



APPOINTMENT OF CHIEF CONSTABLE

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 maximum five year period with any extension(s) to that term requiring the approval of the Police and Crime Commissioner.
3. The appointment will be subject to three months' written notice or such shorter notice as may be accepted by the Police and Crime Commissioner.
4. The salary for the position is £133,068.
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 either a housing allowance or a replacement allowance (transitional rent allowance) in accordance with Police Regulations. The replacement allowance will be payable if the successful applicant was receiving such an allowance immediately prior to transfer to Suffolk and will be paid at the Suffolk rate for the rank which is £6,585.96 per annum. If such an allowance was not being paid immediately prior to transfer a housing allowance of £5,826.36 will apply.
7. The successful applicant will be required to provide and maintain a suitable motor car for use in connection with duties and for which a fixed mileage allowance will be payable, currently £7,241.04 per annum.
8. Where relocation of the successful applicant's home is required to take up post, reasonable removal and relocation expenses will be paid in accordance with Police Regulations. This will include:
 - removal expenses, stamp duty, land registry fees, legal fees, estate agents fees, mortgage lender fees, survey charges and other necessary disbursements;
 - incidental necessary expenses incurred in connection with the purchase of a new property in Suffolk for the replacement of curtains and carpets;

- any expenses incurred in respect of temporary accommodation in Suffolk for a period of 26 weeks whilst locating and completing the purchase of a new property in Suffolk.

The above items allowed in accordance with Police Regulations will be reimbursed on production of receipts, up to a maximum of one third of the value of your salary (i.e. £43,912.44). Any additional tax liability on these payments, above the level of tax free allowance established by HMRC (currently £8,000) will not be reimbursed.

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.

9. Reimbursement will be paid for reasonably incurred incidental expenditure.
10. The successful applicant will be entitled to leave in accordance with Police Regulations.
11. The successful applicant will be required to devote his/her 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.
12. Any conditional offer of employment will be subject to successful completion of various pre-employment checks including a medical assessment, security and reference checks. A formal offer of appointment will not be made until all of the pre-employment checks have been completed to the satisfaction of the Police and Crime Commissioner.
13. The successful applicant will not be entitled to the payment of CPOSA membership fees nor any other payment made to CPOSA to include the insurance element of any fees. Any fees payable to CPOSA by the successful applicant must be paid by the successful applicant themselves.