By virtue of Schedule 1, paragraphs 6 to 8 of the Police Reform and Social Responsibility Act 2011 the Police and Crime Commissioner must appoint a Chief Constable. Under this provision the Deputy Chief Constable, Paul Sanford, will assume the responsibilities of Temporary Chief Constable with effect from 1st July, 2021 until such time as the role is filled substantively.

This decision enables the leadership, operational stability and business continuity to be maintained and provides the opportunity for a newly appointed Police and Crime Commissioner (May 2021) to manage the transitional process with the development and delivery of a new Police and Crime Plan.

This decision provides the appropriate assurance and stability to officers, staff and partners, mitigating any risk in the short term, until such time the incoming PCC fills the role substantively.

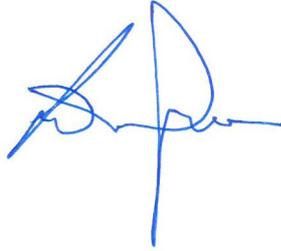
RECOMMENDATION:

It is recommended that the PCC approves:

The appointment of Mr Paul Sanford, as Temporary Chief Constable, effective from 1st July, 2021, until such time the role is filled substantively.

OUTCOME/APPROVAL BY: PCC
(Delete as appropriate)

The recommendations as outlined above are approved.

A handwritten signature in blue ink, consisting of a large, stylized 'A' followed by a horizontal line and a vertical line extending downwards.

Signature:

Date: 24/03/2021

DETAIL OF THE SUBMISSION

1. OBJECTIVE:

- 1.1 The objective of this paper is to seek the PCC's approval to appoint a Temporary Chief Constable with effect from 1st July, 2021.

2. BACKGROUND:

- 2.1 By virtue of Schedule 1, paragraphs 6 to 8 of the Police Reform and Social Responsibility Act 2011 Deputy Chief Constable, Paul Sanford, will assume the responsibilities of Temporary Chief Constable with effect from 1st July, 2021 until such time as the role is filled substantively. It is a matter for the Temporary Chief Constable, in consultation with the PCC, to appoint a temporary Deputy Chief Constable and to fill any arising Assistant Chief constable vacancy.
- 2.2 In considering a temporary contract, the PCC has given due consideration to the needs of the organisation, together with recognising the importance of business continuity in supporting a new Police and Crime Commissioner post Elections May, 2021.
- 2.3 The Deputy Chief Constable will be able to bring operational stability in a challenging environment, both financially and through the continued shift in the types of crime being committed. He has built up a considerable amount of knowledge, experience and understanding of the policing needs of Norfolk, and brings the necessary leadership qualities, expertise, drive and enthusiasm to the role.
- 2.4 The PCC believes these qualities, will lead the organisation through a period of significant transformational change, the continuing uncertainty of Covid-19, and support a newly appointed PCC in transition, to the benefit of the communities we serve.

3.0 AREAS FOR CONSIDERATION

- 3.1 Section 38 of the Police Reform and Social Responsibility Act 2011 requires the selection and appointment of Chief Constables, to be made by the Police and Crime Commissioner.
- 3.2 There is no requirement to seek Home Secretary approval for temporary appointments, or any requirement for confirmatory hearings by the Police and Crime Panel for Norfolk. The PCC will however, be advising the Police and Crime Panel of his decision to appoint a Temporary Chief Constable at this point in time.
- 3.3 A temporary appointment will allow the newly appointed PCC to work with the outgoing Chief Constable and support the delivery of the current Police and Crime Plan whilst preparing to develop and consult on a new Police and Crime Plan.
- 3.4 The Deputy Chief Constable will retain all terms and conditions of contract in his existing role, whilst acting up in a temporary capacity.
- 3.5 It is a matter for the Temporary Chief Constable, in consultation with the PCC, to appoint a temporary Deputy Chief Constable and to fill any arising Assistant Chief Constable vacancy.

- 3.6 The retirement of the Chief Constable could raise speculation and uncertainty over the Constabulary's future leadership, which could potentially destabilise the Force in what are unprecedented and challenging times.
- 3.7 This decision provides the appropriate assurance and stability to officers, staff and partners, mitigating any risk in the short term, until such time the incoming PCC fills the role substantively.

4 FINANCIAL AND OTHER RESOURCE IMPLICATIONS:

- 4.1 There are no financial implications to this decision.
- 4.2 The Conditions of Service shall be those as prescribed in the Police Reform and Social Responsibility Act 2011, the Police Act 1996 (as amended) and the Police Regulations 2003 (including its subordinate determinations) and / or as set out in the latest Circular adopted in pursuit of PNB agreements on pay and conditions of service of Chief Police Officers. Chief Officer salaries are set nationally.

5 STRATEGIC AIMS/OBJECTIVE SUPPORTED:

- 5.1 The Temporary Chief Constable is committed to achieving all the key deliverables as set out in the existing Police and Crime Plan for Norfolk, and working with the newly appointed PCC on the development of a new Police and Crime Plan 2021-2023.

6 OTHER IMPLICATIONS AND RISKS:

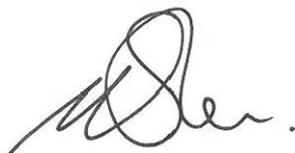
- 6.1 There are no other risks associated with this decision.

ORIGINATOR CHECKLIST (MUST BE COMPLETED)	PLEASE STATE 'YES' OR 'NO'
Has legal advice been sought on this submission?	Yes
Has the PCC's Chief Finance Officer been consulted?	Yes.
Have equality, diversity and human rights implications been considered including equality analysis, as appropriate?	Yes.
Have human resource implications been considered?	Yes.
Is the recommendation consistent with the objectives in the Police and Crime Plan?	Yes.
Has consultation been undertaken with people or agencies likely to be affected by the recommendation?	Yes – Police & Crime Panel
Has communications advice been sought on areas of likely media interest and how they might be managed?	Yes –
In relation to the above, have all relevant issues been highlighted in the 'other implications and risks' section of the submission?	Yes.
<p data-bbox="188 1406 726 1444">Is this report a Confidential Decision?</p> <div style="display: flex; justify-content: flex-end; align-items: center; gap: 20px;"> <input data-bbox="1050 1424 1171 1496" type="checkbox"/> <input checked="" data-bbox="1243 1424 1364 1496" type="checkbox"/> </div> <p data-bbox="188 1518 1417 1556">If Yes, please state reasons below having referred to the PCC Decision Making Policy</p>	

APPROVAL TO SUBMIT TO THE DECISION-MAKER (this approval is required only for submissions to the PCC).

Chief Executive

I am satisfied that relevant advice has been taken into account in the preparation of the report, that the recommendations have been reviewed and that this is an appropriate request to be submitted to the PCC.



Signature:

Date: 24/03/2021

Chief Finance Officer (Section 151 Officer)

I certify that:

- a) there are no financial consequences as a result of this decision,
OR
- b) the costs identified in this report can be met from existing revenue or capital budgets,
OR
- c) the costs identified in this report can be financed from reserves
AND
- d) the decision can be taken on the basis of my assurance that Financial Regulations have been complied with.

Signature:



Date: 24/03/2021

PUBLIC ACCESS TO INFORMATION: *Information contained within this submission is subject to the Freedom of Information Act 2000 and wherever possible will be made available on the OPCC website. Submissions should be labelled as 'Not Protectively Marked' unless any of the material is 'restricted' or 'confidential'. Where information contained within the submission is 'restricted' or 'confidential' it should be highlighted, along with the reason why.*