

**WEST MIDLANDS POLICE
AND CRIME
COMMISSIONER**

**NON - CONFIDENTIAL
NOTICE OF DECISION
045/2013**

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Title: Extension to the Chief Constable's Term of Appointment

EXECUTIVE SUMMARY

The current West Midlands Chief Constable, Chris Sims, took up office on 1 June 2009. His term of office is due to end on 31 May 2014. In considering the extension of this appointment the Commissioner has taken account of the successful leadership demonstrated by the Chief Constable since he took up his post. This includes the positive performance of the force across the range of functions and services for which the Chief Constable is responsible and the delivery by the Chief Constable and his team of the savings required by Comprehensive Savings Review. The Commissioner has also given consideration to the needs of the organisation over the period of the proposed extension. This includes the significant work that will be needed to meet the ongoing financial challenges together with the delivery of the technology and service changes which are core to the work of the Technology Task Force established at the request of the Commissioner when he took up office.

The present Chief Constable has national recognition for his contribution to policing. He brings significant skills, expertise, drive and enthusiasm which the Commissioner believes will be of benefit to the public of the West Midlands. The extension of the Chief Constable's contract ensures that this can be the case.

An extension for three years of the Chief Constable's term would see his term ending a year after the next police and crime commissioner elections which take place in May 2016.

DECISION

To extend the term of appointment of the Chief Constable for West Midlands Police, Chris Sims, for three years to run from the end of his current term of appointment, 31 May 2014. His term of appointment will now end on 31 May 2017.

West Midlands Police and Crime Commissioner

I confirm that I do not have any disclosable pecuniary interests in this decision and take the decision in compliance with the Code of Conduct for the West Midlands Office for Policing and Crime. Any interests are indicated below.

Signature.....Bob Jones.....

Date.....3 December 2013.....

CONTEXT AND BACKGROUND

The Chief Constable's current five year fixed term appointment is due to expire on 31 May 2014. Under the current regulations, the fixed term contract can be extended by the Commissioner up to a maximum of three years. There is no requirement to seek Home Secretary approval for such extensions. Extensions do not require confirmatory hearings by West Midlands Police and Crime Panel.

In considering the extension of this appointment the Commissioner has taken account of the successful leadership demonstrated by the Chief Constable since he took up his post. This includes the positive performance of the force across the range of functions and services for which the Chief Constable is responsible and the delivery by the Chief Constable and his team of the savings required by Comprehensive Savings Review.

The Commissioner has outlined his ambitions in his Police and Crime Plan. The plan takes cognisance of the ongoing financial challenges facing West Midlands Police. The Plan also highlights the dynamic environment in which the Force operates and the high public expectations of the organisation. Both the Commissioner and Chief Constable recognise the need to innovate to meet the challenges faced. Technology sits at the heart of such change. The Chief Constable and Commissioner share a commitment, demonstrated through the work of the Technology Task Force, to work with a partner to modernise the Force. The Commissioner believes that continuity in the leadership of the Force is needed to deliver the benefits desired for the public. The current post holder, Chris Sims, is nationally, regionally and locally recognised and respected as a Chief Constable with considerable skills, expertise, drive and commitment to the police service.

FINANCIAL IMPLICATIONS

There are no financial implications associated with this decision. The terms for the post will not alter as a result 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.

LEGAL IMPLICATIONS

The terms of office for chief constables are governed by the Police Regulations 2003 and determinations by the Home Secretary. The extension to the Chief Constable's contract is being made in line with those requirements.

EQUALITY IMPLICATIONS

There are no direct equalities implications in the making of this decision. However, consideration was given to equalities issues in the appointment process employed by West Midlands Police Authority when making the appointment of the Chief Constable in 2009.

Schedule of Background Papers

No background papers.

Public Access to Information

Information contained in this decision is subject to the Freedom of Information Act 2000 and other legislation. This decision will be made available on the Commissioner's website.