

**ANNEX E TO
REPORT TO THE ESSEX POLICE AND CRIME
PANEL BY THE INDEPENDENT MEMBER
MR JOHN COOKE OBE
ON THE SELECTION PROCESS FOR THE CHIEF
CONSTABLE OF ESSEX**



Advert - Chief Constable

Essex Police - Chelmsford

The Police and Crime Commissioner for Essex is seeking to appoint a new Chief Constable to lead the Force and deliver his vision for policing from May 2013.

The PCC seeks:

- An inspirational leader who will build strong and effective teams where everyone counts
- A role model that all officers and staff will look up to and follow
- An officer with proven ability to turn vision into reality through delivering successful operational outcomes
- A decisive and engaging communicator who is focussed on the business of policing but compassionate about the people
- An innovator capable of developing new partnerships to reduce crime and disorder
- An advocate of professionalism in Policing with a strong operational resume and demonstrable integrity

Ticking off these attributes will be the easiest thing you ever do as the Chief Constable of Essex Police. So if you are interested in delivering my vision for policing for the people of Essex then call Ian Drysdale on 07969 792759 for further information and an application pack.

**Nick Alston CBE
Police and Crime Commissioner for Essex**

Closing date for applications to be returned is noon on **Monday 14th January 2013**.

Shortlisting will be completed by **Friday 18th January 2013** and the selection process will take place on **12th and 13th February 2013**.

The appointment will be subject to a Confirmation Hearing of the Police and Crime Panel.



Benefits Statement

Salary

The annual salary for the post will be £148,194.00 per annum.

Within the discretion available to the Police and Crime Commissioner, the salary offered can be 10% above or below the spot rate in the determinations for the force area. The preferred candidate will negotiate a salary with the Commissioner within this range before a formal offer is made, subject to a Confirmation Hearing by the Police and Crime Panel.

Benefits

An additional allowance of 10% - 15% of your agreed salary will be paid to fund provision of a car, medical insurance etc.

The Office of the Police and Crime Commissioner will meet the cost of ACPO and CPOSA membership fees including the cost of the professional indemnity insurance.

Relocation/Removal Expenses - The Office of the Police and Crime Commissioner will pay removal/relocation expenses in accordance with Regulation 35. In that regard, the overall limit on the total value of reimbursements is up to £50,000 (excluding any recoverable VAT). It should be noted that personal tax liability will be incurred on amounts received above the current HMRC limit of £8,000 and that any tax due above that limit will be reimbursed within the overall limit detailed above. All claims must be actual expenses incurred and supported by receipts.

Payment is dependent on the accommodation to which the officer is moving being within the County of Essex or, provided the prior consent of the Police and Crime Commissioner has been given, outside the County but within a reasonable commuting distance of Essex Police Headquarters.

A housing allowance or transitional rent allowance will be paid, if appropriate, in accordance with the Police Regulations.

Superannuation contributions will be deducted at the rate specified in the Police Pension Regulations.