



Warwickshire Office of the PCC
3 Northgate Street
Warwick
CV34 4SP

**FOI Request regarding: Terms of
Employment of Chief Officers**

**Request received: 9 August 2016
Responded: 1 September 2016**

As clarified in my letter to you of 17 August, we only hold information relating to the Chief Constable of Warwickshire Police. Information relating to other Chief Officers within the force is held by Warwickshire Police itself and would need to be obtained by a separate request to the force.

I can confirm the following information relating to the Chief Constable in answer to your requests:

Q1. Does the Chief Constable (and other Chief Police Officers in your force / constabulary) have a contract with the Police and Crime Commissioner / Police Authority or equivalent?

A. Yes, the Chief Constable has a contract of employment with the Police and Crime Commissioner.

Q2. If yes – what specific contractual matters are detailed therein (for each chief officer)?

A. This information is detailed on the OPCC website at: <http://www.warwickshire-pcc.gov.uk/your-pcc/senior-staff-details-salary-allowances-register-of-interests/chief-constable-remuneration/>

The page includes the full terms and conditions of Chief Constable Martin Jelley from his appointment in April 2015 and that of his predecessor Andy Parker, who was Chief Constable from 2011 to 2015.

Q3. If unwilling to identify the specific contractual terms therein, please provide details of the broad terms and conditions detailed therein for each chief officer (for example does the contract provide for private medical insurance / “golden hello” payments or other inducements)

A. Please see answer given to Q2. The terms and conditions do not provide for private medical insurance or other such payments or inducements.

Q4. Details of any payments, reimbursements or allowances paid or made to each of your chief officers, other than those explicitly permitted in police regulations.

A: This information is detailed on the OPCC website at: <http://www.warwickshire-pcc.gov.uk/your-pcc/senior-staff-details-salary-allowances-register-of-interests/chief-constable-remuneration/>

Q5. In addition I would be obliged if you could provide details of any statutory authority that permits the Police and Crime Commissioner / Police Authority or equivalent to enter into any contracts as detailed in this request, with chief officers. Please provide all details for the past 5 years.

A: The statutory authority for the PCC to appoint the Chief Constable is the Police Reform and Social Responsibility Act 2011– section 38(1) refers. In terms of the situation pre-November 2012 and the creation of PCCs, police authorities derived their powers to appoint the Chief Constable by virtue of s.11(1) of the Police Act 1996.