



THE POLICE & CRIME COMMISSIONER FOR CLEVELAND

DECISION RECORD FORM

REQUEST: For PCC approval.

Title: Strategic Assessment & Fixed Term Appointment of Chief Constable Richard Lewis

Executive Summary:

Chief Constable Richard Lewis was appointed as Chief Constable on a Fixed Term Appointment (FTA) commencing 29 April 2019, running for five years to 29 April 2024.

We both indicated at the time of appointment that we recognised the importance to Cleveland's public not only of exceptional strategic leadership but also of the need for long term stability in the role.

In June 2019 I issued a Strategic Direction which amongst other matters, require the Chief Constable to deliver a Strategic Assessment of the Force and a plan for addressing the necessary changes to restore the Force to sound operational and corporate health. Mr Lewis has done so. We have discussed – and I have considered – an extension to his FTA and I have determined that it is in the public interest to extend an offer to extend the term to the maximum extent permitted by law, which is three further years.

Mr Lewis accepted that offer. Mr Lewis has further agreed that:

1. In accordance with my Strategic Direction, a shared vision will be embedded in respect of openness, transparency and effective co-working between Cleveland Police and the Office of the Police & Crime Commissioner. This will underpin good governance and form the basis of an enhanced ability for the current and future PCC to hold Cleveland Police to account in the public interest.
2. He will deliver a regular review of the Chief Constable's Strategic Assessment with an annual report to the Police & Crime Commissioner.
3. There will be alignment of the Chief Constable's personal Performance and Development Review objectives to the Road to Improvement and the Strategic Assessment, allowing the Police & Crime Commissioner to hold the Chief Constable personally and corporately to account for delivery of the unprecedented range of improvements necessary in respect of the Force.

Accordingly this Decision Record Form records my decision to extend the FTA in respect of Chief Constable Lewis, to expire on 29 April 2027.

The following appendices accompany this Decision Record Form and are published by way of amplification of my decision in this regard

- Appendix A – Chief Constable's letter of 24 January 2020
- Appendix B – Chief Constable's Strategic Assessment
- Appendix C – My letter to the Chief Constable of 29 January 2020
- Appendix D – Chief Constable's reply to my letter of 29 January 2020

Decision: To offer and approve an extension of three years to Chief Constable Richard Lewis' Fixed Term Appointment.			
OPCC Lead 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"/>	
(If yes please provide further details below)			

Decision Required – Supporting Information

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

There are no additional financial implications from this decision. The costs incurred in extending the Chief Constables term of appointment, in that the organisation will pay him for a further 3 years, would be the same as the costs of employing another Chief Constable should the current fixed term appointment end. There are also no additional costs in terms of pensions that arise from this decision.

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

Having read this report and having considered such information as has been provided at the time of being asked to express this view, the Chief Executive is satisfied that this report does not ask the PCC to make a decision which would (or would be likely to) give rise to a contravention of the law.

Equality and Diversity Implications

None arise.

Human Rights Implications

None arise.

Sustainability Implications

None arise.

Risk Management Implications

None arise.

OFFICER APPROVAL

Monitoring Officer

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

Signed  Date 31/1/2020

Police and Crime Commissioner:

The above request HAS my approval.

Signed  Date 31/1/20