

Approved By: Treasurer to the PCC	Classification of Paper: Not protectively marked
Report to PCC	Report reference number PCC/044/17
Date of Decision: 20 April 2017 Date of Report: 20 April 2017	Area of County/Stakeholders affected All
Title of report: Chief Constable Contract Extension	
Report by: Treasurer to the PCC Enquiries to: Charles Garbett; 01245 291612; charles.garbett@essex.pnn.police.uk	

1. Purpose of report

- 1.1 To extend the contract of employment for the Chief Constable for a further four years.

2. Recommendation

- 2.1 The PCC is recommended to extend the contract for employment for the Chief Constable for a further four year period ending 2nd May 2021.

3. Benefits of Proposal

- 3.1 The Chief Constable has built up a considerable amount of knowledge and understanding of the policing needs of Essex over the past four years. This experience will enable him to best achieve the service opportunities and tackle the challenges ahead.
- 3.2 The Chief Constable leads a lean and capable police service who are developing an intimate awareness of the policing needs of Essex and are building on collaborative arrangements with other forces in the eastern region.

[NOT PROTECTIVELY MARKED]

The continuation of the Chief Constable's involvement is highly desirable in maintaining, enhancing and developing both Essex policing and collaborative opportunities over the medium term. His skills are particularly required to develop and lead a chief officer team capable of modernising and enhancing policing practice and performance across the county.

4. Background and proposal

4.1 Mr Kavanagh's term of appointment as Chief Constable was for a fixed term expiring, initially, on 2nd May 2017.

4.2 It is proposed to extend the initial period by a further four years expiring on 2nd May 2021 with no break of service.

5. Police and Crime Plan

5.1 The Chief Constable was consulted upon the Police and Crime Plan 2016-2020 during its preparation and is fully supportive of the PCC's vision for Essex and the seven priorities to protect Essex.

5.2 The extension of the term of employment for Mr Kavanagh will facilitate the work being undertaken by the force to successfully deliver the Police and Crime Plan over the next four years.

6. Police Operational Implications

5.1 The operational implications will continue to be sensitive to the priorities expressed in the Police and Crime Plan.

7. Financial Implications

5.1 The extension of Mr Kavanagh's term of employment will be at no additional cost.

8. Legal Implications

5.1 An extended term of employment for a further four years will be subject to a signed agreement between the PCC and Chief Constable.

9. Staffing and other resource implications

5.1 None.

10. Equality and Diversity implications

10.1 None.


11. Background papers

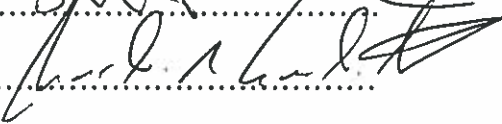
[NOT PROTECTIVELY MARKED]

11.1 Not applicable.

Report Approval


The report will be signed off by the Chief Executive and CFO and the PCC Solicitor where legal implications arise.

Chief Executive/M.O 

Chief Financial Officer 

PCC Legal Advisor (As necessary)

Decision

I agree the recommendations to this report
 

PCC/Deputy PCC

Date signed 20 April 2017 Location Chelmsford

I do not agree the recommendations to this report because

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PCC/Deputy PCC

Date signed..... Location.....

Publication

Reasons for non-publication (*state 'None' if applicable*)

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Signed/Print name

Report for publication	YES	<input type="checkbox"/>
	NO	<input type="checkbox"/>

If the report is not for publication, the Chief Executive will decide if and how the public can be informed of the decision.