

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

Decision Record Number: **DR41/2024**

Title: Extension of Contract for the Temporary Chief Constable

**Executive Summary:**

Owing to the retirement of Chief Constable Paul Anderson, the role of Temporary Chief Constable of Humberside Police was assumed by Judi Heaton from July 1<sup>st</sup>, 2024.

An attempt to recruit was made in July through to 9<sup>th</sup> August 2024 which failed to attract any candidates.

It was agreed to pause pending publication of the HMICFRS PEEL assessment for Humberside and the publishing of the PCC, Police and Crime Plan. It is planned to go back to advert from Jan 2<sup>nd</sup> 2025.

The extension to 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 receive extension to her contract of appointment to the role of Temporary Chief Constable, paid £171,519 per annum for a term of 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 16/12/2024**

**POLICE AND CRIME COMMISSIONER  
FOR HUMBERSIDE**

**SUBMISSION FOR: DECISION**

**OPEN**

**Title:** Extension of contract for the Temporary Chief Constable

**Date:** 12 December 2024

---

**1. Executive Summary**

Owing to the retirement of Chief Constable Paul Anderson, the role of Temporary Chief Constable of Humberside Police was assumed by Judi Heaton from July 1<sup>st</sup>, 2024.

An attempt to recruit was made in July through to 9<sup>th</sup> August 2024 which failed to attract any candidates.

It was agreed to pause pending publication of the HMICFRS PEEL inspection for Humberside and the publishing of the PCC, Police and Crime Plan. It is planned to go back to advert from Jan 2<sup>nd</sup> 2025.

The extension to 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.

Police Scotland Pension Authority have confirmed that arrangements are in place for the abatement of pension for the T/CC previous service.

**2. Recommendation**

That Judi Heaton receives an extension of appointment for the role of Temporary Chief Constable and paid £171,519 per annum for a term up to a further 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 was assumed by Judi Heaton 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 was temporary and for a term up to 6 months.

A recruitment process commenced shortly after appointment with a deadline for applications of 9<sup>th</sup> August 2024. No applications were received for the post.

Work commenced to identify reasons why eligible candidates were not attracted to the role. The peak summer season, the unknown outcome of the forces PEEL inspection and lack of information in relation to the ongoing misconduct investigation were cited as possible barriers along with the sector wanting clarification of an open process which has been demonstrated by neither the Deputy Chief Constable nor the Temporary Chief Constable making an application.

The PEEL report was published in October demonstrating Humberside remains an Outstanding force with further work required around improving Investigating Crime. The PCC has now also published his Police and Crime Plan which is a key document for interested candidates to consider.

The salary, as defined by Regulation 24, Police Regulations 2003 Determinations Annex F remains £171,519 per annum. It is confirmed that pension abatement is in place for the T/CC.

Recruitment for a substantive Chief Constable role re-commences on 2 January 2025. This process will be subject to College of Policing guidance on recruitment for Chief Officers. The timeline proposed is as follows;

2<sup>nd</sup> January – Advert live

14<sup>th</sup> January – Familiarisation Day for interested candidates

2<sup>nd</sup> February – Deadline for applications

4<sup>th</sup> February – Shortlisting

11<sup>th</sup> February – Stakeholder Panel

12<sup>th</sup> February – Assessment Day

The appointment will be subject to a Confirmation Hearing with the Police and Crime Panel which is likely to be held mid March 2025.

#### **4. Options**

Following no applications for the first recruitment process, the timing of re-commencing the process must have due consideration and advice has been sought from the wider policing system on when and how this happens.

It was felt delaying recruitment to January was the best course of action and therefore extending the tenure of the T/CC will provide further stability during this time. Performance of the force remains excellent under her leadership and continues to be monitored.

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

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

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. Work continues with the College of Policing who will be supporting the recruitment process.

#### **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.