



OFFICE OF THE POLICE & CRIME COMMISSIONER FOR NORFOLK

Reply to: Claire Buckley

Tel No: 01953 424455

7th September 2016

Dear Member of the Public

Freedom of Information Request FOI/OPCCN/107

I am writing in connection with your email dated 9th August 2016, in which you requested the following information:

“Does the Chief Constable (and other Chief Police Officers in your force/constabulary) have a contract with the Police and Crime Commissioner / Police Authority or equivalent? If yes – what specific contractual matters are detailed therein (for each chief officer)

If unwilling to identify the specific contractual terms therein, please provide details of the broad terms and conditions detailed therein for each chief officer (for example does the contract provide for private medical insurance / “golden hello” payments or other inducements)

Details of any payments, reimbursements or allowances paid or made to each of your chief officers, other than those explicitly permitted in police regulations.

Details of any statutory authority that permits the Police and Crime Commissioner / Police Authority or equivalent to enter into any contracts as detailed in this request, with chief officers.”

I have reviewed our records and I can advise that the Chief Constable does have a contract with the Police and Crime Commissioner for Norfolk. To assist you, all other Chief Officers (of the rank Deputy Chief Constable and below) are appointed directly by the Chief Constable of Norfolk Constabulary.

Please find enclosed at Appendix 1, a copy of the General Conditions of Appointment for the position of Chief Constable within Norfolk Constabulary, which provides the details you requested. It is outlined in the Police Reform and Social Responsibility Act 2011 that the Police and Crime Commissioner must appoint a Chief Constable; the Chief Constable holds office in accordance with Section 38 of the Act and within the terms and conditions of appointment.

Yours sincerely

CBuckley

Claire Buckley
Freedom of Information Officer
Office of the Police and Crime Commissioner for Norfolk

Internal Review

If you think we have not supplied information in accordance with Section 1 (the General Right of Access) of the Freedom of Information Act 2000, or you are dissatisfied with the way in which your request has been handled, then you should write, in the first instance, to:

Mark Stokes
Chief Executive
Office of the Police and Crime Commissioner for Norfolk
Building 8
Jubilee House
Falconers Chase
Wymondham
Norfolk
NR18 0WW

Telephone: 01953 424455
Fax: 01953 424462
Email: opccn@norfolk.pnn.police.uk

If you are dissatisfied in any way with our response or the way we have handled your request, you can contact us by phone, email or in writing. We may, in the first instance, try and resolve your complaint informally. However, at any stage you can request or we may decide to treat your complaint formally under our internal review process.

An internal review is conducted by the Chief Executive who will review the request and response, taking account of your complaint(s), and will respond in writing as soon as possible. The Information Commissioner's Officer recommends that a response should be made in 20 working days. If we are unable to respond in this timeframe we will inform you and provide a date by which you should expect to receive our response.

If, after the internal review, you remain dissatisfied then you can complain to the Information Commissioner's Office, the government regulator for the Freedom of Information Act. Details of how to contact the Information Commissioner's Office can be found at www.ico.gov.uk



OFFICE OF THE POLICE & CRIME COMMISSIONER FOR NORFOLK

GENERAL CONDITIONS OF APPOINTMENT

(These are in addition to the Statutory and subordinate legislation applicable to constabulary officers and particularly to Chief Constables')

XXXXXXXXXX

1. POLICE REGULATIONS

The appointment of **XXXXXXXX** as Norfolk's Chief Constable is made in accordance with Police Reform & Social Responsibility Act 2011 (PR&SRA '11) and with the current Police Regulations, which the Secretary of State may vary from time to time.

2. SALARY & EXCEPTIONAL PAYMENT

The salary for the post is currently £138,828 per annum (with effect from 1 September 2014).

The Police and Crime Commissioner (PCC) considers it appropriate to vary that spot point by plus 10%, as he is entitled to do, under a Determination in this regard by the Home Secretary made under the provisions of the Police Reform & Social Responsibility Act 2011 this may be styled an "exceptional payment".

The PCC will determine that exceptional payment annually (timed from the date of appointment in paragraph 3 below) in arrears linked to performance criteria that he will determine through a Performance & Development Review procedure. It is his intention to consider this through staged payments of up to 3% per annum over the period of the fixed term contract (as may be extended) up to the maximum of 10% permitted within the rules.

3. EFFECTIVE DATE & TERM OF APPOINTMENT

XXXXXXXXXX shall commence duties on **XXXXXXXXXX** for a fixed term contract of 5 years from that date. This may be extended at the absolute discretion of the PCC (at that time) subject to the Act and regulations (as may be amended) as applicable at that time.

4. WORKING HOURS

Working hours will be such as are needed to fulfil the requirements of the post.

5. PERIOD OF NOTICE

The appointment is subject to 3 months' written notice or such shorter notice as may be accepted by the Office of the Police and Crime Commissioner for Norfolk.

6. REFEREES

The appointment is subject to receipt of two satisfactory references (received and agreed as satisfactory by the PCC).

7. CAR ALLOWANCE

The post is eligible for the provision of a car and driver.

The value, model/type of vehicle and its time of replacement shall be as determined, in its absolute discretion, by the PCC from time to time. (The current approved figure is £39,000 (inclusive of VAT).)

8. HOUSING/RENT ALLOWANCE

The person appointed to the post of Chief Constable will be paid housing or rent allowance, if appropriate, in accordance with their existing arrangements.

9. WHOLE-TIME SERVICE

The successful candidate will be required to devote his/her whole-time service to fulfilling the duties of the office of Chief Constable and shall not take up any other additional appointment without the prior written consent of the Office of the Police and Crime Commissioner for Norfolk, this includes roles within ACPO.

10. SUPERANNUATION

Superannuation contributions will be deducted at the rate specified in the Police Pensions Regulations.

11. PERFORMANCE & DEVELOPMENT REVIEW

There will be periodic performance and development related reviews in accordance with Home Office Guidance which may be linked to the "exceptional payment" allowance as the PCC determines (para 2 above).

12. OTHER ALLOWANCES

(a) A telephone allowance of rental for one home telephone line is paid and business calls from home reimbursed.

(b) The Office of the Police and Crime Commissioner for Norfolk will reimburse the annual membership fee for ACPO (or such other body as the PCC in his absolute discretion may approve).

(c) The CPOSA personal insurance premium to the extent that this is applicable to the discharge of his professional duties only. No element of this insurance will relate to cover for employment or dismissal or other removal from office by the PCC.

(d) Appropriate uniform is provided.

(e) The successful candidate and immediate family (husband/wife/partner and children (up to and including age 17(or in full time education) – if within the FTA period) are eligible for free health insurance (premiums only) provided through a scheme approved by the PCC.

(f) The PCC will pay for the installation (if advised as necessary) and maintenance costs of an appropriate security/alarm system for the Chief Constable's domestic residence.

I accept the terms and conditions outlined above.

Signed by Appointee:

Print Name: XXXXXXXXXXXXX

Dated:

Signed by PCC

Print Name: XXXXXXXXXXXXXXXX

Dated: