

Record of Decision

ORIGINATOR: Chief Executive

REFERENCE: OPCC.D.031.22

TITLE: Appointment of Temporary Chief Constable

OPEN **CONFIDENTIAL**

Reason if Confidential:

EXECUTIVE SUMMARY

The Chief Constable of Kent Police, Alan Pughsley QPM, has notified the PCC of his intention to retire; his agreed last date of service will be Sunday 2 October 2022. It is normal within Police regulations for the substantive Deputy Chief Constable to perform the role of Chief Constable during periods when they are absent. Such short-term arrangements do not require formal notification to the Police & Crime Panel.

However, the retirement of the Chief Constable triggers the requirement for a full recruitment process to commence as soon as possible. The process from commencement, advert through to appointment, and any notice periods for the successful candidate mean the position of Chief Constable will be vacant for a number of months. It is therefore appropriate to inform the Police & Crime Panel of the interim arrangements that will ensure Kent Police is appropriately led in the intervening period.

As PCC, Mr Scott has formally spoken with the Deputy Chief Constable, Timothy Smith, who has agreed to perform the role of Temporary Chief Constable of Kent Police until the appointment and arrival of the new Chief Constable. This is not an appointment in legislation that requires a formal confirmation hearing by the Police & Crime Panel.

A temporary contract will be issued to Mr Smith so that all statutory responsibilities of the Chief Constable can be discharged. This temporary contract will cease upon the appointment and arrival of the new Chief Constable.

RECOMMENDATION

Not applicable as direct decision by PCC.

DECISION

The PCC has appointed Deputy Chief Constable Timothy Smith as the Temporary Chief Constable until the appointment and arrival of the new Chief Constable.

Chief Finance Officer:

Comments: All financial considerations for the appointment of Temporary Chief Constable Timothy Smith have been taken into account. With the retirement of the Chief Constable, there are no additional financial pressures as a result of the appointment.

Signature: 

Date: 5 September 2022

Chief Executive:

Comments: This is a direct decision made by the PCC to ensure Kent Police is appropriately led whilst the search for a new Chief Constable is underway. It is lawful and the most appropriate decision for the Deputy Chief Constable to perform the role of Temporary Chief Constable. This ensures all statutory functions of the Chief Constable can be discharged by Mr Smith.

Signature: 

Date: 1 September 2022

POLICE AND CRIME COMMISSIONER FOR KENT

Comments: It is my responsibility as PCC to appoint a Chief Constable. I will be providing the details of my intended recruitment process to replace Chief Constable Pughsley in the near future. In the meantime, I have appointed Temporary Chief Constable Timothy Smith to lead Kent Police and ensure the priorities within my Police & Crime Plan are actively progressed and delivered whilst I undertake the recruitment process.

Signature: 

Date: 1 September 2022

BACKGROUND DOCUMENTS:

None

IMPACT ASSESSMENT:

Police and Crime Plan
(please indicate which objectives decision/recommendation supports)

This appointment will ensure the Force continues to deliver on the strategy and objectives set out in the Police and Crime Plan until the arrival of the new Chief Constable.

Has an Equality Impact Assessment been completed?

Yes No *(If yes, please include within background documents)*

Will the decision have a differential/adverse impact on any particular diversity strand?
(e.g. age, disability, gender reassignment, race, religion/belief, sex, sexual orientation, marriage/civil partnership, pregnancy/maternity)

Yes No
The decision is administrative in nature and therefore does not have a differential/adverse impact on any particular strand of diversity.