



**Philip Seccombe
Police and Crime
Commissioner
for Warwickshire**

Decision Application WPCC 20108

Chief Constable Warwickshire – Extension of Appointment

Application Date:	20/11/2019	Name of Applicant:	Neil Hewison
Application Decision Reference: WPCC20108			
1. Summary of the application Two year extension of contract of appointment – Chief Constable			
2. Background information: The Chief Constable's current 5 year fixed contract of appointment expires on 31 st March 2020. Martin Jelley has been a very effective and successful Chief Constable. He has led the force within the Strategic Alliance with West Mercia and since the termination of the alliance collaboration agreement his leadership has been judged to be outstanding as the force moves towards re-establishing itself as a standalone force. It is therefore critical that continuity of leadership of the force is maintained to guide the force through the challenges that lay ahead. The Police Crime Commissioner (PCC) election in May 2020 may lead to the appointment of a new PCC so the continuity in leadership provided by this extension of appointment is critical.			
3. Whether additional information/report is attached to support this decision application YES List of additional information/report a) Chief Constables – Terms and conditions of an extension of appointment			
4. Expected benefits (non financial) Continuity of leadership of the force for the next 2 years is crucial as the force exits the alliance with the West Mercia and re-establishes itself as a standalone force. Continuity of policing services is assured for the public of Warwickshire.			

5. Impact of not approving the application

The knowledge and expertise built up by the Chief Constable over the last five years would be lost and his deep appreciation of the challenges that lie ahead for Warwickshire will be critical to ensure that force once again becomes a small but high performing organisation, post alliance

6. Costs

Revenue: Annual salary £142,896

Appropriate insurance cover for the Chief Constable to discharge his duties is included within the annual budget
(cover is currently provided to the Chief Constable under his existing contract).

Capital: Provision of role equipped vehicle at a cost of circa £40,000. A replacement vehicle will be provided in accordance with the fleet replacement programme.
(a vehicle is currently provided to the Chief Constable under his existing contract).

7. Savings:

None.

8. Equality and Diversity Implications:

The decision to extend this contract has been done for business reasons as set out.

The decision to extend as outlined in this notice is permitted in law

In the future, should a new Chief Constable be appointed a full, transparent, open recruitment process will be conducted following the College of Policing's guidance.

9. Treasurer's comments

The costs associated with this extension of contract are outlined within this decision notice and will be included in the force revenue and capital budgets for 2020/21 and 2021/22.

10. Legal/Monitoring Officer comments

Following the successful completion of the current 5 year Chief Constables contract, the PCC is permitted in law to extend the contract by up to 3 years. The Chief Constable has requested a two year extension which the PCC supports for the reasons set out in this notice.

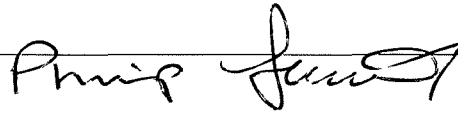
The new contract would commence on 1st April 2020 and terminate on 31st March 2022.

A three month notice period has been agreed by both the PCC and the Chief Constable

Decision of the Police and Crime Commissioner

Agree a two year extension of appointment to the Warwickshire Chief Constable's contract

PCC Signature:



Date of Decision:

28/2/20.