

RECORD OF DECISION

TITLE: APPOINTMENT OF CHIEF CONSTABLE:

Ref. PCC/D/2016/15

EXECUTIVE SUMMARY

Section 38 of the Police Reform and Social Responsibility Act 2011 (the Act) provides that a police and crime commissioner must appoint a person to be the chief constable of the police force for the area.

The current Chief Constable, Mr. David Shaw, notified the Commissioner of his decision to retire from his current position in July 2016. In response, a recruitment exercise was undertaken. At the conclusion of the recruitment exercise Mr. Anthony Bangham was identified as the preferred candidate for the post.

The proposed appointment of the Chief Constable was notified to the Police and Crime Panel. The Panel then reviewed the proposed appointment and made a report to the Commissioner recommending the appointment of the candidate.

PROPOSAL

To approve the appointment of Anthony Bangham as Chief Constable for West Mercia Police.

APPROVAL OF

West Mercia Commissioner

I hereby approve the above proposal.

Signed



PART 1 – NON-CONFIDENTIAL/EXEMPT FACTS AND ADVICE

SUPPORTING REPORT

1. INTRODUCTION

- 1.1 Section 38 of the Police Reform and Social Responsibility Act 2011 (the Act) provides that a police and crime commissioner must appoint a person to be the chief constable of the police force for the area.
- 1.2 The current Chief Constable, Mr. David Shaw, notified the Commissioner of his decision to retire from his current position in July 2016. In response, a recruitment exercise was undertaken. At the conclusion of the recruitment exercise Mr. Anthony Bangham was identified as the preferred candidate for the post.

2. ISSUES FOR CONSIDERATION

- 2.1 In accordance with the provisions of the Act a report was provided to the Police and Crime Panel which included
- the name of the person proposed for appointment;
 - the criteria used to assess the suitability of the candidate for the appointment;
 - why the candidate satisfied those criteria; and
 - the terms and conditions on which the candidate is to be appointed.
- 2.2 The Panel recommended the appointment of Anthony Bangham and was satisfied that the selection process was robust. The Panel's report to the Commissioner to this effect is at Appendix A. The terms and conditions of the appointment are set out at Appendix B.
- 2.3 Anthony Bangham will commence his duties as Chief Constable in August 2016.

3. FINANCIAL COMMENTS

Salary and other costs are met from the agreed budget for West Mercia Police.

4. LEGAL CONSIDERATIONS

- 4.1 Schedule 2 of the Police Reform and Social Responsibility Act 2011 requires the Police and Crime Commissioner to appoint a Chief Constable.
- 4.2 The post is classed by the Elected Local Policing Bodies Specified Information Order 2011 (as amended) as senior appointments, thereby requiring the publication of job title, responsibilities, salary and name of post holder.

West Mercia Police and Crime Panel

Mr John Campion
West Mercia Police and Crime Commissioner

12 August 2016

Dear Mr Campion

CONFIRMATION HEARING: PROPOSED APPOINTMENT OF MR ANTHONY BANGHAM TO THE POST OF CHIEF CONSTABLE FOR WEST MERCIA

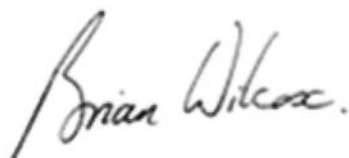
In accordance with Schedule 1 to the Police Reform and Social Responsibility Act 2011, I write to inform you of the West Mercia Police and Crime Panel's recommendation with regard to your proposed appointment of Mr Anthony Bangham to the office of Chief Constable for the West Mercia Police Service.

The Panel held a public Confirmation Hearing on 9 August 2016 and had the opportunity to ask questions of Mr Bangham in relation to the proposed appointment.

The Panel reviewed the proposed senior appointment during which they put questions to both the Police and Crime Commissioner and Mr Bangham on the recruitment process, the role and skillset of the position and the proposed terms and conditions for the appointment.

The Panel unanimously agreed to recommend that you confirm the appointment of Mr Anthony Bangham to the post of Chief Constable for the West Mercia Police Service.

Yours sincerely



Cllr Brian Wilcox
Chairman of the West Mercia Police and Crime Panel

Cllr Brian Wilcox JP
Chairman, West
Mercia Police and
Crime Panel

c/o Legal and
Democratic Services
Worcestershire
County Council
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PUBLIC ACCESS TO INFORMATION

Information in this form is subject to the Freedom of Information Act 2000 (FOI Act) and other legislation. Part 1 of this form will be made available on the West Mercia Police and Crime Commissioner's website. There is no Part 2 Report.

OFFICER APPROVAL

Chief Executive Officer

I have been consulted about the proposal and confirm that financial and legal advice have been taken into account in the preparation of this report. I am satisfied that this is an appropriate request to be submitted to the West Mercia Commissioner.

Signature

Andy Clough

Date 10th August 2016

Terms and conditions of the Chief Constable

Your appointment will be for a fixed term of 5 years which may be extended subject to the prevailing Regulations. The appointment may be terminated prior to the expiry of the fixed-term period by either party giving six months' notice in writing or such shorter notice as may be agreed by the parties, or as provided by statute or regulation.

Your annual salary will be £143,334 subject to national agreements (£144,768 with effect from 1 September 2016). You will receive an annual Housing Allowance of £4281 in accordance with Regulations.

Your normal place of work will be Hindlip Hall and you will be expected to undertake regular travel within and outside the Force area.

You 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 Job Description, 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.

Your primary focus is to be the delivery and development of West Mercia Police within the Strategic Alliance with Warwickshire Police. NPCC and other representational work may be undertaken with the agreement of the Commissioner. You will be required to devote the whole of your time to the duties of the office.

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

You will be provided with a suitable role-equipped vehicle available for official and private use. All private mileage must be reimbursed to the force. Appropriate insurance cover for yourself and any authorised third parties will be paid for and provided by the Commissioner.

In appropriate circumstances a driver will be provided for official purposes.

You 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.

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.

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. No expenditure for alcohol may be claimed.
- 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.

The Commissioner shall pay all professional subscriptions and indemnity insurance reasonably required for the post, for example NPCC and CPOSA membership (excluding the cost of the proactive element of the CPOSA insurance which must be reimbursed). 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.

Two-yearly health screening will be available.