



Cambridgeshire
Police & Crime
Commissioner

To: Business Coordination Board

From: Chief Executive

Date: 14 July 2015

APPOINTMENT OF ACTING CHIEF CONSTABLE

1. Purpose

1.1 The purpose of this report is to inform the Business Coordination Board (“the Board”) of the Police and Crime Commissioner’s (“the Commissioner”) decision to appoint an Acting Chief Constable for Cambridgeshire Constabulary (“the Constabulary”) until the substantive appointment of a Chief Constable.

2. Recommendation

2.1 The Board is recommended to note the Commissioner’s decision to appoint the Constabulary’s current Deputy Chief Constable, as the Acting Chief Constable until such a time as the substantive Chief Constable is in post.

2.2 The Commissioner signs the Decision Notice.

3. Background

3.1 The Police Reform and Social Responsibility Act 2011 (“the Act”) requires the Commissioner to appoint a Chief Constable. The Commissioner has a legal duty to adhere to the appointment process for the Chief Constable as set out in the Act.

3.2 The current Chief Constable is to retire on the 31st July 2015. The experience of the Constabulary’s existing Senior Management Team meant that the Commissioner felt that this was an agreeable date, one which also took account of the Chief Constable’s leave commitments.

3.3 The recruitment exercise for a new Chief Constable is currently underway. Given the timescales regarding the appointment process, the Chief Constable post will not be filled substantively until after the 31st July 2015. It is envisaged, subject to the Police and Crime Panel’s consideration of the Commissioner’s proposed, that a substantive

Chief Constable would be in post in Autumn 2015. The appointment process and anticipated timescales is given at Appendix 1.

- 3.4 Consequently the post of Chief Constable needs to be filled on a temporary basis until a substantive appointment is made. It is for the Commissioner to make the decision about the appointment of an Acting Chief Constable. To be eligible to be either an acting or substantive Chief Constable, a person must have passed the Senior Police National Assessment Centre and successfully completed the Strategic Command Course.

4. Appointment of Acting Chief Constable

- 4.1 The Commissioner has made the decision to appoint Deputy Chief Constable (DCC) as the Constabulary's Acting Chief Constable. The DCC meets the eligibility requirement regarding the Senior Police National Assessment Centre and the Strategic Command Course, as outlined in paragraph 3.3 above and has previous experience of being an Acting Chief Constable.

- 4.2 He will be acting in the capacity of Chief Constable for the period from the 1st August 2015 until such a time that the substantive Chief Constable is in post. The Commissioner will give not less than 28 days' notice to the DCC of his reversion to his substantive role of Deputy Chief Constable.

- 4.3 The terms and conditions for the post of Acting Chief Constable will be a salary at the rate set by the Police Negotiating Board for Chief Constables. In addition the Acting Chief Constable will receive a rent allowance and will be eligible for the regular car user allowance.

5. Consequential appointments

- 5.1 It is for the Acting Chief Constable to appoint an Acting Deputy Chief Constable.

6. Recommendation

- 6.1 The Board is recommended to note the Commissioner's decision to appoint the Constabulary's current Deputy Chief Constable as the Acting Chief Constable until such a time as the substantive Chief Constable is in post.

- 6.2 The Commissioner signs the Decision Notice.

BIBLIOGRAPHY

Source Document	
Contact Officer	Dorothy Gregson, Chief Executive, Office of Cambridgeshire Police and Crime Commissioner

**APPOINTMENT OF CHIEF CONSTABLE – RECRUITMENT PROCESS AND ANTICIPATED
TIMESCALES**

Note: these timescales are subject to change

Process	Timescale
Stakeholder Engagement	26 th June – 11 th August
Advertisement of post	30 th June – 21 st July 2015
Shortlisting	23 rd July 2015
Interview	12 th August 2015
Police and Crime Panel Confirmation Hearing	<i>to be confirmed</i>
Appointment	After Confirmation Hearing