

Police and Crime Commissioner for Gwent Decision

PCCG-2023-012	POLICE AND CRIME COMMISSIONER FOR GWENT DECISION
SUBJECT	Chief Constable Contract Review and Extension
SUMMARY	To record the decision of the Police and Crime Commissioner regarding the extension of the Chief Constable's contract and review of salary.

DECISION

1.	Chief Constable Pam Kelly was formally appointed to her role in August 2019 for a period of 5 years. I have made the decision to extend her contract to 31 st March 2025 in order to allow for continuity and stability following the Police and Crime Commissioner election in May 2024. This is a discretion afforded to me under Regulation 11 of Police Regulations 2003 and I am confident that it is in the public interest for me to do so.
2.	We are in difficult times for policing in relation to public trust and confidence. I am reassured by Chief Constable Kelly's leadership and focus on a positive culture at Gwent Police at a time when consistency and stability is required. Gwent Police also has a relatively new Chief Officer team which requires time in order to ensure that this work continues and strong relationships are built.
3.	<p>I have also benchmarked the Chief Constable's salary against her counterparts in Wales and England and have found that her salary is significantly lower than those of other similar size forces. Regulations allow for the Chief Constable's salary (which is set centrally) to be increased or decreased by up to 10% when an appointment is made.</p> <p>Gwent Police is a busy police force with a high, and increasing, level of demand. In light of the flexibility allowed and in the interests of fairness, I have made the decision to increase the Chief Constable's salary by 3.5% to £157,129 with effect from 1st July 2023.</p>

Jeff Cuthbert B.Sc., MCIPD, Police and Crime Commissioner for Gwent

I confirm I have considered whether or not I have any personal or prejudicial interest in this matter and take the proposed decision in compliance with my code of conduct.

The above request has my approval.

Signed



Date

5/7/23

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Background papers	