



Subject: Extension of Chief Constable Contract of Employment

Originator: Mark Stokes, Chief Executive

Decision no. 51/2024

Reason for submission: For Approval

Submitted to: Police and Crime Commissioner for Norfolk

Summary:

1. The current Chief Constable, Paul Sanford, took up office on 2 December 2021, on a fixed term contract for a period of 5 years which will end on 1 December 2026.
2. This decision notice recommends a three-year extension to the existing contract taking the end date to 1 December 2029
3. Mr Sanford has demonstrated exceptional leadership to Norfolk Constabulary through some of the most challenging times both financially and operationally. He is passionate and committed to policing in Norfolk, and has the respect of the workforce, key stakeholders, and partners. The PCC believes these qualities, together with the business continuity this brings, will lead the organisation through a period of significant transformational change, to the benefit of the communities we serve.

Recommendation:

To provide a three-year extension to the existing contract which will end on 1 December 2029.

Outcome/approval by: PCC

The recommendation as outlined above is approved.

A handwritten signature in black ink that reads "Saylor." The signature is written in a cursive style with a large, looped initial 'S' and a period at the end.

Signature:

Date: 26/11/2024

Detail of the submission

1. Objective:

- 1.1 The current Chief Constable, Paul Sanford, took up office on 2 December 2021, on a fixed term contract for a period of 5 years which will end on 1 December 2026.
- 1.2 The Chief Constable has significant knowledge, experience and understanding of the policing needs of Norfolk. This continuation of his contract provides the opportunity to maintain stability, enhance and develop policing in Norfolk, and maximise opportunities for collaborative working.

2. Background:

- 2.1 In considering the contract extension the PCC has taken account of the successful leadership demonstrated by the Chief Constable since he took up his post. His skills and experience both at a national, regional and local level are fundamental to the ongoing success of the Constabulary, and to continue to develop and lead a Chief Officer team through a period of significant transformational change.
- 2.2 The PCC & Chief Constable share a joint vision, which will be further expressed through the emerging Police & Crime Plan, to prevent crime and reduce reoffending and place victims and witnesses at the heart of the justice system.
- 2.3 Both the PCC and the Chief Constable recognise the need to innovate to meet the challenges faced and technology sits at the heart of such change. The Chief Constable and the PCC share a commitment, demonstrated through the work of the Estates Strategy and the IT Strategy to modernise the Force and provide a service that is affordable, sustainable, embraces digital technology and prioritises frontline local policing within the community.

3. Areas for consideration:

- 3.1 The Police (Amendment) Regulations 2006 provides the legislative framework to agree the extension to contract.
- 3.2 "Paragraph 2(B) – An appointment for a fixed term may be extended, by agreement of the police authority and the person appointed, for a further term of a maximum of three years and for subsequent terms each of a maximum of one year, provided that any extension or subsequent extension which is due to expire more than one

year after the expiry of the original fixed term shall require the consent of the Secretary of State.”

- 3.3 There is no requirement to seek Home Secretary approval for such extensions. Extensions do not require confirmatory hearings by the Police and Crime Panel for Norfolk. The PCC will, however, be advising the Police and Crime Panel of her decision to extend the appointment of the Chief Constable at this point in time.

4. Other options considered:

- 4.1 The option to retain the ability to appoint a new Chief Constable in 2026 has been considered as an alternative. This has been discounted on the basis of the successful performance and effective leadership of the Chief Constable since he took up post.

5. Strategic aims/objective supported:

- 5.1 The Chief Constable is committed to achieving all the key deliverables as set out in the existing and future Police and Crime Plan for Norfolk, providing a service that is affordable, sustainable, embraces digital technology and prioritises frontline local policing within the community.
- 5.2 The findings from the latest HMICFRS police effectiveness, efficiency and legitimacy inspections confirmed that Norfolk Constabulary has sustained good performance at preventing and deterring crime and antisocial behaviour, which is fundamental for making our communities safer and reducing harm and vulnerability.
- 5.3 The Inspectorate has recognised that the neighbourhood policing teams are working effectively with their local communities to understand and meet their needs, which is building trust and confidence with the public.

6. Financial and other resource implications:

- 6.1 There are no financial implications associated with this decision. The terms for the post will not alter because of the extension and therefore the provisions already made in the budget delegated to the Chief Constable will continue. Salaries for chief officers are set nationally.
- 6.2 The Conditions of Service shall be those in force at the time of start of the extension, as prescribed in the Police Reform and Social Responsibility Act 2011, the Police Act 1996 (as amended) and the Police Regulations 2003 (including its

subordinate determinations) and / or as set out in the latest Circular adopted in pursuit of PNB agreements on pay and conditions of service of Chief Police Officers.

7. Carbon Emissions and Other Environmental Implications:

Carbon Emissions

7.1 The estimated impact on our carbon emissions that must be reported under current statute from this proposal is:

Emission Categories:	Increase in tCO ₂	Saving in tCO ₂
Scope 1 – Fuel – Building Heating	0	0
Scope 1 – Fuel – Transport	0	0
Scope 2 – Electricity	0	0

Environmental Implications

7.2 No material implications

8. Other implications and risks:

8.1 There are no other implications or risks for consideration in relation to this decision.

Originator checklist (must be completed)	Please state 'yes' or 'no'
Has legal advice been sought on this submission?	YES
Has the PCC's Chief Finance Officer been consulted?	YES
Have equality, diversity and human rights implications been considered including equality analysis, as appropriate?	YES
Have human resource implications been considered?	YES
Is the recommendation consistent with the objectives in the Police and Crime Plan?	YES
Has consultation been undertaken with people or agencies likely to be affected by the recommendation?	YES
Has communications advice been sought on areas of likely media interest and how they might be managed?	YES
Have sustainability and environmental factors been considered? (e.g. biodiversity, employee commuting, business travel, waste and recycling, water, air quality, food and catering and estates construction)	N/A
In relation to the above, have all relevant issues been highlighted in the 'other implications and risks' section of the submission?	YES

Is this report a Confidential Decision?

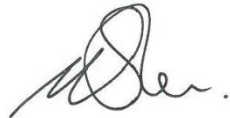
No

If Yes, please state reasons below having referred to the [PCC Decision Making Policy](#)

Approval to submit to the decision-maker (this approval is required only for submissions to the PCC).

Chief Executive

I am satisfied that relevant advice has been taken into account in the preparation of the report, that the recommendations have been reviewed and that this is an appropriate request to be submitted to the PCC.



Signature:

Date: 19/11/2024

Chief Finance Officer (Section 151 Officer)

I certify that:

- a) there are no financial consequences as a result of this decision,
Or
- b) the costs identified in this report can be met from existing revenue or capital budgets,
Or
- c) the costs identified in this report can be financed from reserves
And
- d) the decision can be taken on the basis of my assurance that Financial Regulations have been complied with.



Signature:

Date: 26/11/2024

Public access to information: *Information contained within this submission is subject to the Freedom of Information Act 2000 and wherever possible will be made available on the OPCC website. Submissions should be labelled as 'Not Protectively Marked' unless any of the material is 'restricted' or 'confidential'. Where information contained within the submission is 'restricted' or 'confidential' it should be highlighted, along with the reason why.*