

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

Decision Record Number: 20/2019

Title: Extension to the Chief Constable's Contract

Executive Summary:

Chief Constable Lee Freeman's current 5 year fixed term contract runs from 26.06.17 to 25.06.22.

In order to support retention of the present Chief Constable in post to provide continued stability and progression for the Force, the Police and Crime Commissioner proposes an interim contract extension of a further 2 years, thus extending the Chief Constable's term of office to 25.06.24. A salary uplift of 10% will be applied for that extension period.

Key points supporting the rationale for both an interim contract extension and uplift in salary are in the background report at Appendix A.

Commissioner Comments:

My rationale is outlined in appendix A.

Decision:

To apply an interim extension of Chief Constable Lee Freeman's contract for a further two years, thus extending his fixed term of office to 25.06.24. A salary uplift of 10% to be applied for that extension period.

Background Report: Open

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



Date

28-05-2019.

**POLICE AND CRIME COMMISSIONER
FOR HUMBERSIDE**

**SUBMISSION FOR:
DECISION**

OPEN

Title: Extension of the Chief Constable's Contract

Date: 14.05.19

1. Executive Summary

Chief Constable Lee Freeman's current 5 year fixed term contract runs from 26.06.17 to 25.06.22.

In order to support retention of the present Chief Constable in post and provide continued stability and progression for the Force, an interim contract extension of a further 2 years (thus extending the CC's term of office to 25.06.24) is proposed. A salary uplift of 10% should be applied for that two year extension period.

2. Recommendation(s)

To apply an interim extension of Chief Constable Lee Freeman's contract for a further two years, thus extending his fixed term of office to 25.06.24. A salary uplift of 10% to be applied to that extension period.

3. Background

Key points supporting the rationale for both an interim contract extension and uplift in salary are provided in the following summary:

3.1 The Commissioner set CC Freeman the goal of turning around Force performance in line with the aims of the Police and Crime Plan. The HMICFRS Integrated PEEL Assessment clearly shows this has been achieved and that there is potential to improve even further due to the changes instituted. This turnaround led to significant local and national attention, with HMICFRS senior staff seeking an understanding of the approach taken. Other Forces seeking to improve are now signposted to Humberside by HMICFRS.

3.2 CC Freeman voluntarily assisted Cleveland Police in their time of need and instituted much needed change to provide a substantially sounder basis for the new Chief Constable to take over, bringing him to national attention. He has been invited to speak with the Policing Minister offering advice about the future of Cleveland Police and he has received thanks and recognition for his role. This has been further emphasised by his nomination for such a role by the College of Policing.

3.3 With publication of the HMICFRS report for Humberside Police underlining improvements already noted by media commentators, CC Freeman's return to this Force and his intention to

continue as Chief Constable has received clear support from both the public and staff. It is the Commissioner's belief that losing CC Freeman in the foreseeable future would be damaging to the Force in a number of respects; morale of staff would suffer and public confidence would be adversely affected.

- 3.4 A Chief Constable with the current standing of CC Freeman would be ripe for being 'poached' by a larger Force, attracting a larger salary. There is nothing in his contract to prevent him applying for another Force and such movements are encouraged nationally. Due to his national profile and personal financial situation, there are incentives for him to apply within the next year for other Chief Constable posts.
- 3.5 CC Freeman's current contract expires before he would be able to draw down his full pension and so from a personal and family financial perspective he is seeking assurance about his future. If he were to apply for another Chief Constable's position now, the standard five year contract would allow him retire on a full pension and he may additionally be able to negotiate a better pay package than he is currently on with this Force.
- 3.6 To minimise the draw for CC Freeman to move elsewhere the Commissioner can remove one of the potential 'pull' factors by extending his contract for two years, enabling CC Freeman to remain in the Force until he is able to draw his full pension. CC Freeman has indicated his wish to do so should his personal financial considerations be assuaged. At the point where his current contract expires the Commissioner feels that given his performance, he should receive the discretionary additional 10% on his salary for the two year extended period.
- 3.7 Although the Commissioner acknowledges that this does not guarantee CC Freeman will remain with the Force for the full period of his current contract and the extension, it substantially reduces the likelihood of him feeling that to secure his personal circumstances he has to look at opportunities elsewhere regardless of where he may prefer to work.
- 3.8 The Commissioner believes this will receive strong local support from both the public and within the Force. It will also illustrate more widely that the Humberside area is one that can attract, develop and retain the best professionals. This should bring welcome stability and a key aspect of excellent organisations is consistency of approach.

4. Options

Option 1 – is to agree to apply an interim extension of a further two years to CC Freeman's fixed term contract, thus extending his term of office to 25.06.24 and to apply a 10% uplift in salary to that extension period. This is recommended.

Option 2 – to disregard the considerations listed in para 3. This is not recommended.

5. Risks

None associated with this decision which mitigates a number of risks in relation to the continuous improvement and stability of the Force as indicated in para 3.

6. Driver for Change/Contribution to Delivery of the Police and Crime Plan

The HMICFRS Integrated PEEL Assessment clearly shows that Force performance has been turned around in line with the aims of the Police and Crime Plan. CC Freeman's role in

achieving that aim has received significant local and national attention and an interim contract extension with salary uplift supports his retention in post. This is vital to ensure both the future stability of the Force and confidence of the public and staff.

7. Financial Implications

Should Option 1 be agreed, there are no financial implications other than the cost of salary uplift over the two year contract extension period. The Chief Constable's Terms and Conditions remain unchanged in line within guidelines.

8. Legal Implications

The extended term of employment will be subject to a signed contract between the PCC and the Chief Constable.

9. Equalities Implications

There are no equalities implications to consider.

10. Consultation

Humberside Police and Crime Panel.

11. Communication Issues

There are no communication issues to consider regarding this decision.

12. Background documents

There are no background documents to consider regarding this decision.