

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

Decision Record Number **26/2023**

Chief Constable Appointment Terms

Executive Summary

Following due process Paul Anderson has been announced as preferred candidate for the post of Chief Constable. The appointment is subject to confirmation on July 14th by the Humberside Police and Crime Panel.

The appointment will commence August 1st, 2023.

Terms of appointment have been discussed as five-year fixed term contract, salary plus 10% with additional payment requiring Home Office approval. There will also be provision of a vehicle.

Decision of the PCC - Approved

Background Report: Open

Although personal data is included, the identity of the Chief Constable is public knowledge, as are his salary arrangements.

Police and Crime Commissioner for Humberside

I confirm I have considered whether 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 14/07/2023

**POLICE AND CRIME COMMISSIONER
FOR HUMBERSIDE**

SUBMISSION FOR: DECISION

OPEN

Title: Chief Constable Appointment Terms

Date: 5/7/23

1. Executive Summary

Following due process Paul Anderson has been announced as preferred candidate for the post of Chief Constable. The appointment is subject to confirmation on July 14th by the Humberside Police and Crime Panel.

Terms of appointment have been discussed as five-year fixed term appointment, salary plus 10% with additional payment requiring Home Office approval. There will also be provision of a vehicle.

2. Recommendation

That the PCC ratify the decisions made in consultation with the preferred candidate and sign formal approval for contract offer.

3. Background

Following due process Paul Anderson has been announced as preferred candidate for the post of Chief Constable.

Terms discussed and agreed verbally were as follows.

Five-year fixed term contract, available to extend as per regulations with mutual agreement.

Appointment on salary of £158,595 as per regulations annex F. Other permitted allowances will continue as per regulations.

In addition, providing the enhanced +10% on commencement of employment to reflect the experience of the area and the recognition of no other candidates for the role. Due diligence by the OPCC Chief Executive showed that for three recent

appointments to Chief Constable elsewhere in England that this arrangement had been made. (Cumbria, Notts and Cleveland).

A payment in lieu of removal expenses which are not included in regulations has been requested by the candidate of one off £12,000 which will require ratification by the Home Office. OPCC Chief Executive will write to them requesting approval.

Contract will be offered with this being subject to sign off.

4. Options

- 1) Approve and secure the preferred candidate.
- 2) Re-advertise and seek further candidates.

5. Financial Implications

Budget as per arrangements for previous Chief Constable.

6. Legal Implications

Legal agreement for £12,000 allowance needs to be subject to Home Office approval as this is outside of regulations.

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

Appointing a Chief Constable is a statutory requirement.

8. Equalities Implications

Appointment subject to strict process ensuring equality and diversity considerations throughout.

9. Consultation

Discussion has occurred between the PCC, Paul Anderson and the Chief Exec of the OPCC.

10. Media information

Announcement post confirmation hearing.

11. Background documents

Contract of Employment – closed by to personal information.

12. Publication

Open

13. DPIA considered