

<b>Police and Crime Commissioner for Gwent Decision</b>	
PCCG-2019-083	Police and Crime Commissioner for Gwent Decision
Subject	Chief Officer Post Service Employment
Summary	To record the decision of the Police and Crime Commissioner regarding the suitability of a request from former Chief Constable, Julian Williams to undertake post service employment.

## **DECISION**

1. In March 2018, the Home Office introduced a requirement for Chief Officers to provide notification of their post-service employment within 12 months of them leaving the police service. This also placed a requirement on for Police and Crime Commissioners to review and approve the suitability of Chief Officers' post-service employment. For transparency purposes, Police and Crime Commissioners are then required to publish details on their website.
2. Following his retirement in June 2019, former Chief Constable, Julian Williams has submitted an application to me in relation to paid employment as a Consultant Professor at the University of Wales Trinity Saint David (UWTSD).
3. In reviewing the application I have considered the following:
  - could the role be construed as a 'reward for past favours' granted by the applicant to the employer?
  - would it enable a particular organisation to gain an improper advantage by employing someone who had access to information which is not available to competitors?
  - would it enable a particular organisation to gain an improper advantage by employing someone who had access to information that a competitor might legitimately regard as their own trade secrets?
  - could the role be deemed sensitive for any other reasons?
4. In considering the above, it was important to note that UWTSD had been awarded a contract to deliver the Police Education Qualification Framework on behalf of Gwent Police and South Wales Police from May 2018.  
  
However, on reviewing the information provided, I am confident that the former Chief Constable played no part in the decision making on this matter and that his role was limited to discussing the needs of the organisation with UWSTD following the conclusion of the tender process.

5. In light of this, I am satisfied that the employment is appropriate with conditions. For integrity and transparency reasons, I will ask the former Chief Constable to avoid any scenario where he may be perceived as giving his prospective employer an improper advantage.
6. The former Chief Constable has also notified me of voluntary work that he undertakes for Swansea Mind as a Trustee and Swansea University as an Honorary Professor (Law). I have deemed both posts appropriate.

**Jeff Cuthbert B.SC., MDIPD, 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. Any such interests are recorded below.

The above request has my approval.

Signed	Date
	31.03.2020

<b>Contact Officer</b>	
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<b>Background papers</b>	None