



ORIGINATOR: DEPUTY CHIEF EXECUTIVE

DECISION NO. 19 - 2014

REASON FOR SUBMISSION: FOR DECISION

SUBMITTED TO: POLICE AND CRIME COMMISSIONER

SUBJECT: ANNUAL REPORT 2013-2014

SUMMARY:

1. The Police Reform and Social Responsibility Act 2011 (the Act) requires that each Police and Crime Commissioner (PCC) must produce an annual report on the exercise of the PCC's functions in each financial year, and the progress made in meeting the PCC's police and crime objectives, as set out in the PCC's Police and Crime Plan.
2. The Act also requires PCCs to send the Annual Report to the relevant Police and Crime Panel (PCP).
3. This report presents the Annual Report for consideration and seeks approval to send the Annual Report to the Police and Crime Panel.

RECOMMENDATION:

It is recommended that the PCC:

1. Approves the Annual Report (attached at Appendix A).
2. Agrees to send the Annual Report to the Police and Crime Panel.

APPROVAL BY: POLICE AND CRIME COMMISSIONER

The recommendations are approved.

Signature

Tim Parrymore

Date

01.07.2014

1. KEY ISSUES FOR CONSIDERATION

1.1 The requirement to produce an annual report is set out at Section 12 of the Act:

"12 Annual reports

- (1) *Each elected local policing body must produce a report (an "annual report") on—
 - (a) the exercise of the body's functions in each financial year, and
 - (b) the progress which has been made in the financial year in meeting the police and crime objectives in the body's police and crime plan.*
- (2) *As soon as practicable after producing an annual report, the elected local policing body must send the report to the relevant police and crime panel.*
- (3) *The elected local policing body must attend before the panel at the public meeting arranged by the panel in accordance with section 28(4), to—
 - (a) present the report to the panel, and
 - (b) answer the panel's questions on the report.*
- (4) *The elected local policing body must—
 - (a) give the panel a response to any report or recommendations on the annual report (see section 28(4)), and
 - (b) publish any such response.*
- (5) *It is for the police and crime panel to determine the manner in which a response to a report or recommendations is to be published in accordance with subsection (4)(b).*
- (6) *An elected local policing body must arrange for each annual report to be published.*
- (7) *It is for the elected local policing body to determine the manner in which an annual report is to be published."*

1.2 The Annual Report for the financial year 2013-14 is attached at Appendix A to this decision paper. It is recommended that the PCC approves the Annual Report and agrees to send the Report to the Police and Crime Panel.

2. FINANCIAL IMPLICATIONS:

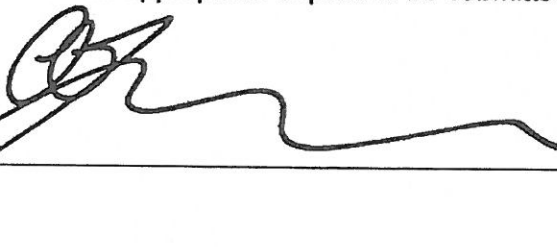
2.1 There are no direct financial implications arising from the consideration of this paper.

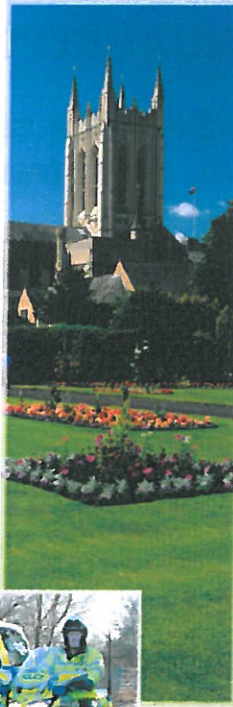
3. OTHER IMPLICATIONS AND RISKS:

3.1 There are no implications or risks arising from the production of the annual report.

ORIGINATOR CHECKLIST (MUST BE COMPLETED)	PLEASE STATE 'YES' OR 'NO'
Has legal advice been sought on this submission?	YES
Has the Chief Finance Officer been consulted?	YES
Have equality, diversity and human rights implications been considered including equality analysis, as appropriate?	N/A
Have human resource implications been considered?	N/A
Is the recommendation consistent with the objectives in the Police and Crime Plan?	N/A
Has consultation been undertaken with people or agencies likely to be affected by the recommendation?	N/A
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?	N/A

APPROVAL TO SUBMIT TO THE DECISION-MAKER.

<p>Chief Executive</p> <p>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 PCC.</p> <p>Signature:  Date 1 July 2014</p>	
--	--



Annual Report

April 2013 - March 2014



**Suffolk Police and
Crime Commissioner**

Making Suffolk a safer place to live, work, travel and invest

ANNUAL REPORT – 2013/14

***“Making Suffolk a safer place in which to
live, work, travel and invest”***

CONTENTS

Introduction by Tim Passmore	3
Delivering the Police and Crime Plan for Suffolk 2013-2017	4-5
Key Actions	6
Our workforce	6
Grants to support a safer Suffolk	7
Safer Suffolk Fund	8
Consultation and Engagement	10
Where does the money go?	10
Setting the Council Tax Precept	11
Arrangements for Governance, Decision Making and Accountability	12
The Contact and Control Room stays in Suffolk	13
Looking ahead	14
Chief Officers’ Remuneration	15

Introduction by Tim Passmore

Police and Crime Commissioner for Suffolk

"Making Suffolk a safer place in which to live, work travel and invest"

Police and Crime Commissioners (PCCs) were introduced to make policing more local and my job is to make sure that policing suits our needs. As your Commissioner I hold the Chief Constable to account for spending £125 million of taxpayers' money.

In February 2014 for the second year running I froze the policing precept paid by ratepayers' via their council taxes. I did this because I was not prepared to ask the hard-pressed taxpayer for more money when I believe there are still considerable areas within the Constabulary for saving money.

The most significant decision that I made this year was keeping our Contact and Control Room in Suffolk. I am totally convinced it was the right decision for Suffolk and I have been humbled by the messages of thanks and support from so many Suffolk people, and from right across the political divide. I felt most strongly that the transfer of the Contact and Control Room out of the county was not the right thing to do for Suffolk people or for Suffolk Constabulary.

Looking ahead we still have enormous challenges to face, and in particular the need to deliver significant budget reductions. We will be looking at every item of expenditure in the Suffolk Constabulary in order to save money. Another area that I am committed to pursuing is working with other public sector leaders to develop much better integration and collaboration throughout the public sector, including blue light services. I am convinced there is enormous scope for joining up key functions such as human resources, estates and property, fleet management, procurement, so that we deliver better, more joined up services to the public and, in particular the most vulnerable in our

community who desperately need our help. Working more closely together is also key to streamlining demand for services and reducing costs. As we face the challenges ahead it is crucial that everyone in the organisation is contributing. The leadership challenge for myself, our Chief Constable, Douglas Paxton and our senior management teams is clear. We must all rise to the challenge.

We face changes in the patterns of crime. More criminal activity is cyber related and we need to improve our capability to tackle this crime. We have just launched our new Safer Suffolk Fund which is designed to fulfil my aim to work in partnership with the voluntary, charitable and community enterprise sector to help deliver my Police and Crime Plan in the whole county.

There will be two other major changes during this year. In October PCCs will take on the responsibility for commissioning victims' services. Major changes will also take place within the probation service so that offenders with a custodial sentence of less than one year will receive proper support to help them return to their communities.

Lastly I would like to thank everyone who has written to me, completed surveys or attended the many public meetings we have held. Feedback is vital to me in performing my role. I am very privileged to serve the public in Suffolk and hold the Chief Constable to account on your behalf so that we can all continue to make Suffolk a safer place in which to live, work, travel and invest.



Tim Passmore

Delivering the Police and Crime Plan

Performance

Following several months of extensive consultation across the county I published my first Police and Crime Plan in March 2013. The table below shows the Constabulary's performance for 2013/14 against the performance measures in my Police and Crime Plan. The three year average is based on the period 1 April 2010 - 31 March 2013. I am pleased that the Constabulary has performed well against the performance priorities in my Police and Crime Plan and I will work with the Chief Constable to ensure continued improvements.

		2013/14	3-yr avg	Change
Violence with Injury	Number of crimes recorded	3,628	4,093	▼ 11% (-465)
	Solved rate	51.2%	52.9%	▼ 1.7% (-64)
Domestic burglary	Number of crimes recorded	1,406	1,944	▼ 28% (-538)
	Solved rate	22.3%	21.2%	▲ 1.1% (-17)
Robbery	Number of crimes recorded	205	295	▼ 30% (-90)
	Solved rate	36.6%	28.2%	▲ 8.4% (+18)
Serious sexual offences	Number of crimes recorded	492	563	▼ 13% (-71)
	Solved rate	29.3%	24.1%	▲ 5.2% (-26)
Anti-social behaviour	All ASB incidents	25,770	33,296	▼ 23% (-7526)
Drug Trafficking	Solved Rate			
		98.7%	88.7%	▲ 10% (+33)
999 calls	Number of calls received	85,035	91,266	
	% answered within 10 seconds	90.7%	92.4%	▼ 1.7%
Emergency incidents	Number of incidents attended	14,169	14,044	
	% attended within 15 minutes	90.3%	90.2%	▲ 0.1%
Victim Satisfaction	% satisfied with overall service	87.5%	83.3%	▲ 4.2%
Victim Satisfaction	% satisfied with follow-up	80.3%	75.3%	▲ 5.0%
Domestic Abuse	Repeat Victimisation	65%	68%	▼ 3.0%

The Constabulary performance has been good over the past twelve months. 92%¹ of people in Suffolk feel safe and nearly 78%² have overall confidence in Suffolk Constabulary.

There were 7,526 fewer incidents of anti-social behaviour (ASB) and domestic burglary crime reduced by 28%. In the last year there were 3,568 fewer crimes recorded than the same period in 2012/13.

I am particularly pleased that victim satisfaction has improved across all categories with overall satisfaction improved by 4.2%. However, in line with my commitment that we will put victims at the heart of everything we do I wish to see victims' satisfaction improve yet further.

I am disappointed that, while the numbers of recorded incidents of violence with injury have reduced by 11%, the solved rate has declined. I will pay particular attention to improving this performance over the coming months.

While the percentage of 999 calls answered within 10 seconds (90.7%) meets the national standard of 90%, I am concerned that it has declined against the Constabulary's previous three year average of 92.4%. This is especially important to me since it is such a crucial aspect of the emergency services that the police deliver to the public. I believe that we should strive for excellence in all that we do and that we should seek to continually improve our performance. The Constabulary's average performance over the previous three years for answering 999 calls within 10 seconds was 92.4%. My ambition therefore is to maintain and improve on that performance. I will therefore also be paying particular attention to performance on answering 999 calls.

¹ Local Policing Survey 2013

² Crime Survey of England and Wales

Key actions

My Police and Crime Plan sets out my objectives for policing and community safety in the county. The plan is a public document and is a key mechanism for improving performance and ensuring my broader community safety objectives are delivered.

Key actions taken over the year include:

- Formation of two rural crime teams to provide a more targeted service in relation to tackling rural crime
- Expansion of the economic crime unit
- A Summit with Suffolk County Council and the Highways Agency which resulted in agreement by the Highways Agency to introduce a package of measures to improve safety on the A14 and minimise disruption
- Expanding the police cadet scheme across the county
- More innovative use of special constables, and investment in specialist areas such as a 'Rural Crime Team' run by special constables
- Commissioning University Campus Suffolk research to develop our understanding of the experiences of victims of domestic abuse and business crime
- Supporting the introduction of an operation to address hare coursing
- Working with partners to address problems of street drinking in towns
- Awarding grants for community safety initiatives and to support victims' services providers totalling over £800,000.

Our workforce

Suffolk is served by a committed and experienced workforce which, at the 31 March 2014, comprised 1252 police officers, 954 police staff and 187 police community support officers, 233 special constables and volunteers. It is this combined workforce, led by



the Chief Constable. As 78% of our expenditure is spent on salaries it is vital that our workforce is as efficient, effective and productive as possible whilst also being given the necessary tools and resources to perform their roles effectively. While I intend that we deliver savings from the work that I have already described it is likely that savings will also need to be achieved through workforce reduction and streamlined management costs. My challenge will be to preserve levels of performance while reducing the workforce.

Frontline visible services will continue to be a priority and I intend to maintain the fabric of our safer neighbourhood teams and emergency response teams. I also welcome approaches from partners for match-funded PCSOs.

Our voluntary workforce makes a huge contribution to delivering policing in the county. I thank each and every one of our volunteers for their enormous contribution for helping to keep our communities safe.

Grants to support a safer Suffolk

One of the key ways I have supported the delivery of the objectives in my Police and Crime Plan is through Crime and Disorder Reduction Grants. Grants can be awarded to anyone who, in my opinion, will secure or contribute to securing, crime and disorder reduction in Suffolk.

In 2013/14 we created a Community Safety Fund (CSF) totalling in excess of £700,000.

Some of that funding was awarded to statutory partner organisations for projects and services which supported my objectives. Grants were also awarded

to voluntary, social and community enterprise organisations.

Grant recipients are listed below. The decision papers which explain details such as the purpose,

grant conditions, monitoring arrangements and the proposed outcomes are published on my website, along with the monitoring reports supplied by grant recipients.

Crime and Disorder Reduction Grants for 2013/14	Purpose of the grant	£s
Safer Suffolk Partnership Board Community Safety Partnerships (CSP): Babergh CSP Ipswich CSP Suffolk Coastal CSP Waveney CSP Western CSP	Each partnership was awarded a grant for the purposes of supporting smaller scale crime and disorder reduction initiatives such as publication of licensee packs for licensed premises; young peoples' programmes, crime prevention campaigns.	44,152 } ³ 176,610
Public Health Suffolk: Young Persons Substance Misuse	Financial contribution towards a programme aimed at addressing substance misuse in young people.	47,507
Public Health Suffolk: Drugs Intervention Programme	Contribution towards a Home Office initiative to identify those in the criminal justice sector who require drug treatment and provide them with referral pathways to treatment which in turn will reduce their offending making communities safer.	146,730
Suffolk Positive Futures	Grant to ensure continuation of Suffolk Positive Futures for the provision of support and sporting activities for young people.	85,000
Youth Offending Service: Young Person Substance Misuse (£45k) & Triage (£55k)	Financial contribution towards two programmes run by the Youth Offending Service.	100,000
Waveney Domestic Abuse and Violence Forum	Grant awarded to ensure continuation of the Forum when threatened with closure. The grant will fund the Forum's Coordinator.	12,000
Suffolk Rape Crisis	Grant to reduce high demand and lengthy waiting times for counselling services for victims of sexual assault	10,000
Felixstowe Volunteer Coastal Patrol	Grant for the purposes of providing marine support to Suffolk Constabulary.	15,000
Princes Trust	Grant for an intensive monitoring and training programme for disadvantaged young people. Partnership between Ipswich Borough Council, Suffolk PCC, Suffolk County Council.	15,000

³This sum was divided according to an agreed formula and was based upon the crime data for 'comparator crimes' set out in the British Crime Survey.

Drug Testing on Arrest	Grant to pilot Drugs Testing on Arrest in Suffolk Police Investigation Centres. Drugs testing of detainees upon arrival at the Investigation Centres.	25,000
Best Bar None	Grant to support a partnership approach between Ipswich Borough Council, Suffolk Constabulary, Ipswich Central and Suffolk PCC to relaunch the Best Bar None licensing scheme in Ipswich Town Centre.	5,000
Grants under £5,000 (10 separate projects)	Additionally small grants were awarded to support local initiatives. Examples include grants to Ipswich Taxi Marshalling, Southwold Town Council for a Closed Circuit Television Camera, Access Community Trust, Lowestoft.	£15,651
TOTAL FUNDING AWARDED		£697,650

Safer Suffolk Fund

Suffolk is lucky to have a vibrant voluntary, community and social enterprise (VCSE) sector which does an enormous amount to enhance quality of life for Suffolk people. I have met some truly inspirational and dedicated people during the last year. I believe that the VCSE sector delivers vital support to our communities and to support this valuable work I have created the Safer Suffolk Fund. The fund is £300,000 for 2014/15 and will be administered by Suffolk Community Foundation.

In addition to the Safer Suffolk Fund I will be considering business cases to award grants in 2014/15 and those are included in the table opposite.

Grants in business case development totalling £304,000	
Positive Futures (services for young people)	85,000
Youth Offending Service, Challenge for Change (young people)	50,000
Public Health (reducing substance misuse)	97,000
Town Pastors	47,000
East Coast Recovery – Lowestoft	25,000

Consultation and Engagement

Public engagement is a key responsibility for every PCC. In a large rural county like Suffolk this is quite a challenge. Therefore I make sure I have many ways members of the public and businesses can engage with me to discuss issues that affect them. I have travelled all over Suffolk in my endeavours to meet my partners, colleagues and members of the public.

I am available to anyone who needs to contact me through one-to-one surgeries and via e-mail and phone. I hold public meetings in all of Suffolk's seven districts and boroughs to make it as easy as possible for people to engage with myself and the Chief Constable. I encourage this open and frank two-way dialogue and I pride myself on my direct engagement with all sections of the community.

To gauge the opinions of a much wider audience I commissioned a telephone survey of 3,492 people who live and work in Suffolk. The survey, carried out in October 2013, is statistically representative of the population of Suffolk (gender, age, ethnicity, etc.) and the responses were broken down into local geographical policing areas.

The key findings from this survey were:

- 63% of respondents think that the 'police are dealing with things that matter...'
- 92% feel very/fairly safe in the area where they live



My public meetings are an opportunity to meet with people and hear first-hand how policing affects them.

- 14% say they have been a victim of crime in the last twelve months
- 22% think there is 'a lot/little more' anti-social behaviour since two years ago, however 27% think there is 'a lot/little less'
- 27% think there is 'a lot/little more' crime than there was two years ago, and 22% think there is 'a lot/little less'

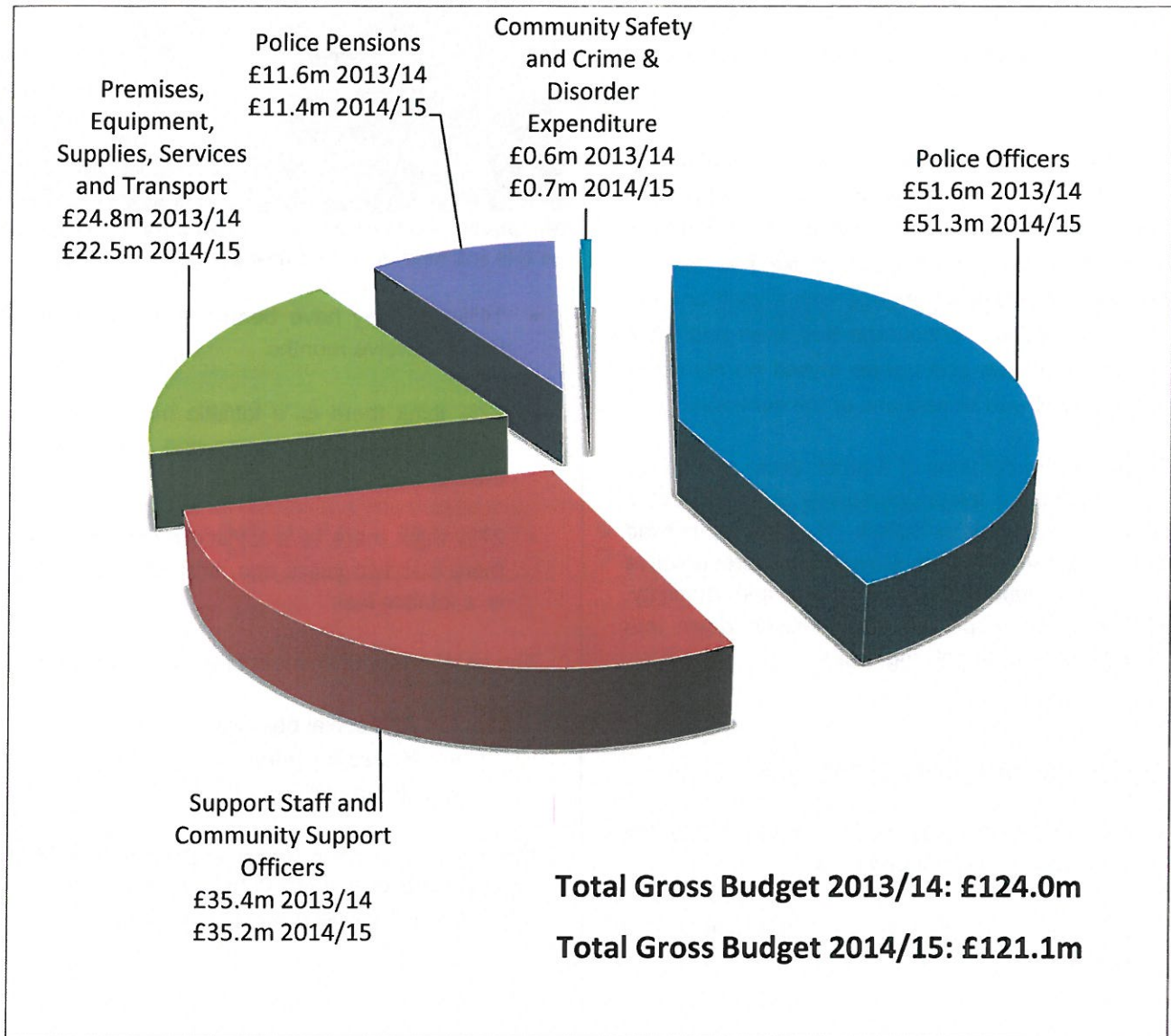
The top three priorities identified for policing were:

- Anti-social behaviour
- House burglary
- Robbery/Mugging

Reducing offences of house burglary and robbery and incidents of anti-social behaviour are key measures in my Police and Crime Plan.

Where does the money go?

Suffolk has one of the smallest budgets of all forces as well as having one of the smallest workforces. It also has one of the lowest costs of policing per head of population making it very good value for money.



The total Revenue Budget outturn for 2013/14 showed an under-spend of £1.045m (0.94% of the total revenue budget), comprising under-spends of £0.172m within the Constabulary, £0.208m within the Office of the PCC and £0.665m relating to Capital Financing. The net position, assuming approval of proposed carry forward of funds for specific purposes of £0.209m, was an under-spend of £0.836m for the 2013/14 financial year.

Setting the council tax precept

Earlier this year I made the decision to freeze the policing part of the council tax for the financial year 2014/15, making this the second year there has been no increase in the amount Suffolk residents pay for policing in the county.

Suffolk Constabulary does a great job for the people of Suffolk; it is a low-cost force and offers great value for money.

It is no secret that we face significant financial challenges. My job is to ensure these plans are implemented without adversely impacting on the service that Suffolk expects and deserves. I will be making announcements about my plans for delivering our savings over the coming months.

Some people have queried why I did not ask the taxpayers of Suffolk to absorb a small increase in order to increase the amount we have to spend on policing. There are two reasons for this; firstly I did not want to place any additional burden on those who are finding it particularly difficult to make ends meet. Also, by freezing the precept we received a 'freeze grant' from the Government. The purpose



Your council tax policing precept helps to keep front line policing at a consistent level.

of the grant was to encourage PCCs to freeze the precept in return for a 1% increase in our central funding. This added £390K to the annual budget without increasing the council tax.

Freezing the policing element of the council tax this year means that the average amount paid by every household in Suffolk remains at £166.77 a year which is just £3.20 a week (based on a Band D property), which I believe offers great value for money for you, the council taxpayer.

Arrangements for Governance, Decision-Making and Accountability

It is important that business is conducted in accordance with the law and proper standards, and that public funds are safeguarded, properly accounted for and used economically, efficiently and effectively.

I have adopted a Code of Corporate Governance which sets out how I will ensure good governance is delivered. My Annual Governance Statement sets out how I have complied with my Code of Corporate Governance.

The Annual Governance Statement is a formal document that I am statutorily required to produce. It is a valuable source document for anyone who wishes to see how the governance aspects of my office are conducted. It includes such matters as explaining how I make decisions and how I hold the Chief Constable to account.

With effect from 1 April 2014, I introduced a new corporate governance framework known as the Scheme of Governance and Consent. This incorporates a Decision-Making and Accountability Framework, Scheme of Delegation, Financial Regulations and Contract Standing Orders. This was necessary to accommodate changes arising from the transfer of police staff, with the exception of those employed in the Office of the PCC, from my employment to that of the Chief Constable on 1 April 2014.

My Decision Making and Accountability Framework ensures well-informed and transparent decision making. All decisions, apart from those where there are reasons of confidentiality, are published and freely available on my website.

My Accountability and Performance Panel meets at two-monthly intervals; this is the primary vehicle by which I hold the Chief Constable to account. I use these meetings to monitor performance against the measures in my Police and Crime Plan as well as to monitor information relating to operational policing, human resources (e.g. sickness levels, workforce profiles and diversity), finance and complaints. I also require recipients of Crime and Disorder Reduction Grants to report to me against the delivery of the required outcomes.

In addition to this formal accountability mechanism, I hold more informal weekly meetings with the Chief Constable.

Collaboration

The Force is involved in collaborative activity with Norfolk and other forces across the region and across both operational and support areas.

The Norfolk and Suffolk Collaboration Panel enable both the PCCs and the Chief Constables to consider issues of mutual interest and to discharge our governance responsibilities in respect of the collaborative activity. The meetings are held in public unless the nature of the issues to be discussed requires consideration in private. Similar arrangements are provided in relation to collaboration across the Eastern Region.

Following the establishment of an interim Audit Committee until September 2013, I have now, with the Chief Constable, appointed a substantive Audit Committee.

The Contact and Control Room stays in Suffolk

In Autumn 2013 the Chief Constables of Suffolk and Norfolk put forward savings proposals which included the merging of the Contact and Control Rooms in Norfolk and Suffolk into a single Contact and Control Room (CCR), to be based in Norfolk.

My decision to reject the proposal was without doubt the most significant decision that I have ever had to make. However I am absolutely sure that it was the right decision for Suffolk.

In reaching my decision my main concerns related to the level of risk and the timing. I believe there was a compelling case against proceeding with the proposals at a time while we are already in the middle of major transformational change. In particular, the implementation of our Enterprise Resource Planning (ERP) system over the next 18 months, will bring together all human resources and financial data. The ERP will present considerable opportunities to transform our business and is expected to make significant savings. We must focus all efforts and resources into successfully implementing and embedding ERP before embarking on further changes.

Policing is not just about finance; I am responsible for the totality of policing in Suffolk. Whilst I appreciate the financial case for a shared CCR may have been made, the advice given to me by my professional adviser was that the risk was too great. It would have been foolhardy for me to ignore that advice.



We work closely with Norfolk Police and I applaud the successful collaboration that already exists between our two counties. Significant savings have already been achieved and I remain committed to collaboration, existing and new, with Norfolk, other PCCs and partners. The outcome of the debate about the CCR should not undermine this valuable work.

I will now work with the Chief Constable to identify every possible saving and to continue to deliver the best levels of service for the people of Suffolk.

I am under no illusion. There will be difficult decisions ahead and if we are to achieve the savings, things will have to change. We have no choice – all areas of the police service in Suffolk will be affected - but this is the price we will have to pay to retain the CCR in Suffolk.

Looking ahead

The last twelve months – my first full year as the Police and Crime Commissioner for Suffolk – have been both enormously enjoyable and enormously challenging. I am in no doubt that the next twelve months will present further challenges. My decision on next year's budget (2015/16) and the council tax precept will be a major decision for me. I have said publicly that the option of raising the precept is always available for consideration on an annual basis. My decision will be influenced by a range of factors. I must be satisfied that the Constabulary has identified all opportunities for saving money and it is as efficient and effective as possible. I will consider Government incentives. If I decide the precept needs to be increased, I will ensure I am clear about how that money is spent.

There can be little doubt that the transformation of our police force will continue for the foreseeable future. This will inevitably result in major decisions being made about the service delivered by our Constabulary. These decisions will be made in an open and transparent manner and must be in the best interests of the people of Suffolk.

Another change I wish to see is a more representative workforce. As stated in my Police and Crime Plan our workforce profile needs to be more reflective of the communities we serve so that we deliver a service that better meets the needs of all our communities. I am determined that that there is better representation in our workforce from black and minority ethnic communities. For this reason I welcome the Home Office initiative and Her Majesty's Inspectorate of Constabulary's support for encouraging direct entry to the police service



Tim Passmore and Chief Constable, Douglas Paxton

and fast track promotion of suitable candidates to help effect cultural change. I will be working with the Chief Constable to ensure we take maximum advantage of any Home Office funding available for this initiative.

The changes to commissioning of victims' services in October 2014 will place Suffolk victims at the heart of the criminal justice system so that they receive much better recognition and support - a reform that, in my opinion, is long overdue.

Finally I look forward to another year of engaging directly with partners, the workforce, voluntary organisations and the public. I take my role representing the voice of the public very seriously. The views and comments expressed to me are of great significance and influence and really help to maintain public trust and confidence in our very good low cost police force. With your support we can continue to make Suffolk a safer place in which to live, work, travel and invest.

Tim Passmore
Police and Crime Commissioner for Suffolk

tim.passmore@suffolk.pnn.police.uk
[@timspcc](http://www.suffolk-pcc.co.uk)

July 2014

Chief Officers' Remuneration

Home Office Circular 006/2012 'Police Officer Remuneration and Conditions' provides that all benefits for chief officers and their values should be published in the annual report. The value of the salaries and benefits package for available to chief officers as at 31 March 2014 are as follows:

Rank		£
Chief Constable	Salary ¹	133,845
	Employer's Pension Contribution	32,390
	Housing allowance	5,826
	Removal and relocation expenses	*43,912
	* Additionally the tax liability of £23,941 incurred on this amount will also be paid. This will be paid in the financial year 2014/15. The total reimbursed will therefore be £67,853.	
	CPOSA ² Professional Indemnity Insurance	2,014
	Provision of a car (staff car available for business and personal use)	4,491
	Security Alarm	1,866
Deputy Chief Constable	Salary ³	110,422
	Employer's Pension Contribution	6,641
	Rent allowance	4,895
	Compensatory Grant	3,226
	CPOSA ² Professional Indemnity Insurance	2,014
	Fixed mileage allowance	7,241
Assistant Chief Constable (1 Apr 2013 – 2 Jan 2014)	Salary ³	63,324
	Employer's Pension Contribution	15,324
	Housing allowance	1,957
	CPOSA ² Professional Indemnity Insurance	2,014
	Fixed mileage allowance	4,866
Temporary Assistant Chief Constable (2 Dec 2013 - 31 Mar 2014)	Salary	30,297
	Employer's Pension Contribution	7,332
	Housing allowance	4,432
	Mileage Claims	444
Assistant Chief Officer	Salary	106,466
	Employer's Pension Contribution	22,358
	Fixed mileage allowance	5,641

¹ The salary for the position of Chief Constable is prescribed by the Secretary of State. In Suffolk the spot point was £133,068 until 1 Sept 2014 when it changed to £134,400. The PCC has local discretion to vary this on appointment by + or – 10%

² Chief Police Officers' Staff Association

³ Salaries for deputy chief constables and assistant chief constables are prescribed by the Secretary of State. There is also a collaborated Assistant Chief Constable for Protective Services shared with Norfolk Constabulary. This officer is employed by Norfolk Constabulary.

