

**ORIGINATOR:** CHIEF EXECUTIVE

**DECISION NUMBER:** 17 - 2015

**REASON FOR SUBMISSION:** FOR DECISION

**SUBMITTED TO:** POLICE AND CRIME COMMISSIONER

**SUBJECT:** APPOINTMENT OF TEMPORARY CHIEF CONSTABLE

**SUMMARY:**

1. This paper proposes the appointment of a temporary Chief Constable to cover the absence due to ill-health of the Chief Constable.

**RECOMMENDATION:**

It is recommended that the Deputy Chief Constable Gareth Wilson be appointed as the Temporary Chief Constable with immediate effect to cover the period until Douglas Paxton, the Chief Constable, returns from his period of absence.

**APPROVAL BY: PCC**

The recommendation set out above is agreed.

Signature

*Tui Parnmore*

Date *24/02/2015*

## **DETAIL OF THE SUBMISSION**

### **1. INTRODUCTION**

- 1.1 On 16 December 2014, Douglas Paxton, the Chief Constable commenced a period of sick leave. He authorised Gareth Wilson, Deputy Chief Constable, as his designated Deputy, to conduct direction and control of the Constabulary and to discharge as necessary the powers and responsibilities of the office of Chief Constable.
- 1.2 It is unknown at the current time when the Chief Constable's period of sick leave will end. Whilst a number of steps have been taken to secure the resilience of the Chief Officer Team during the period of sick leave to date, it is now considered necessary to take further steps to ensure its continuing resilience.
- 1.3 It is proposed that the Deputy Chief Constable, Gareth Wilson be appointed as Temporary Chief Constable to cover the Chief Constable's period of sickness absence. Steps will then be taken to recruit a Temporary Deputy Chief Constable to cover the temporary promotion of the Deputy Chief Constable. Matters are already in hand to recruit a permanent appointment to the Assistant Chief Constable role within the Constabulary. Chief Superintendent David Skevington is currently appointed as Temporary Assistant Chief Constable to cover the substantive role.

### **2. PROPOSED TEMPORARY APPOINTMENT**

- 2.1 The period of absence to be covered by the Deputy Chief Constable Gareth Wilson is proposed to be the period until Douglas Paxton, Chief Constable, returns from sick leave.
- 2.2 Gareth Wilson joined Essex Police in 1989 and spent time in both CID and uniformed roles. He was promoted to Superintendent in 2002, and in April 2010 was appointed as the Detective Chief Superintendent to run the joint Kent and Essex Serious Crime Directorate. Gareth joined Norfolk Constabulary in June 2012, upon promotion to Assistant Chief Constable responsible for local policing, criminal justice and royalty protection. In June 2013, Gareth was appointed as the collaborative lead for protective services in Norfolk and Suffolk, overseeing the delivery of serious and organised crime, intelligence, major investigation, forensics and specialist operations along with criminal justice and royalty protection. He joined Suffolk Constabulary in July 2014 as Deputy Chief Constable.
- 2.3 The proposed temporary appointment is not a substantive appointment and so does not require confirmation by the Police and Crime Panel. However the officers of the Police and Crime Panel have been advised of the proposal so that the Panel may be kept informed.

### **3. SERVICE AND FINANCIAL IMPLICATIONS**

- 3.1 It is not anticipated that there will be any financial implications arising from the Deputy Chief Constable being appointed as Temporary Chief Constable as he intends to waive any financial benefit from being appointed to that role and will continue to be remunerated at his Deputy Chief Constable rate. There will be financial implications in appointing a Temporary Deputy Chief Constable as Suffolk Constabulary will need to reimburse the appointee's home force for their remuneration costs and also any costs associated with uplift in rank that the temporary appointment would incur. It is also likely that temporary accommodation costs in Suffolk would require to be paid for the post.

### **4. RISK**

- 4.1 There are no risks of significance arising from the proposed cause of action. There are no applicable risks in the Police and Crime Commissioner's Risk Register.

ORIGINATOR CHECKLIST (MUST BE COMPLETED)	PLEASE STATE 'YES' OR 'NO'
Has legal advice been sought on this submission?	Yes – the author is a Solicitor and the Monitoring Officer.
Has the PCC's Chief Finance Officer been consulted?	Yes.
Have equality, diversity and human rights implications been considered including equality analysis, as appropriate?	Yes.
Have human resource implications been considered?	Yes.
Is the recommendation consistent with the objectives in the Police and Crime Plan?	Yes.
Has consultation been undertaken with people or agencies likely to be affected by the recommendation?	Yes. Both the Chief Constable and the Police and Crime Panel have been advised of the proposed action to appoint a Temporary Chief Constable.
Has communications advice been sought on areas of likely media interest and how they might be managed?	Yes.
Have all relevant ethical factors been taken into consideration in developing this submission?	Yes.

In relation to the above, please ensure that all relevant issues have been highlighted in the 'other implications and risks' section of the submission.

**APPROVAL TO SUBMIT TO THE DECISION-MAKER** (this approval is required only for submissions to the PCC).

**Chief Executive**

I am satisfied that relevant advice has been taken into account in the preparation of the report and that this is an appropriate request to be submitted to the (add decision-maker's title e.g. the PCC).

Signature: 

Date *24 February 2015*

NOT PROTECTIVELY MARKED