

**OFFICE OF THE POLICE AND CRIME COMMISSIONER  
FOR HUMBERSIDE  
DECISION RECORD**

Decision Record Number: **26/2015**

Title: **Chief Constable – Contract Extension**

**Executive Summary:**

Following a robust recruitment and selection process Ms Curran was appointed to the position of Chief Constable of Humberside on 1 April 2013 on a five year FTA. Extensions of FTA's are allowed for a maximum of three years and for subsequent terms each of a maximum of one year.

Her original contract expires on 1 April 2018 and I intend to extend the contract until 6 September 2018.

In making my formal decision to extend the appointment of Chief Constable Curran's FTA to 6 September 2018, I have taken cognisance of the significant leadership she has brought to the force and how the police will best serve the people of Humberside into the future. Ms Curran is fully committed to Humberside Police and does not wish to seek an alternative role elsewhere. She is fully committed to enhancing the performance of the force and transforming local services that will deliver to the people she serves.

**Commissioner Comments:**

The reasons for my decision to extend Ms Curran's FTA contract are as follows:

1. Humberside Police are going through significant change in order to deliver a modern and effective policing service to the residents of the force area. Under my instruction to re-examine the force, Ms Curran has been the architect behind this change and bring Humberside into the 21<sup>st</sup> Century. This is not an overnight solution and the Chief Constable is vital in order to oversee the full implementation of Building the Future programme over the next 4 years.
2. Additional work is required now and over the next 4 years to ensure that Humberside Police remains financially balanced whilst maintaining an effective policing service to the communities in north Lincolnshire and east Yorkshire. That work is being explored now; it is essential that Ms Curran remains in post to steer the force and provide a strong and consistent level of leadership and management.
3. The importance of retaining the Chief Constable throughout a challenging period of time to minimise the chance that she would apply to another Force, should an appropriate opportunity arise.
4. A new Deputy Chief Constable and two Assistant Chief Constables have just been recruited. This provides the platform for a positive, cohesive and forward looking team to drive the changes that will be required against the financial position. The Chief Constable is the lynch pin for this team and provides the essential strategic direction.

**Decision:**

That the contract extension for the Chief Constable, Justine Curran, be extended to 6 September 2018.

**Background Report:** N/A

**Police and Crime Commissioner for Humberside**

I confirm I have considered whether or not I have any personal or prejudicial interest in this matter and take the proposed decision in compliance with my code of conduct.

Any such interests are recorded below.

The above decision has my approval.

Signature

*Matthew Crowe*

Date 15 June 2015