

## Terms of Appointment

The Officer appointed will be required to carry out all the duties applicable to the post of Chief Constable of West Mercia Police and be accountable to the Police and Crime Commissioner for West Mercia (the Commissioner)

The appointment will be subject to the Role Profile, which will form 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.

The Chief Constable will be required to devote the whole of their time to the duties of the office.

The appointment will include regular performance/development appraisal by the Commissioner. A programme of professional development for the Chief Constable will be agreed by the Commissioner, informed by the outcomes of development appraisal and in the light of emerging developments in the nature of policing.

The primary focus of the post holder is to be the delivery and development of West Mercia Police. NPCC and other representational work may be undertaken with the agreement of the Commissioner.

The post will be a fixed term appointment of five years. Any extension of appointment will be subject to the prevailing regulations.

The Chief Constable will be based at Hindlip Park, Worcester.

The annual salary will be within the range of £169,698. The salary will be payable monthly and will be increased in line with national pay settlements.

The annual leave entitlement for an officer of a rank higher than that of Chief Superintendent is 35 days.

The Chief Constable will be provided with an electric vehicle available for official and private use, and he/she will repay the costs of their private mileage. The principles underlying the Commissioner's current vehicle scheme include:

- The selection of a suitable electric vehicle, maintained as a staff car but available for private purposes;
- Appropriate insurance cover for the Chief Constable, and any third parties authorised under the terms of that insurance cover, paid for and provided by the Commissioner. The Commissioner shall have the right to approve any changes to the insurance cover due to the nature of the vehicle use or identity of the driver.

Home to duty mileage will be regarded as a private journey unless required to travel on a rest day, annual leave or called in to work. All private mileage to be reimbursed to the force.

The Chief Constable will be entitled to second class rail travel for official business journeys within the United Kingdom and economy class air travel when undertaking international duties. The Commissioner will undertake to provide insurance cover for

overseas journeys. In the event of specific travel and/or subsistence arrangements not being sufficiently covered the above, the Chief Constable will discuss the issues involved with the Chief Executive of the OPCC.

Subsistence allowances may be claimed subject to the following provisions:

- In the case of an absence overnight, accommodation as booked through the Force's approved agency. Meals may be claimed either from the menu of the accommodation venue or if taken elsewhere, subject to a limit of £10 for breakfast, £10 for lunch and £25 for evening meal.
- Where no overnight absence is required, subsistence allowances for meals (in the terms set out above) may be claimed in appropriate circumstances, for example, when the performance of duties causes an exceptional disturbance to domestic arrangements or when entertaining visitors on behalf of the Force or the Commissioner.
- No expenditure for alcohol may be claimed.

A uniform will be provided.

The Commissioner shall pay all professional subscriptions and indemnity insurance reasonably required for the post (for example, NPCC membership).

Any costs in relation to relocation are subject to the agreement of the Police and Crime Commissioner, and should be in line with the PCC's published relocation policy.

The appointment is terminable by the Commissioner, or by the Chief Constable, giving six months' notice in writing or such shorter notice as may be agreed by the parties.

Where allowances and expenses are payable within the Commissioner's discretion (as opposed to those prescribed by Regulations) the Commissioner reserves the right to review vary or withdraw those allowances and expenses on reasonable notice.