

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

Decision Record Number: **25/2024**

Title: Appointment of Temporary Chief Constable

**Executive Summary:**

Owing to the retirement of Chief Constable Paul Anderson, the role of Temporary Chief Constable of Humberside Police will be assumed by Judi Heaton. These arrangements will commence on 1 July 2024.

The appointment is temporary and will be for a term up to 6 months as we recruit for a permanent Chief Constable. The appointment can be terminated with 4 weeks written notice by either party.

The salary, as defined by Regulation 24, Police Regulations 2003 Determinations is £171,519 per annum.

**Decision of the PCC:**

That Judi Heaton be appointed to the role of Temporary Chief Constable and paid £171,519 per annum for a term up to 6 months as the Commissioner recruits for a permanent Chief Constable.

**Background Report: Open**

**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 02/07/2024**

**POLICE AND CRIME COMMISSIONER  
FOR HUMBERSIDE**

**SUBMISSION FOR: DECISION**

**OPEN**

**Title:** Appointment of Temporary Chief Constable

**Date:** 1 July 2024

---

**1. Executive Summary**

Owing to the retirement of Chief Constable Paul Anderson, the role of Temporary Chief Constable of Humberside Police will be assumed by Judi Heaton. These arrangements will commence on 1 July 2024.

The appointment is temporary and will be for a term up to 6 months as we recruit for a permanent Chief Constable. The appointment can be terminated with 4 weeks written notice by either party.

The salary, as defined by Regulation 24, Police Regulations 2003 Determinations Annex F is £171,519 per annum.

**2. Recommendation**

That Judi Heaton be appointed to the role of Temporary Chief Constable and paid £171,519 per annum for a term up to 6 months as the Commissioner recruits for a permanent Chief Constable.

**3. Background**

Owing to the retirement of Chief Constable Paul Anderson, the role of Temporary Chief Constable of Humberside Police will be assumed by Judi Heaton. These arrangements will commence on 1 July 2024.

Section 38 of the Police Reform and Social Responsibility Act 2011 requires the Police and Crime Commissioner (PCC) to appoint a Chief Constable to lead the police force.

The appointment is temporary and will be for a term up to 6 months as we recruit for a permanent Chief Constable. The appointment can be terminated with 4 weeks written notice by either party.

The salary, as defined by Regulation 24, Police Regulations 2003 Determinations Annex F is £171,519 per annum.

Recruitment for a substantive Chief Constable role commences on 5 July 2024. This process will be subject to significant guidance and requirements around good practice. These factors, combined with the importance of the role, dictate that it is a process that will take a period of time to achieve.

This created an interim period between the retirement of Chief Constable Paul Anderson and the arrival of Humberside's next Chief Constable, hence the necessity for the PCC to appoint a Temporary Chief Constable.

This temporary appointment does not require confirmation by the Humberside Police and Crime Panel.

#### **4. Options**

Options were presented to the PCC around a temporary position. The PCC determined that continuity of leadership and stability were key considerations to the temporary appointment, from a public confidence and policing perspective. The process was managed by the PCC's Chief Executive who sought support via HMICFRS.

Having considered all available options, the PCC determined that Judi Heaton should be appointed as Temporary Chief Constable from 1 July 2024. The appointment will be temporary and for a term up to 6 months as the PCC recruits for a permanent substantive Chief Constable. The temporary appointment can be terminated with 4 weeks written notice by either party.

#### **5. Financial Implications**

The salary, as defined by Regulation 24, Police Regulations 2003 Determinations Annex F is £171,519 per annum.

The appointment is temporary from 1 July 2024 and will be for a term up to 6 months as we recruit for a permanent Chief Constable. The appointment can be terminated with 4 weeks written notice by either party.

#### **6. Legal Implications**

Section 38 of the Police Reform and Social Responsibility Act 2011 requires the Police and Crime Commissioner (PCC) to appoint a Chief Constable to lead the police force.

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

There is a need to ensure continued delivery of the Aims contained within the Police and Crime Plan.

**8. Equalities Implications**

Not applicable.

**9. Consultation**

The Home Office will be informed of the temporary arrangements.

**10. Media information**

This Decision Record will be published as an open record.

**11. Background documents**

None.

**12. Publication**

Open

**13. DPIA considered**

Not applicable.