

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 appointment is an extension to the postholder's existing contract and will be for a fixed period from 14 July 2013 to 30 June 2015 (and may be extended by mutual agreement).
5. The appointment will include 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 is to be the delivery and development of Warwickshire Police within the Strategic Alliance with West Mercia Police. ACPO and other representational work may be undertaken with the agreement of the Chair of the Commissioner.
7. The salary, payable monthly, is £130,044 as at 1 June 2013. The salary will be increased in line with national pay settlements.
8. The post holder will be eligible for the payment of non-pensionable bonuses based upon performance in accordance with the Chief Officers' Bonus Scheme. In accordance with Home Office circular 006/2012 the Chief Constable has indicated that he will not take up these bonus payments.
9. 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.
10. 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 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.

11.1 The Chief Constable will be entitled to second 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 the Commissioner.
- (c) No expenditure for alcohol may be claimed.

11.2 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.

11.3 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..

12. A uniform will be provided.

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.

Signed

Signed

**Warwickshire Police and Crime
Commissioner**

Warwickshire Chief Constable

Date

Date