



Reference No: 2022-009

**DURHAM POLICE & CRIME COMMISSIONER'S OFFICE  
DECISION RECORD FORM**

**REQUEST: For PCC approval**

**Title:** Chief Constable Contract Extension

**Executive Summary:**

This record reflects the decision of the PCC to extend the existing contract of the Chief Constable, which is due to expire on 9th June 2024, by three years. The extension means the contract will expire on 9<sup>th</sup> June 2027. This decision is consistent with S11 (2B) of the Police Regulations 2003 (*An appointment for a fixed term may be extended, by agreement of the person who made the appointment and the person appointed, for a further term of a maximum of three years ...*).

**Decision:**

In making this decision, the PCC has taken into account:

- The level of agreement shown by the Chief of the police and crime plan, support given to the PCC to progress her plan priority areas, which are showing clear results.
- The Chief Constable's efforts and achievements in delivering specific objectives within the Police and Crime Plan which so far include:
  - increasing police officer numbers including investment in response policing, neighbourhoods, safeguarding and cyber
  - maintaining PCSO numbers, visibility, and a strong neighbourhood footprint
  - tackling cybercrime and harm through the investment of additional staff
  - practical action to tackle violence against women and girls
  - increasing understanding and service levels in relation to issues such as safeguarding, asb and off-road bikes challenges
  - tackling serious and organised crime for which Durham is recognised nationally
  - continuing to provide an outstandingly efficient force
  - clear commitment to further delivery of the plan
  - promulgation of information to the public and partners, including through public accountability meetings with the Chief Constable, to ensure satisfaction and confidence in Durham Police.
- CC Farrell has shown excellent leadership of the Force. This includes: the highly positive outcome of the recent HMIC inspection report across a wide range of services areas, the work in progressing the new investigative hub which will give improved investigative performance and long-term estate resilience, and ongoing practical demonstration of the Force's values.
- The significant operational demands facing the force, which will persist into the future set against ongoing financial challenges, and which will require ongoing stability at the head of the Force, ongoing certainty and clarity of leadership, and retention of senior corporate memory.
- The Chief Constable has embarked on a force wide review which will require ongoing and sustained personal leadership to ensure success and which will consist of short-, medium- and long-term actions to deliver the Force vision and the delivery of the PCC's Police and Crime Plan, as part of a wider modernisation agenda.

- The Chief Constables' leadership of the Force during the pandemic in terms of leading with partners and politicians, and a flexible and innovative approach to service delivery.
- The continuing support which the Chief Constable enjoys in terms of support from the Force, partners and national colleagues given her national work.
- The Chief Constable has a growing national profile in terms of her national work, which reflects well on Durham and gives voice and influence.
- The Chief Constables' personal qualities in terms of her work ethic, personal resilience, communication skills, bias for continuous improvement and warmth.

In considering the extension the PCC consulted with the Chair of the Durham and Darlington Police and Crime Panel who agrees with the approach, who has clarified the view that an extension of the Chief Constables' existing contact is justified.

**OPCC Lead Officer:** Chief Finance Officer

**Contractor Details (if applicable):**

**Implications:**

Has consideration been taken of the following?	Yes	No	
Financial	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Legal	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Equality & Diversity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Human Rights	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Sustainability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Risk	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Consultation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	

(If yes please provide further details below)

### Decision Required – Supporting Information

Financial Implications: (Must include comments of the PCC's CFO where the decision has financial implications)

The Chief Constable will not be a member of the police pension scheme which will save approx. £153k over the 3 years. A contract extension also avoids a costly recruitment process.

Legal Implications: (Must include comments of the Monitoring Officer where the decision has legal implication)

This decision is taken in line within the 2003 Police Regulations S11(2B)

Equality and Diversity Implications

n/a

Human Rights Implications

n/a

Sustainability Implications

n/a

Risk Management Implications

n/a

Consultations

n/a

**OFFICER APPROVAL****Chief Executive and Monitoring Officer**

I have been consulted about the decision and confirm that financial, legal, and equalities advice has been considered. I am satisfied that this is an appropriate request to be submitted to the Police and Crime Commissioner.

Signed:



Date:

31/5/22.

Chief Executive

**OFFICER APPROVAL****Assistant Chief Officer/Joint Chief Finance Officer**

I have been consulted about the decision and confirm that financial, legal, and equalities advice has been considered. I am satisfied that this is an appropriate request to be submitted to the Police and Crime Commissioner.

Signed:



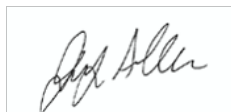
Date:

Assistant Chief Officer/Joint Chief Finance Officer

**Police and Crime Commissioner:**

The above request has my approval.

Signed:



Date: 31/05/2022

Police and Crime Commissioner

