



CHIEF CONSTABLE OF WARWICKSHIRE POLICE

TERMS AND CONDITIONS OF APPOINTMENT

1. The Officer appointed will be required to carry out all the duties applicable to the post of Chief Constable of Warwickshire, and be accountable to the Police and Crime Commissioner for Warwickshire (the Commissioner).
2. The appointment will be subject to the Job Description (which will be part of the contract), and the Police Acts and Regulations (including those relating to pensions) and such other statutory provisions for the time being in force.
3. The Chief Constable will be required to devote the whole of his/her time to the duties of the office.
4. The post will be a fixed term appointment of five years from 1st April 2015 to 31st March 2020. Any extension of appointment will be subject to the prevailing regulations. *N.B. [An appointment for a fixed term may be extended, by agreement of the person who made the appointment and the person appointed, for a further term of a maximum of three years and for subsequent terms each of a maximum of one year, provided that any extension or subsequent extension which is due to expire more than one year after the expiry of the original fixed term shall require the consent of the Secretary of State.]*
5. The appointment will include a regular performance/development appraisal by the Commissioner. A programme of professional development for the Chief Constable will be agreed by the Commissioner, informed by the outcomes of development appraisal and in the light of emerging developments in the nature of policing.
6. The primary focus of the postholder will be to lead and develop Warwickshire Police and strengthen and deepen the Strategic Alliance with West Mercia Police. ACPO and other representational work may be undertaken with the agreement of the Commissioner.
7. The salary, payable monthly, is £132,657 as at 1st April, 2015. The salary will be increased in line with national pay settlements.

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8. The Chief Constable will be provided with a role-equipped vehicle available for official and private use, and he/she will repay the costs of his/her private mileage. The principles underlying the Commissioner's current vehicle scheme include:
 - The selection of a suitable vehicle for dual use, maintained as a staff car but available for private purposes.
 - Appropriate insurance cover for the Chief Constable, and any third parties authorised under the terms of that insurance cover, paid for and provided by the Commissioner. The Commissioner shall have the right to approve any changes to the insurance cover due to the nature of the vehicle use or identity of the driver.
 - In appropriate circumstances a driver will be provided for official purposes.
 - Home-to-duty mileage will be regarded as an official journey.

9. The Chief Constable will be entitled to second class rail travel for official business journeys within the United Kingdom. In appropriate circumstances the Chief Constable will be entitled to first class rail travel on occasions where work is planned to be undertaken during the rail journey and the use of second class rail travel will not facilitate this. Subsistence allowances may be claimed subject to the following provisions:
 - (a) In the case of an absence overnight, accommodation as booked through the Force's approved agency. Meals may be claimed either from the menu of the accommodation venue, or taken elsewhere. The Warwickshire and West Mercia approach to subsistence payments is reasonable expenses supported by a receipt, rather than a fixed allowance for each meal.
 - (b) In the case of no absence overnight, subsistence allowances for meals (in the terms set out above) may be claimed in appropriate circumstances, for example, when the performance of duties causes an exceptional disturbance to domestic arrangements or when entertaining visitors on behalf of the Force or the Commissioner.
 - (c) No expenditure for alcohol may be claimed.

10. The Chief Constable will be entitled to economy class air travel when undertaking international duties and the Commissioner will undertake to provide insurance cover for overseas journeys.

11. In the event of specific travel and/or subsistence arrangements not being sufficiently covered by points 9 and 10 above, the Chief Constable will discuss the issues involved with the Chief Executive.

12. A uniform will be provided.

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13. The Commissioner shall pay all professional subscriptions and indemnity insurance reasonably required for the post (for example, ACPO membership).
14. The appointment is terminable by the Commissioner, or by the Chief Constable, giving six months' notice in writing or such shorter notice as may be agreed by the parties.
15. Where allowances and expenses are payable within the Commissioner's discretion (as opposed to those prescribed by Regulations) the Commissioner reserves the right to review vary or withdraw those allowances and expenses on reasonable notice.
16. Removal expenses – *[Removal expenses are paid where the successful candidate moves his home on joining the Force in the rank of Assistant Chief Constable or a higher rank.]* To qualify for reimbursement, an item of removal expenditure must be necessary, reasonable and backed by a receipt. Further details are available on request.

Signed *R. Barr*

**Police and Crime Commissioner for
Warwickshire**

Date *23rd Dec 2014*

Signed *[Signature]*

Chief Constable for Warwickshire

Date *29/12/14*

