

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, set out in the attached Job Description and be accountable to the Warwickshire Police Authority.
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 appointment will be for a fixed period from 1 December 2011 to 13 July 2013.
5. The appointment will include regular performance/development appraisal by the Chair of the Police Authority. A programme of professional development for the Chief Constable will be agreed by the Chair and Chief Executive of the Police Authority, 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 is to be the delivery and development of Warwickshire Police. ACPO and other representational work may be undertaken, with the agreement of the Chair of the Police Authority.
7. The salary, payable monthly, is £130,044 as at 1 September 2010. The salary will be increased in line with national pay settlements.
8. The postholder will be eligible for the payment of non-pensionable bonuses based upon performance in accordance with the Authority's Chief Officers' Bonus Scheme, details of which are available from the Chief Executive.
9. A housing allowance or transitional housing allowance will be paid, if appropriate, in accordance with the Police Regulations. A relocation package in accordance with the Police Regulations is available.
10. A home office allowance of £2,150 per annum is payable to enable the Chief Constable to make suitable office arrangements at home commensurate with his responsibilities to be available for duty as set out in paragraph 3.
11. 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 private mileage. The principles underlying the Authority'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 Police Authority. The Authority 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.

- A driver will be provided for official purposes;
- Home-to-duty mileage will be regarded as an official journey.

12.1 The Chief Constable will be entitled to first class rail travel for official business journeys within the United Kingdom. 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 if taken elsewhere, subject to a limit of £10 for breakfast, £10 for lunch and £25 for evening 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 Authority.
- (c) No expenditure for alcohol may be claimed.

12.2 The Chief Constable will be entitled to business class air travel when undertaking international duties and the Police Authority will undertake to provide insurance cover for overseas journeys.

12.3 In the event of specific travel and/or subsistence arrangements not being sufficiently covered by paragraphs 12.1 and 12.2 above, the Chief Constable will discuss the issues involved with the Chief Executive of the Police Authority.

13. A uniform will be provided.

14. The Authority shall pay all professional subscriptions and indemnity insurance reasonably required for the post (for example, ACPO and CPOSA membership).

15. The appointment is terminable by the Authority, or by the Chief Constable, giving six months' notice in writing.

16. Where allowances and expenses are payable within the Authority's discretion (as opposed to those prescribed by Regulations) the Authority reserves the right to review vary or withdraw those allowances and expenses on reasonable notice.

Signed

Date