

Office of the Police and Crime Commissioner for Surrey

Summary of proposed Surrey Chief Constable Terms and Conditions – March 2019

The terms and conditions of the Chief Constable's term of office are in accordance with and subject to any national or local agreements, rules and regulations currently in operation (as amended or introduced from time to time), including Police Regulations and Determinations and any Acts or Statutory provisions that may apply. All local agreements, rules, policies, practices and procedures will also apply.

Terms and Conditions	Details
Term of Office:	Fixed term of up to five years (with the option by the PCC to extend)
Salary:	£145,896 (the spot rate for Surrey) - plus or minus 10% to be determined on appointment
Annual Leave:	Annual leave in line with relevant Regulations (Reg 22 Annex E - Para 4c) and Determinations (Annexes O, E and H). Chief Officers are entitled to a standardised 35 days annual leave arrangement.
Car:	An unmarked operational vehicle will be provided, from the Force fleet, for business use, travel between home and work and private journeys (including use by nominated drivers). The running cost of the vehicle will be provided directly by the Force. The Force will then recharge the Chief Constable the cost of all personal travel, monthly in arrears, at the prevailing rate through payroll. The provided car option represents a taxable benefit. No driver is provided.
Housing allowance (Replacement Allowance):	Police Regulations dictate that a Replacement Allowance is to be paid to officers already in the police service on 31 st August 1994
Training and Development:	Reasonable funding (to be agreed with the PCC) will be made available to support continuous professional development
Professional Insurance:	Chief Police Officers Staff Association (CPOSA) professional reactive insurance premium will be paid

Private health cover	<p>An individual's privately arranged health care insurance subscription and other costs will be reimbursed, subject to an annual ceiling and to periodic reviews. Expenditure that is not eligible for reimbursement includes glasses and dental fees. This reimbursement is subject to a maximum amount of £150 per month, equivalent to £1,800 per annum. Individuals should source the private healthcare themselves and submit details to the payroll team for reimbursement. This represents a taxable benefit.</p> <p><i>NB (1): Police Regulations 2003 (Determinations, Annex V) allow a PCC to reimburse medical charges where these are incurred by reason of an injury received without the Chief Constable's default in the exercise of his duties. However, the PCC has decided to exercise his general statutory power to do anything calculated to facilitate or conducive to the exercise of his functions in order to provide private medical insurance.</i></p>
Mobile phone/working:	We will make available IT in order for the Chief Constable to work at home or remotely when required
Travel and subsistence:	Actual costs will be reimbursed, in accordance with Police Regulations and Force operating procedures. A corporate card is available for use.
Relocation:	PCCs are required to pay all reasonable costs arising from the sale and purchase of a Chief Officer's house and should pay all tax liabilities arising from any relocation package. This applies when the Chief Constable has been required to move home in the interests of the efficiency and effectiveness of the force. This will be in accordance with relevant Regulations and Determinations (Annex V)