

FOI - 650

I write in connection with your request for information dated 9th August 2016 concerning Chief Constable contracts.

I am required by the Freedom of Information Act 2000 to handle all requests in a manner that is blind as to the identity and motives of the requestor. Any information released as a response to a request is regarded as being published and therefore in the public domain without caveat.

Following receipt of your request, searches were conducted within the Office of the Police and Crime Commissioner.

Your request for information has now been considered and I am able to respond as follows:

- 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?

Yes, the Chief Constable has a contract with the Police and Crime Commissioner

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

Please find attached contracts for Chief Constables for the last 5 years

- 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)
- Details of any payments, reimbursements or allowances paid or made to each of your chief officers, other than those explicitly permitted in police regulations. Please see attached contracts.

We also publish on our website Chief Officer pay and leave entitlements <http://www.wiltshire-pcc.gov.uk/Transparency/Chief-Officer-pay.aspx>. Please note that the current Chief Constable does not take his full contractual entitlements, including leave and health care.

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.
Police Reform and Social Responsibility Act 2011

I am satisfied that all the relevant information has been passed to me, and been considered in the light of your request, within the time constraints applicable under the legislation.

PRIVATE & CONFIDENTIAL

Chief Constable M Veale
Wiltshire Constabulary HQ
London Road
Devizes
Wiltshire
SN10 2DN

Date: 11 February 2016

Your ref

Our ref: AM/CEC/OPCC/18/1

Dear Mike,

Chief Constable of Wiltshire Constabulary

I am delighted to confirm your appointment to the position of Chief Constable of Wiltshire with effect from 1st July 2015. May I thank you for agreeing to take on, as of 1st June 2015, the role of Temporary Chief Constable during the one month unpaid leave of absence I agreed for Mr Geenty.

Functional Responsibilities of the Chief Constable

The Chief Constable is responsible for directing and controlling Wiltshire Constabulary to provide, in accordance with my Police and Crime Plan, an effective, efficient and visible police service to the people of Wiltshire.

Accountability

The Chief Constable is accountable to the Police and Crime Commissioner and, on a day-to-day basis, works with the Commissioner and his Office.

Objectives for the Chief Constable are set annually by the Commissioner at a performance development review (PDR) with an additional 6 monthly interim meeting. The first PDR will consider how the strategic priorities set out in my Police and Crime Plan are being delivered by the Constabulary with partners.

General responsibilities

1. All the statutory and legal obligations of the office of the Chief Constable.
2. The direction and management of Wiltshire Police, in accordance with the Police and Crime Plan.
3. Delivering the highest standards of service possible within financial constraints and creating ways to maximise the available resources.
4. Developing partnerships with local authorities, criminal justice partners and with other police forces to deliver improved services whilst achieving the required savings.
5. Monitoring the performance of Wiltshire Police in partnership with the OPCC.
6. Providing leadership and command at serious operational incidents/events to ensure that they are dealt with professionally, effectively and efficiently.
7. Actively promoting strong and empowered leadership that drives and rewards performance and gives officers and staff a clear sense of direction, achievement and pride.
8. Promoting the highest standards of integrity, professional conduct and equality throughout the organisation, in line with the Wiltshire Police values and behaviours and the Code of Ethics as laid out by the College of Policing.
9. Ensuring that Wiltshire Police has effective engagement with the community, and opinion formers, developing effective local community partnerships.
10. Ensuring that Wiltshire Police has an effective operational voice at a national level.

Specific responsibilities of the Chief Constable

Ensuring with Partners and, so far as is practicable, that Wiltshire and Swindon become progressively safer places. Furthermore, to continue to bring about increases in the proportion of offences dealt with effectively, and in the public's reported feelings of security and satisfaction with the performance of Wiltshire Police.

2. Ensuring with Partners and, so far as is practicable, that police officers, staff and volunteers are increasingly in touch with the local communities they serve, are visible on the streets, are approachable (in person, at police stations, by telephone, e-mail and through corporate digital channels), are known in their local communities as effective problem solvers and are valued and trusted by local partners and local people.
3. Ensuring that the capacity and capability of Wiltshire Police with regard to protective services is robust and resilient, taking into account the threats and risks which the area faces and is likely to face in the future. Furthermore, to ensure that protective services are enhanced to agreed standards based on allocated funding and, where appropriate, delivered in collaboration with partners within the police service, local government and the private sector.
4. Raising the overall reputation of Wiltshire Police within the communities it serves, and striving for Good performance as determined by HMIC.
5. Developing excellent and transparent financial management and use of resources; continuing to achieve efficiency savings; leading the response of Wiltshire Police to an increased demand for local services against a continuing decrease in funding.
6. Working with the OPCC to anticipate and provide for changes in the membership of the Senior Command Team (SCT) as the result of collaboration, and advise on the construction of a balanced team, with complementary skills and a commitment to team working

Office of the Police and Crime Commissioner for Wiltshire and Swindon

Police HQ, London Road, Devizes, Wiltshire. SN10 2RD

Telephone: 01380 734022 Ext. 2292

Facsimile: 01380 734025

Email: angus.maepherson@wiltshire.pcc.pnn.gov.uk

Web Site: www.wiltshire-pcc.gov.uk

General Terms and Conditions

1. The Officer appointed will be required to carry out all the duties applicable to the post of Chief Constable of Wiltshire (see Job Description). The Officer will be based at Police Headquarters, London Road, Devizes and be accountable to the Wiltshire 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 will be for a fixed period of three years from 1st July 2015 which may be extended for up to two further years with the agreement of both parties
5. The primary focus of the postholder will be the delivery of efficient and effective policing in Wiltshire. National work may be undertaken, but only with the agreement of the Commissioner.
6. The salary, payable monthly, will be as fixed by Regulations and is currently £135,774 per annum. Leave entitlement will be in accordance with Regulations and taken as agreed by the Commissioner.
7. The car package is £9,507. This will be taken as the dedicated role equipped vehicle which you currently use. At the end of the current lease you may take a new lease vehicle or a cash sum of up to £9,507
8. In accordance with prevailing expenses policy, rental for one home telephone line is paid and business calls from home are claimable.
9. The Chief Constable is eligible to join, at the OPCC's expense, an appropriate healthcare scheme agreed with the Commissioner.
10. The OPCC will meet the reasonable costs associated with your participation in a learning and action programme by Footdown or similar organisation selected in consultation with you.
11. The OPCC will meet the reasonable costs associated with your staying over-night in order to carry out early or late operational duties.
12. A uniform will be provided.
13. The appointment is determinable in accordance with the Acts and Regulations for the time being in force, or by the Chief Constable giving three months' notice in writing.

I would be obliged if you would sign and return one copy of this letter for our records.

Yours sincerely



ANGUS MACPHERSON
POLICE AND CRIME COMMISSIONER

Received by Mike Veale



Date 12/2/16



PRIVATE & CONFIDENTIAL

Chief Constable P Geenty
Wiltshire Constabulary HQ
London Road
Devizes
Wiltshire
SN10 2DN

Date 29 April 2013

Your ref

Our ref: AM/CEC/OPCC/18/1

Dear Pat

Chief Constable of Wiltshire Constabulary

I am delighted to confirm your appointment to the position of Chief Constable of Wiltshire with effect from 7th January 2013.

Many of the terms and conditions remain the same as those under which you acted as Temporary Chief Constable.

The car package is a dedicated role-equipped vehicle which you currently use. On expiry of that vehicle lease you are entitled to a taxable annual cash allowance of £9,507.

Functional Responsibilities of the Chief Constable

The Chief Constable is responsible for directing and controlling Wiltshire Constabulary to provide, in accordance with my Police and Crime Plan, an effective, efficient and visible police service to the people of Wiltshire.

Accountability

The Chief Constable is accountable to the Police and Crime Commissioner and, on a day-to-day basis, works with the Commissioner and his Office.

Objectives for the Chief Constable are set annually by the Commissioner. Your performance is reviewed annually and the outcome reported to you in confidence. A 6 month review will also be held.

General responsibilities

1. All the statutory and legal obligations of the office of the Chief Constable.
2. The strategic direction and management of Wiltshire Constabulary, in accordance with the Police and Crime Plan.
3. Delivering the Police and Crime Plans to the highest standards of service possible within financial constraints and creating ways to maximise available resources.
4. Developing effective partnership working with local authority and criminal justice partners and with other constabularies to deliver improved services in pursuit of the Police and Crime Plan.
5. Monitoring and where necessary leading improvements to the performance of Wiltshire Constabulary in partnership with the Commissioner.
6. Providing leadership and command at serious operational incident/events to ensure that they are dealt with professionally, effectively and efficiently.
7. Actively promoting strong leadership that drives and recognises performance, giving officers and staff a clear sense of direction, achievement and pride.
8. Promoting the highest standards of integrity, professional conduct and equality throughout the organisation.
9. Ensuring that Wiltshire Constabulary has effective engagement with the community, representing the Constabulary to opinion formers and developing effective local community partnerships.
10. Ensuring that Wiltshire Constabulary has an effective voice at national level, providing strong representation with Members of Parliament, Ministers, the Home Office, HMIC and ACPO.
11. Ensuring transition of staff under Stage 2 Transfer in Wiltshire is, so far as possible, seamless and effective.

Specific responsibilities of the Chief Constable

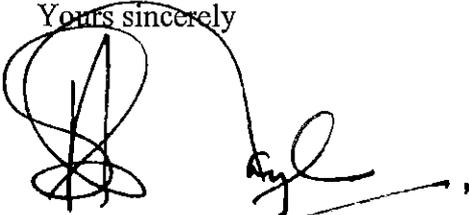
1. Ensuring that Wiltshire becomes a safer place and achieving continuing reductions in the amount of crime in Wiltshire. Continuing increases in the proportion of offences brought to justice and in the public's reported feelings of security and satisfaction with the performance of Wiltshire Constabulary.
2. Ensuring that police officers and staff in Wiltshire are in touch with the local communities they serve, visible on the streets, approachable (in person, at police stations, contact points, by telephone and e-mail), known, valued and trusted in their local communities.
3. Ensuring that the capacity and capability of Wiltshire Constabulary in protective services is robust and resilient, taking into account the current and future threats and risks, which the area faces. Ensuring that those protective services in Wiltshire are enhanced to the standards agreed with HMIC, within the timescales agreed with the Home Office and, where appropriate, in collaboration with partners within the police service, local government and the private sector.
4. Delivering the aspirations of the Commissioner as set out in the Police and Crime Plan.
5. Maintaining sound financial management and use of resources, continuing to achieve efficiency savings and leading the response of Wiltshire Constabulary to the challenge faced by the needs to further enhance performance and community confidence.
6. Advising the Commissioner so as to anticipate and provide for changes in the membership of the Chief Officer Team, as the result of retirements and promotions, and advising the Commissioner on construction of a balanced and cost-effective team, with complementary skills and a commitment to team working.

General Terms and Conditions

1. The Officer appointed will be required to carry out all the duties applicable to the post of Chief Constable of Wiltshire (see Job Description). The Officer will be based at Police Headquarters, London Road, Devizes and be accountable to the Wiltshire 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 will be for a fixed period of five years from 8th January 2013.
5. The primary focus of the postholder will be the delivery of efficient and effective policing in Wiltshire. ACPO work may be undertaken, but only with the agreement of the Commissioner.
6. The salary, payable monthly, will be as fixed by Regulations and is currently £133,068 per annum. Leave entitlement will be in accordance with Regulations and taken as agreed by the Commissioner.
7. In accordance with prevailing expenses policy, rental for one home telephone line is paid and business calls from home are claimable.
8. The Chief Constable is eligible to join, at the OPCC's expense, an appropriate healthcare scheme agreed with the Commissioner.
9. A uniform will be provided.
10. The appointment is determinable in accordance with the Police Acts and Regulations for the time being in force, or by the Chief Constable giving three months' notice in writing.

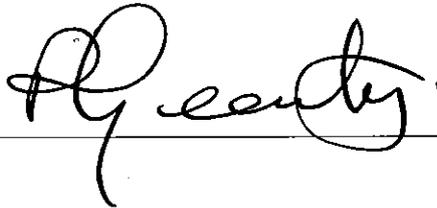
I would be obliged if you would sign and return one copy of this letter for our records.

Yours sincerely



ANGUS MACPHERSON
POLICE AND CRIME COMMISSIONER

Received by Patrick Geenty



Date

10/5/13

**WILTSHIRE
POLICE
AUTHORITY**



'Keeping Wiltshire Safe'

Date 19th December 2007

Your ref

Our ref: KPK/CEC/WPA31B

Dear Brian

Chief Constable of Wiltshire Police

I am delighted to confirm the verbal offer of appointment to the position of Chief Constable of Wiltshire. The offer remains subject to a satisfactory medical and I understand that you have an appointment with the Force medical adviser on 2nd January 2008.

Many of the terms of appointment were set out in the application brochure. We have discussed amendments and I set out below the revised text.

We have now agreed the detail of the relocation package. Reasonable expenses are paid on relocation of your permanent residence to Wiltshire. Expenses are capped on a property valued up to £750,000 and the Authority does not defray any liability for tax.

The Authority is keen to secure your services for the full duration and thus there is a repayment requirement if, without the agreement of the Authority, the five year contract is not completed. If you leave before the end of three years, a full refund of removal expenses will be required; If you leave before the end of year four, two thirds refund will be required; If you leave before the end of year five, one third refund; If you leave at or after the end of year 5, no refund will be required.

The car package is the Authority's Chief Officers' Car Scheme, under which you may choose one of the following:

- A taxable annual cash allowance (£7,500 pa subject to review - last reviewed 2004),
- A dedicated role-equipped vehicle in accordance with the agreed scheme.

A driver (with force car) will be made available for business travel, including normal travel to and from the office, where you determine there to be an operational case. The Authority will defray such reasonable tax liability that may result from this.

Functional Responsibilities of the Chief Constable

Wiltshire Police Authority

P. O. Box 847, Devizes, Wiltshire. SN10 2RD

Telephone: 01380 734022 Ext. 294

Facsimile: 01380 734025

Email: kieran.kilgallen@wiltshire.police.uk

Web Site: www.wiltshire.police.uk/authority

The Chief Constable is responsible for directing and controlling Wiltshire Police to provide an effective, efficient and visible police service to the people of Wiltshire.

Accountability

The Chief Constable is accountable to the Wiltshire Police Authority and, on a day-to-day basis, works with the Chairman of the Police Authority and the Chief Executive.

Objectives for the Chief Constable are set annually by HMIC in discussion with the Chairman of the Police Authority. Your performance is reviewed annually and the outcome reported to the Authority's Performance Review Board in accordance with the Authority's Chief Officers' Bonus Scheme. The Chief Constable is directly responsible for the performance of members of the Chief Officer Management Team and for an annual budget of approximately £100m in 2007/08.

General responsibilities

1. All the statutory and legal obligations of the office of the Chief Constable.
2. The strategic direction and management of Wiltshire Police, in accordance with the vision agreed with the Authority for the development of policing in Wiltshire.
3. Delivering the policing priorities to the highest standards of service possible within financial constraints and creating ways to maximise available resources.
4. Developing effective partnerships with local authority and criminal justice partners and with other forces to deliver improved services.
5. Monitoring and where necessary leading improvements to the performance of Wiltshire Police in partnership with the Authority.
6. Providing leadership and command at serious operational incident/events to ensure that they are dealt with professionally, effectively and efficiently.
7. Actively promoting strong leadership that drives and recognises performance, giving officers and staff a clear sense of direction, achievement and pride.
8. Promoting the highest standards of integrity, professional conduct and equality throughout the organisation.
9. Ensuring that Wiltshire Police has effective engagement with the community, representing the Force to opinion formers and developing effective local community partnerships.
10. Ensuring that Wiltshire Police has an effective voice at national level, providing strong representation with Members of Parliament, Ministers, the Home Office, HMIC and ACPO.

Specific responsibilities of the Chief Constable

1. Ensuring that Wiltshire becomes a safer place and achieving continuing reductions in the amount of crime in Wiltshire. Continuing increases in the proportion of offences brought to justice and in the public's reported feelings of security and satisfaction with the performance of Wiltshire Police.
2. Ensuring that police officers and staff in Wiltshire are in touch with the local communities they serve, visible on the streets, approachable (in person, at police stations, contact points, by telephone and e-mail), known, valued and trusted in their local communities.

3. Ensuring that the capacity and capability of Wiltshire Police in protective services is robust and resilient, taking into account the current and future threats and risks, which the area faces. Ensuring that those protective services in Wiltshire are enhanced to the standards agreed with HMIC, within the timescales agreed with the Home Office and, where appropriate, in collaboration with partners within the police service, local government and the private sector.
4. Raising the overall grading achieved by Wiltshire Police in the HMIC Baseline Assessment. Achieving top quartile MSF performance within an agreed timescale following an action plan to be agreed by the Authority.
5. Maintaining a Good to Excellent grading for financial management and use of resources, continuing to achieve efficiency savings and leading the response of Wiltshire Police to the challenge faced by the needs to further enhance performance and community confidence.
6. Working with the Authority to anticipate and provide for changes in the membership of the Chief Officer Team, as the result of retirements and promotions, and advising the Authority on the construction of a balanced team, with complementary skills and a commitment to team working.

General Terms and Conditions

1. The Officer appointed will be required to carry out all the duties applicable to the post of Chief Constable of Wiltshire (see Job Description). The Officer will be based at Police Headquarters, London Road, Devizes and be accountable to the Wiltshire Police Authority.
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 will be for a fixed period of five years from 1 January 2008 and may be extended by mutual agreement.
5. The appointment will include regular performance development/appraisal by HMIC acting in consultation with the Chairman of the Police Authority.
6. The primary focus of the postholder will be the delivery of efficient and effective policing in Wiltshire. ACPO work may be undertaken, but only with the agreement of the Chairman of the Police Authority.
7. The salary, payable monthly, will be as fixed by Regulations and is currently £123,207 per annum. Leave entitlement will be in accordance with Regulations and taken as agreed by the Chairman of the Police Authority.
8. The post holder will be eligible for the payment of non-pensionable bonuses in accordance with the Authority's Chief Officers' Bonus Scheme.
9. The Chief Constable will be required to take up permanent residence in Wiltshire within six months of the date of the appointment.
10. The Authority will meet the cost of reasonable removal and resettlement expenses incurred by the Chief Constable in taking up the appointment.
11. A housing allowance or transitional housing allowance will be paid, if appropriate, in accordance with the Police Regulations.

12. In accordance with prevailing expenses policy, rental for one home telephone line is paid and business calls from home are claimable.
13. In accordance with the Authority's Chief Officers' Car Scheme, the Chief Constable may choose either to receive a taxable annual cash allowance (currently £7,500 but subject to review), or to be provided with a dedicated role-equipped vehicle in accordance with the agreed scheme.
14. The Chief Constable is eligible to join, at the Authority's expense, an appropriate healthcare scheme agreed with the Authority.
15. A uniform will be provided.
16. Before being confirmed in the appointment, the successful candidate will have been required to pass a medical examination to the satisfaction of the Force Medical Advisor.
17. The appointment is determinable in accordance with the Police Acts and Regulations for the time being in force, or by the Chief Constable giving three months' notice in writing.
18. Canvassing members of the Police Authority, either directly or indirectly, will be a disqualification. Applicants must disclose any relationship to a member of the Police Authority and failure to disclose will be a disqualification.
19. Reasonable ACPO professional fees and insurance costs are paid by the Authority and the Authority will support the professional development of the Chief Constable in circumstances and to an amount agreed with the Chairman of the Authority.

If you have any queries concerning these provisions please do not hesitate to call. I look forward to working with you in the New Year.

Yours sincerely,

Kieran Kilgallen
Chief Executive