

## THE POLICE & CRIME COMMISSIONER FOR DURHAM DECISION RECORD FORM

**REQUEST: For PCVC Decision**

**Title: Extension of Chief Constable's Fixed Term Appointment**

**Purpose of the Report:**

In accordance with Regulation 11 of the Police Regulation 2003, the Police, Crime and Victims' Commissioner Ron Hogg wishes to extend Chief Constable Michael Barton's fixed term appointment from February 2018 to February 2021.

**Executive Summary**

The current Chief Constable of Durham Constabulary, Mr Michael Barton, was appointed in February 2013. His term of office is due to end in February 2018.

In considering the extension of this appointment the Commissioner has taken account the willingness of the Chief to continue to serve as well as the successful leadership demonstrated by the Chief Constable since he took up his post. The period since his appointment has been one of considerable uncertainty and change. Mr Barton has introduced new ways of tackling organised criminals, using methods that challenge traditional policing. The most recent HMIC PEEL inspection shows Durham Constabulary as outstanding for effectiveness and efficiency. Durham is now recognised as a leading force in tackling serious and organised crime as well as managing offenders.

The Chief Constable has brought stability and reform to the way in which services are delivered, all in the context of a challenging financial position. The Chief Constable and his senior leadership team have brought a positive shift in culture being increasingly seen by a more empowered workforce. This along with new ways of working are a core component of the leadership he has demonstrated and which is essential to meet the future ongoing significant challenges the police service and individual forces face.

The Commissioner has given consideration to the needs of the organisation and key deliverables of the Police, Crime and Victims' Plan over the period of the proposed extension. This includes the significant work that will be needed to meet the ongoing financial challenges; development of collaborative delivery methods and maximising the use of resources, together with the delivery of the technology and service changes which are core to the work of the Estates Strategy and the IT Strategy.

The present Chief Constable has national recognition for his contribution to policing. He was awarded the Queen's Policing Medal in 2014. He brings significant experience, skills, expertise, drive and positivity which the Commissioner believes will be of benefit to the public of County Durham and Darlington. The extension of the Chief Constable's contract ensures that this can be the case.

**Decision:** The Police, Crime and Victims' Commissioner for County Durham extends the Chief Constable's Term of Appointment for three years. An extension of three years of the Chief Constable's term would see his term

ending in February 2021.

**OPCVC Lead Officer:** Alan Reiss

**Contractor Details (if applicable):**

**Implications:**

Has consideration been taken of the following:	Yes	No	
Financial	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Legal	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Equality & Diversity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Human Rights	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Sustainability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Risk	<input checked="" type="checkbox"/>	<input type="checkbox"/>	

**(If yes please provide further details below)**

## Decision Required – Supporting Information

Financial Implications: (Must include comments of the PCC's CFO where the decision has financial implications)

The decision to extend the Chief Constable's contract by 3 years will save the Constabulary approximately £100,554 over the three years as a result of not having to pay employers' pension contributions on the Chief Constable's salary, compared to that of a Chief Constable who is a member of the police pension scheme.

Legal Implications: (Must include comments of the Monitoring Officer where the decision has legal implication)

The terms of office for chief constables are governed by the Police Regulations 2003 and determinations by the Home Secretary. The extension to the Chief Constable's contract is being made in line with those requirements.

Equality and Diversity Implications

No specific equality and diversity implications

Human Rights Implications

No specific human rights implications

Sustainability Implications

No specific sustainability implications

Risk Management Implications

No specific risk management implications

### OFFICER APPROVAL

#### Chief Executive

I have been consulted about the decision and confirm that financial, legal, and equalities advice has been taken into account. I am satisfied that this is an appropriate request to be submitted to the Police and Crime Commissioner.

Signed:



Date: 29/09/2016

#### Police and Crime Commissioner:

Signed:



Date: 29/09/2016

