

**THE OFFICE OF POLICE AND CRIME COMMISSIONER
FOR DERBYSHIRE
DECISION RECORD**

Request for PCC Decision	Received in OPCC Date:8 December 2015	OPCC Ref:61/15
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Title: **EXTENSION OF CHIEF CONSTABLE'S FIXED TERM APPOINTMENT**

Executive Summary: To be completed by PCC Specialist lead

At the Strategic Governance Board meeting in December 2014, the PCC took the decision to extend the Chief Constable's contract from November 2015 to November 2016.

From May 2016 a new Police and Crime Commissioner will be elected into Office and should the Chief Constable retire on schedule it has been noted that a typical timescale for recruitment is a minimum of 6 months including advertising, shortlisting, interviewing, vetting and any notice period they would need to work in their current Force. This could mean that one of the first conversations between the newly elected PCC and the Chief Constable would include discussions about either a further extension to the existing FTA or the fact they were planning on leaving. (A senior Officer will usually give ample notice of their intention to leave in order for a suitable successor to be identified.)

In order that the newly elected PCC is able to understand the role, and the qualities that they would be looking for in a Chief Constable, discussions have taken place between the PCC and the Chief about the potential to remain in post for a further six months.

The Chief Constable has told the Commissioner that he would be happy to remain in post for a further 6 months. This would extend Chief Constable Creedon's FTA to 31st May 2017.

Decision

Resolved

- i. That the Police and Crime Commissioner for Derbyshire grant Chief Constable Creedon a six month extension of his Fixed Term Appointment, to end on 31st May 2017.

Declaration

I confirm that I have considered whether or not I have any personal or prejudicial interest in this matter and take the proposed decision in compliance with the Code of Conduct for the Police and Crime Commissioner for Derbyshire. Any such interests are recorded below.

(Recorded interests: None)

The above request has my approval.

ALAN CHARLES

17 December 2015

Signature

Date

PUBLICATION SCHEME CONSIDERATIONS

Is the related Section B report to be published Yes

If no, please indicate relevant exemption

Is the publication of this approval to be deferred No

If Yes, provide reasons below

Date to be deferred to –

NB Statutory Instrument 2011/3050 (as amended by SI 2012/2479) states that: *all decisions made by a PCC are in the types of information that must “be published as soon as practicable after it becomes available to the elected local policing body”.*

OFFICER APPROVAL

Chief Executive or Nominee:

I have been consulted about the proposal and confirm that financial, legal and equalities advice has been taken into account in the preparation of this report.

I am satisfied that this is an appropriate request to be submitted to the Police and Crime Commissioner

Name David Peet

Date 17 December 2015

STRATEGIC GOVERNANCE BOARD
15 DECEMBER 2014
REPORT OF THE CHIEF EXECUTIVE

7A: EXTENSION OF CHIEF CONSTABLE'S FIXED TERM APPOINTMENT

1. PURPOSE OF THE REPORT

- 1.1 In accordance with Regulation 11 of the Police Regulations 2003, the Police and Crime Commissioner Alan Charles wishes to extend Chief Constable Mick Creedon's fixed term appointment (FTA) from 30 November 2016 to 31 May 2017. This would be a six month extension on his current FTA.

2. INFORMATION AND ANALYSIS

- 2.1 Mr Creedon was appointed to the position of Chief Constable of Derbyshire in June 2007 and took up his Fixed Term Appointment (FTA) on 1 October that year. In line with the regulations he was given a five-year FTA until 1 October 2012.
- 2.2 Extensions of FTA's are allowed for a maximum of 3 years and for subsequent terms each of a maximum of one year.¹
- 2.3 In 2012 the Minister for Policing and Criminal Justice approved an extension to the FTA up to November 2014.
- 2.4 At the Strategic Governance Board meeting in December 2014, the PCC took the decision to extend the Chief Constable's contract from November 2015 to November 2016².
- 2.5 In May 2016 there will be elections for the PCC of Derbyshire, with the new PCC due to take up office on 12th May 2016. The Current PCC, Alan Charles, has announced that he will not be standing in the election.

¹ Police Regulations 2003, Regulation 11 Paragraph (2B)

² Decision Notice 60/14

- 2.6 A typical timescale for the recruitment of a Chief Constable is a minimum of 6 months including advertising, shortlisting, interviewing, vetting and any notice period they would need to work in their current Force. This could mean that one of the first conversations between the newly elected PCC and the Chief Constable would include discussions about either a further extension to the existing FTA or the fact they were planning on leaving. (A senior Officer will usually give ample notice of their intention to leave in order for a suitable successor to be identified.)
- 2.7 In order that the newly elected PCC is able to get to understand the role, and the qualities that they would be looking for in a Chief Constable, discussions have taken place between the PCC and the Chief about the potential to remain in post for a further six months.
- 2.8 The Chief Constable has told the Commissioner that he would be happy to remain in post for a further 6 months. This would extend Chief Constable Creedon's FTA to 31st May 2017.
- 2.9 This is not a decision that will be taken lightly, and it is not the intention in any way to 'tie the hands' of the incoming PCC, rather it is the hope that this approach will allow the new post holder to make an informed decision about the qualities they are looking for in the leader of Derbyshire Constabulary.
- 2.10 The Chief Constable continues to have the full support and confidence of the PCC and Her Majesty's Inspectorate of Constabulary. HMI Zoe Billingham described Derbyshire as a 'Well-led Force' in her overview of Derbyshire³, acknowledging Mr Creedon's leadership of Derbyshire Constabulary.
- 2.11 Mr Creedon continues to be committed to policing, to the East Midlands and specifically to the Derbyshire Constabulary and he has delivered an outstanding performance on all levels.

3. RECOMMENDATIONS

- i. That the Police and Crime Commissioner for Derbyshire grant Chief Constable Creedon a six month extension of his Fixed Term Appointment, to end on 31st May 2017.

³ <http://www.justiceinspectorates.gov.uk/hmic/derbyshire/>

4. IMPLICATIONS

All implications are assessed and scored to the table below.

HIGH – supporting explanation and narrative required and to be contained within the report

MEDIUM – narrative to be contained within the report at the discretion of the author

LOW – no narrative required

	LOW	MEDIUM	HIGH
Crime & Disorder			√
Environmental	√		
Equality & Diversity		√	
Financial	√		
Health & Safety	√		
Human Rights	√		
Legal		√	
Personnel			√

Contact details in the event of enquiries	Name: David Peet External telephone number: 0300 122 6021 Email address: david.peet.16406@derbyshire.pnn.police.uk
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BACKGROUND PAPERS

1. Police Regulations 2003.
2. Letter from the Senior Appointments Panel on behalf of the Policing Minister dated 30 September 2012.
3. PCC Decision Notice 03/13
4. HMIC PEEL report for Derbyshire