

**POLICE AND CRIME
COMMISSIONER FOR
THE WEST MIDLANDS**

NON-CONFIDENTIAL

NOTICE OF DECISION

006/2020

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Title Chief Constable Contract Extension

EXECUTIVE SUMMARY

This is a decision to give a two year extension to the employment contract of Chief Constable David Thompson.

DECISION

To extend Chief Constable David Thompson's contract by two years, giving a contract end date of 17 January 2023.

Police and Crime Commissioner for the West Midlands

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 Police and Crime Commissioner of the West Midlands. Any interests are indicated below.

Signature.....

Date.....

Andrea Gabbitas
18 FEBRUARY 2020

NON - CONFIDENTIAL FACTS AND ADVICE TO THE POLICE AND CRIME COMMISSIONER

INTRODUCTION AND BACKGROUND

1. Regulation 11 of the Police Regulations 2003 makes provision for fixed term appointments and extensions for senior police officers. The police regulations state that the initial fixed term contract for the appointment of a chief constable is for a period of five years, this can then be extended for a maximum of three years, after which a contract can be renewed on a yearly basis.
2. Chief Constable David Thompson has a five year contract which has an end date of January 2021.
3. The Commissioner has given full consideration to the contract and has decided that a two-year extension should be offered to the Chief Constable. A two year extension means that the end date will be January 2023. In reaching this decision the Commissioner took the followings factors into account:
 - I. The Chief Constable has a central leading role in the planning for the Commonwealth Games which take place in summer 2022. This prominent and prestigious event is very important for the region, and entails a huge police operation. This contract extension means that there will be no interruption during the planning and execution of this event, and the Chief Constable will remain in a key leadership role until the completion of the policing operation.
 - II. The timing of the contract end date, January 2023, means that it falls mid-way between PCC elections, which means that the new PCC (following elections in May 2020), will make the decision on any further contract extension or the appointment of a new Chief Constable.
4. There is no requirement to seek Home Secretary approval for such contract extensions. Extensions do not require confirmatory hearings by West Midlands Police and Crime Panel.

FINANCIAL IMPLICATIONS

All costs associated with the contract and employment of the Chief Constable are met from within West Midlands Police budget. There are no direct financial implications arising from this decision.

LEGAL IMPLICATIONS

Regulation 11 of the Police Regulations 2003

EQUALITY IMPLICATIONS

The Chief Constable leads on the West Midlands Police Diversity and Inclusion Plan, and this work will continue to be a priority for the remainder of the contract.

Schedule of Background Papers

None.

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.