



APPOINTMENT OF CHIEF CONSTABLE

FULL PARTICULARS AND TERMS OF APPOINTMENT

1. The appointment of Chief Constable will be made in accordance with the provisions of the Police Acts, Regulations and Determinations and any other relevant legislation and will be subject to the outcome of the Confirmation Hearing by the Police and Crime Panel.
2. The term of appointment will be for a five-year period with any extension(s) to that term requiring the approval of the Police and Crime Commissioner.
3. Three months written notice is required to end the appointment before the end of the five-year term. A shorter notice may be accepted by the Police and Crime Commissioner.
4. The salary for the position is £188,656.
5. The majority of work will be carried out from Police Headquarters, Martlesham Heath. However, the nature of the work will require travel throughout Suffolk, the Eastern Region and nationally. The successful applicant will be required to reside within a reasonable travelling distance of Police Headquarters for operational purposes, and which is subject to the agreement of the Police and Crime Commissioner.
6. The successful applicant will receive allowances in accordance with Police Regulations.
7. The successful applicant will be provided with a “company car” up to the value of £40,000 or an equivalent allowance.
8. NPCC and other national representational work may only be undertaken following consultation with the Police and Crime Commissioner. The Chief Constable must

take account of any observations the Police and Crime Commissioner may make prior to agreeing to such work.

9. The Commissioner commits to and encourages your professional development. Reasonable investment in your professional development will be discussed and where agreed, approved as part of such performance and development arrangements.
10. Primary and secondary legislation governs the relationship of accountability between the Chief Constable and the Police and Crime Commissioner. Annual objectives will be set in collaboration, and the post holder must commit to regularly discussing progress.
11. Where relocation of the successful applicant's home is required to take up the post, reasonable removal and relocation expenses and any tax liability arising thereon will be paid in accordance with Police Regulations on the production of receipts.

In the event that the successful applicant's appointment ceases then the amount of the removal and relocation expenses paid will be repaid to the Commissioner by reference to the following time periods and percentages:

- appointment ceasing within 1 year: 75% repayable;
- appointment ceasing within 2 years: 50% repayable;
- appointment ceasing within 3 years: 25% repayable.

12. The successful applicant will be entitled to annual leave in accordance with Police Regulations currently 35 days. The number of days that may be carried over from one year to the next is 5 days.
13. The successful applicant will be required to devote their whole-time service to fulfilling the duties of the Chief Constable and shall not take up any other additional appointment or role, or undertake a business interest without the prior written consent of the Police and Crime Commissioner.
14. Any conditional offer of employment will be subject to successful completion of various pre-employment checks including a medical assessment and reference checks. The appointment will also be subject to security clearance at Management Level (MV) and Development (DV) vetting level if not in place on appointment and this will remain a requirement of the post. A formal offer of appointment will not be made until the pre-employment checks have been completed to the satisfaction of the Police and Crime Commissioner.

15. The CPOSA insurance (non-personal) element will be paid for from police funds to be reviewed by the Police and Crime Commissioner from time to time in accordance with national policy developments. The successful applicant will be required to pay the CPOSA insurance protective element and their membership subscription themselves.
16. It is a condition of appointment that the successful applicant will comply with the system for approving post-service employment introduced by the Home Office in November 2017.