



**John Dwyer**  
Police & Crime  
Commissioner  
for Cheshire

Mr Evan Morris  
Chair, Police and Crime Panel for Cheshire  
c/o Cheshire East Council  
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Date: Monday 16 August 2021

Our Ref:  
PCC/20210816

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[police.crime.commissioner@cheshire.police.uk](mailto:police.crime.commissioner@cheshire.police.uk)

Dear Mr Morris,

## **PROPOSED APPOINTMENT OF CHIEF EXECUTIVE**

In accordance with Schedule 1 of the Police Reform & Social Responsibility Act 2011, I am writing to inform you, as Chair of the Police & Crime Panel, that I propose to appoint Mr Damon Taylor as Chief Executive of the Office of the Police & Crime Commissioner for Cheshire.

As specified in Schedule 1 of the Act, I set out below the required information for the Panel's consideration, namely:

- (a) the name of the person whom the commissioner is proposing to appoint;*
- (b) the criteria used to assess the suitability of the candidate for appointment;*
- (c) why the candidate satisfies those criteria; and*
- (d) the terms and conditions on which the candidate is to be appointed.*

The proposed appointment follows an open advertisement for the role between 21 July 2021 and 9 August 2021, with a total of three applications received. The role profile, including job description and personal attributes, was used to assess the suitability of the candidates for appointment. For completeness, the role profile is included within the attached Information Pack for the appointment of Chief Executive.

Three candidates (two male and one female) were shortlisted for interview by a panel chaired by myself and including the Head of People Services (Cheshire Constabulary) as professional advisor.

All candidates shortlisted for interview were invited to attend an interview on Wednesday 11 August 2021 at Cheshire Constabulary Headquarters. Candidates were asked questions based on the role profile for the Chief Executive and assessed against Level 3 of the Competency & Values Framework. In addition, candidates were also required to complete a ten minute presentation based on the following topic:

*What do you see as the strategic challenges facing the Office of the Police and Crime Commissioner and how will you support the Commissioner in your role to address them?*

Cheshire Constabulary's Head of People Services attended both shortlisting and the interview process to provide professional advice and guidance.

Following the interview process, Mr Taylor was provided a conditional offer, subject to pre-employment checks. I can confirm that all pre-employment checks, including professional and personal references, medical and vetting have been successfully completed.

Mr Taylor is currently employed as Chief Executive at Age UK. He has worked at Chief Executive level for the previous 11 years in roles at Age UK, Citizens Advice, the Office of the Police & Crime Commissioner for Staffordshire and Staffordshire Police Authority. Prior to this, Mr Taylor worked for approximately ten years as the Deputy Chief Executive for Cheshire Police Authority.

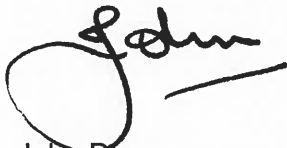
Mr Taylor satisfies all the criteria detailed within the person specification (see enclosed Information Pack for the appointment of Chief Executive) and provided an impressive account of his knowledge and experience for the position of Chief Executive. Furthermore, he demonstrated suitability against all the competency areas which were tested throughout the application, presentation and interview selection process. As such, the appointment panel were unanimous in their assessment and decision to offer the appointment to him.

The appointment of Mr Damon Taylor as Chief Executive will be made on a permanent full-time basis at salary scale SM8 (£87,336 - £95,286) and expenses will be paid in accordance with office policy. The post is politically restricted and police management vetting status has been granted. As with any appointment of new employees to the Office of the Police & Crime Commissioner, the appointment is subject to a period of probation not exceeding six months.

In accordance with Paragraph 11(1) of Schedule 1 of the Police Reform and Social Responsibility Act, I should be grateful if arrangements would be made to hold a confirmation hearing to review my proposed appointment and make a recommendation as to whether Mr Taylor should be appointed as Chief Executive for the Office of the Police & Crime Commissioner for Cheshire.

I look forward to receiving the Police & Crime Panel's report in relation to my proposed appointment of Chief Executive.

Yours sincerely

A handwritten signature in black ink, appearing to read 'John Dwyer', with a large circular flourish on the left and a horizontal line extending to the right.

John Dwyer  
Police & Crime Commissioner



# Information Pack for the appointment of Chief Executive Officer

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Office of the Police &  
Crime Commissioner



**John Dwyer**  
Police & Crime  
Commissioner  
for Cheshire

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## WELCOME FROM JOHN DWYER, POLICE & CRIME COMMISSIONER

Thank you for your interest in becoming the Chief Executive Officer in the Office of the Police & Crime Commissioner. This information pack is intended to provide a broad overview of the role of Chief Executive Officer and the selection process.

Cheshire Constabulary is a good force with high performing officers, staff and volunteers who are committed to keeping our communities safe. I want to work with the Chief Constable over the next three years to support Cheshire to achieve 'outstanding' approval ratings from Her Majesty's Inspectorate of Constabularies and Fire & Rescue Services (HMICFRS).

The Office of the Police & Crime Commissioner supports me in achieving the objectives set out in the Police & Crime Plan and assists in holding the Chief Constable to account for the delivery of effective and efficient policing services in Cheshire.

I am seeking a Chief Executive Officer who will play a key role in supporting me to ensure the successful delivery of my priorities and my clear vision to make Cheshire Constabulary the best in the country. This role will be critical in ensuring the conditions for our future success, advising me, the Chief Finance Officer and other key partners in relation to developing innovative and robust strategies that shape policing across Cheshire. The role will require close working relationships with senior leaders at a local, regional and national level and will provide day to day support and advice on matters both related and non-related to policing, community safety and the Criminal Justice System.

The Chief Executive Officer will be responsible for the fulfilment of all statutory obligations as defined in Schedule 1, Paragraph 6(1)(a) of the Police Reform & Social Responsibility Act 2011, and to carry out such duties efficiently and effectively, as well as the statutory duties of the Monitoring Officer to the Police & Crime Commissioner, as defined in Schedule 16, paragraph 202(3) of the Police Reform & Social Responsibility Act 2011.

If you are an experienced and qualified management professional with strategic level expertise, and can demonstrate a proven track record of consistent achievement at senior management level within a complex organisation, I would like to hear from you.

Once again, thank you for your interest in the role of Chief Executive Officer and I wish you every success with your application.

**John Dwyer**

Police & Crime Commissioner



## CHESHIRE AT A GLANCE

Cheshire has a population of just over one million people

The policing area of Cheshire covers 919 square miles with a strategic crossroads in the national motorway infrastructure

Cheshire consists of four unitary borough councils: Cheshire East, Cheshire West & Chester, Halton and Warrington

There are 440,000 households in the county with an average of 2.33 people per household

Whilst Cheshire has some highly affluent areas, there are also areas of multiple deprivation with pockets of deprivation in each of the four council areas

The population of Cheshire is predicted to rise by approximately 60,000 in the next fifteen years

The county is home to 53,108 students

The average age of residents is 40.4 years

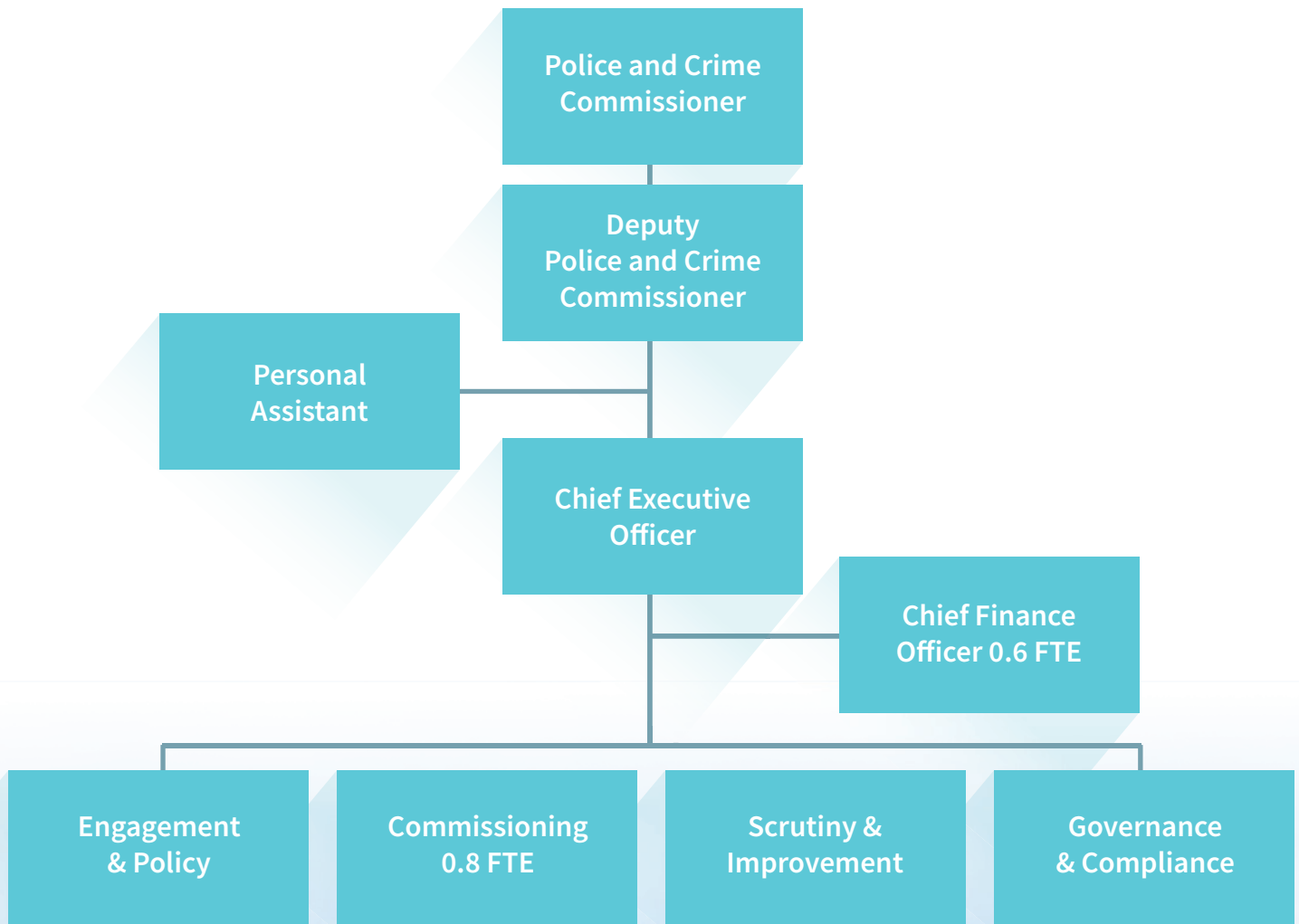
Cheshire's population is predominantly made up of White British which account for 96.9% of the population.

Mixed race is the next highest ethnicity at 1%, with Asian British Indian 0.5%, Asian British Other at 0.4%, Asian British Chinese at 0.3% and Black British at 0.2%

Cheshire covers an area of great diversity, with large rural expanses, areas of extensive heavy industry and a number of urban areas



# OFFICE OF THE POLICE & CRIME COMMISSIONER ORGANISATION CHART



# THE POLICE ACCOUNTABILITY FRAMEWORK

## ROLE PURPOSE OF THE POLICE & CRIME COMMISSIONER

Police & Crime Commissioners are responsible for the totality of policing within their police force area. Public accountability for the delivery and performance of the police service is placed into the hands of the Commissioner on behalf of their electorate. The Commissioner will draw on their mandate to set and shape the strategic objectives of the Constabulary in consultation with the Chief Constable. The Commissioner is accountable to the electorate; the Chief Constable, to the Commissioner.

### The Police & Crime Commissioner's main duties are to:

- hold the Chief Constable to account on behalf of the people of Cheshire;
- secure the effectiveness and efficiency of Cheshire Constabulary;
- setting the budget, allocate assets and funds to the Chief Constable; and set the police council tax precept for the force area;
- set the strategic direction and objectives of the force through the Police and Crime Plan, which must have regard to the Strategic Policing Requirement set by the Home Secretary;
- maintaining the police estate;
- prepare and issue an annual report on delivery against the objectives set within the Police and Crime Plan;
- publish information to enable people to assess the performance of the Commissioner and Chief Constable;
- monitoring and reviewing the outcome of complaints made against officers and staff, whilst having direct responsibility for complaints against the Chief Constable; and
- appointing, and where necessary, dismissing the Chief Constable.

### The Police & Crime Commissioner has wider responsibilities than those relating solely to the police force, including:

- the ability to provide or commission services intended to help victims and witnesses of crime and anti-social behaviour;
- the ability to provide or commission services that will secure, or contribute to securing, crime and disorder reduction;
- the ability to bring together Community Safety Partnerships at the force level;
- a duty to ensure that all collaboration agreements with other Commissioners and forces deliver value for money or enhance the effectiveness of policing capabilities and resilience; and
- a wider responsibility for the enhancement of the delivery of criminal justice in their area.

The role of Police & Crime Commissioner continues to develop and as detailed in the Statement from the Home Secretary (dated 16 March 2021) in relation to the findings from the first part of the Review into the role of Police & Crime Commissioners (PCCs), the Government's manifesto committed to strengthening the accountability of Police & Crime Commissioners and expanding their role. The Review concluded more should be done to ensure that all Police & Crime Commissioners adopt best practice and, given the additional recommendations in relation to Fire & Rescue Services, it was acknowledged that there is now a need to improve the resilience and the Home Office will bring forward legislation to mandate that each Police & Crime Commissioner must appoint a Deputy Police & Crime Commissioner.

## ROLE OF THE CHIEF CONSTABLE

The Chief Constable is responsible for maintaining the Queen's Peace and has direction and control over Cheshire Constabulary in accordance with the Police Act 1996, in order to provide Cheshire with an effective and efficient police service and the fulfilment of all the statutory and legal obligations of the office of Chief Constable. The Chief Constable holds office under the Crown, but is appointed by the Police & Crime Commissioner.

The Chief Constable is accountable to the law for the exercise of police powers, and to the Police & Crime Commissioner for the delivery of efficient and effective policing, management of resources and expenditure by the police force. The function of a Chief Constable is to direct and control the police force and its' staff in such a way as is reasonable to assist the Police & Crime Commissioner to exercise their functions.

### **The Chief Constable is responsible to the public and accountable to the Police & Crime Commissioner for the following functions:**

- lead the force in a way that is consistent with the attestation made by all constables on appointment and ensuring that it acts with impartiality;
- appoint the force's senior officers and senior staff in consultation with the Police & Crime Commissioner;
- support the Police & Crime Commissioner in the delivery of the strategy and objectives set out in the Police & Crime Plan;
- assist the Commissioner in planning the force's budget and providing the Police & Crime Commissioner with access to information, officers and staff as required;
- have regard to the Strategic Policing Requirement when exercising their policing activity in respect of their force's national and international policing responsibilities;
- notify and brief the Police & Crime Commissioner of any matter or investigation on which the Commissioner may need to provide public assurance either alone or in company with the Chief Constable;
- being the operational voice of policing in the force area and regularly explaining to the public the operational actions of officers and staff under their command;
- enter into collaboration agreements with other chief constables, other policing bodies and partners that improve the efficiency or effectiveness of policing and with the agreement of their Police & Crime Commissioner;
- remain politically independent of their Police & Crime Commissioner;
- manage all complaints against the force, its officers and staff, below the rank of Chief Constable, and ensuring that the Police & Crime Commissioner is kept abreast of developments of those complaints in a regular, meaningful and timely fashion;
- exercise the power of direction and control in such a way as is reasonable to enable their Commissioner to have access to all necessary information and staff within the force;
- have day to day responsibility for financial management of the force within the framework of the agreed budget allocation and levels of authorisation issued by the Commissioner; and
- in Cheshire, the Chief Constable is the employer of police staff.



## ROLE OF THE POLICE & CRIME PANEL

The Police & Crime Panel is responsible for scrutinising the exercise of a Police & Crime Commissioner's functions (not those of the Chief Constable or Cheshire Constabulary) and also for supporting the Police & Crime Commissioner in undertaking their responsibilities. The Panel has a number of specific duties which include:

- reviewing the Police & Crime Commissioner's proposed council tax precept for policing;
- considering and commenting on the Police & Crime Commissioner's Police & Crime Plan;
- receiving and commenting on the Police & Crime Commissioner's annual report;
- undertaking confirmation hearings for the appointment of the Chief Constable and the Police & Crime Commissioner's Statutory Officers (Chief Executive Officer and Chief Finance Officer);
- an informal role in considering complaints about non-criminal behaviour of the Police & Crime Commissioner.

The Cheshire Police & Crime Panel comprises ten Councillors drawn from the four Borough Councils in Cheshire together with three Independent Members. Additional information is available via the following link: [https://www.cheshireeast.gov.uk/council\\_and\\_democracy/your\\_council/cheshire-police-and-crime-panel.aspx](https://www.cheshireeast.gov.uk/council_and_democracy/your_council/cheshire-police-and-crime-panel.aspx)

## ROLE OF THE CHIEF EXECUTIVE OFFICER

The Chief Executive Officer will undertake the duties in accordance with the Police Reform and Social Responsibility Act 2011; including the statutory roles of the Head of the Paid Service; and the Monitoring Officer as required in the appropriate legislation.

The Chief Executive Officer will work with the Police & Crime Commissioner to deliver the Commissioner's vision, strategy and identified priorities. The Chief Executive Officer also ensures that the Police & Crime Commissioner is fully supported through the effective delivery of a tasking and briefing service, providing all relevant information to ensure that the Police & Crime Commissioner is fully briefed and up to date with any arising issues, activities and high profile incidents.

## ROLE OF THE CHIEF FINANCE OFFICER

The Police & Crime Commissioner must have a Chief Finance Officer who is responsible for ensuring the financial affairs of both the Police & Crime Commissioner and Cheshire Constabulary are properly administered. The Chief Finance Officer has a similar role to the Monitoring Officer in connection with any unlawful or potentially unlawful spending by the Police & Crime Commissioner, or those acting on the Police & Crime Commissioner's behalf; this is known as the Section 151 Officer role. Further information on the role of the Chief Finance Officer can be found within the Financial Management Code of Practice.

# SELECTION PROCESS

## ADVERT

The advert will open on 21st July, closing at 09:00am on the 9th August.

## APPLICATION

Applicants will be required to complete an application form and will need to evidence against the role profile, which includes the scope and, more specifically, qualifications, experience, knowledge, skills and abilities.

## SHORTLISTING

Shortlisting will be conducted by a panel chaired by the Police & Crime Commissioner and including the Head of People Services (Cheshire Constabulary).

## INTERVIEW AND PRESENTATION

Candidates that have been shortlisted will be invited to attend an interview process.

The interview will be value based and you will be asked questions based on the role profile for Chief Executive Officer and will be assessed against Level 3 of the Competency & Values Framework.

Candidates will also be required to complete a 10 minute presentation based on the following topic:

What do you see as the strategic challenges facing the Office of the Police and Crime Commissioner and how will you support the Commissioner in your role to address them?

## POST PROCESS

The successful candidate will be issued a conditional offer and will undergo pre-employment checks including vetting and referencing which will include attendance. Once all pre-employment checks are successfully passed, a formal offer of appointment will be issued.

Appointment will be subject to successful completion of a medical assessment undertaken by Cheshire Constabulary Occupational Health provider and a Confirmation Hearing in front of the Cheshire Police & Crime Panel.

For candidates that on this occasion have not been successful, they will be offered feedback by a member on the interview panel.



## REASONABLE ADJUSTMENTS AND ACCOMMODATIONS

It is important that you consider at an early stage of the process if you would like to request arrangements that will assist you in completing the selection process. For example, in relation to disability, dyslexia, learning difficulties, pregnancy, religion or belief, injury etc. Any requests for reasonable adjustments will be considered and arranged where possible. This information will be treated with the utmost confidence.

If you require any support or further information please email:

**[senior.recruitment@cheshire.pnn.police.uk](mailto:senior.recruitment@cheshire.pnn.police.uk)** at the earliest opportunity.

## KEY DATES

Date	Process Activity
21 July 21	Recruitment window open
9 August 21 (9am)	Closing date for applications
9 August 21	Shortlisting
11 August 21	Interview and presentation
24 September	Cheshire Police & Crime Panel - Confirmation Hearing
TBC	Agree start date ( <i>subject to Police &amp; Crime Panel recommendations</i> )

Please note that the dates listed above are subject to change.



# JOB DESCRIPTION

## CHIEF EXECUTIVE

### ROLE PURPOSE

The Chief Executive's role is to support and advise the PCC in delivering his priorities and in undertaking the statutory duties and responsibilities, including as the Head of the Commissioner's staff, as defined in Schedule 1, Paragraph 6(1)(a) of the Police Reform & Social Responsibility Act 2011, and to carry out such duties efficiently and effectively, as well as the statutory duties of the Monitoring Officer to the Commissioner, as defined in Schedule 16, paragraph 202(3) of the Police Reform & Social Responsibility Act 2011.

### MAIN DUTIES & RESPONSIBILITIES

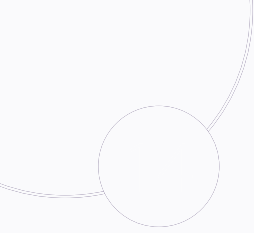
#### Strategy and Resource Planning

- To be the lead strategic advisor to assist the Commissioner in developing a clear and effective long-term vision and strategy, ensuring the effective delivery of the Police & Crime Plan.
- To work closely with the PCC and Chief Constable (collectively and one to one), supporting the PCC in influencing and shaping the leadership and strategic direction for the Constabulary.
- To lead the development and delivery of the Commissioner's activities and operations.
- To lead on the response to national, regional and local developments that have implications for the Commissioner, ensuring they are properly advised of new obligations, opportunities and relevant changes in strategy or policies.
- To be the principal adviser to the Commissioner in the exercise of their statutory powers, responsibilities, rights, duties and conduct, including holding the Chief Constable to account for the delivery of an effective and efficient police service through the development and maintenance of an appropriate governance and scrutiny framework.
- To ensure the establishment, monitoring and effective management of the financial planning, budgetary, resourcing and asset management functions, ensuring compliance with standing orders and propriety in the conduct of the PCC's business including making proper arrangements for tendering procedures and the letting of contracts.

- To act as the OPCC's Head of Paid Service and undertake the management & day-to-day running of the OPCC, ensuring all its functions are carried out to a high standard.
- To provide effective leadership for the organisation, developing a culture which enables the OPCC to constantly improve and innovate to effectively deliver the Commissioner's vision, mission and priorities.
- To provide support to the Commissioner in respect of all aspects of their statutory responsibilities in relation to the Chief Constable, including recruitment, selection, development, termination, appraisal, complaints and discipline.

## Partnership working, commissioning and service delivery

- To develop a positive and strong relationship with the Chief Constable and his staff to ensure an effective and collaborative approach to the work of the OPCC.
- To lead on the establishment and delivery of an effective commissioning framework that delivers the mission and priorities of the Commissioner, supporting victims of crime and vulnerable people.
- To achieve, sustain and develop effective, dynamic and strategic working relationships and collaborative opportunities with all key partners to ensure the effective delivery of the Commissioner's priorities.
- Engage with partners across policing, justice and third sector organisations to develop and support tertiary prevention strategies, ensuring alignment and efficiency in early intervention through to prevention activities.
- To act as lead adviser in relation to external inspection regimes and formulating responses to such reports as required.
- To manage the OPCC's role on the Joint Independent Audit Committee to provide independent assurance on the adequacy of the corporate governance and risk management arrangements in place and the associated control environment, advising according to good governance principles and proper practices.



- To foster and maintain positive and constructive relationships with both internal and external partners and stakeholders at the local, regional and national level, representing the PCC at high level meetings when required.
- To attend the Police and Crime Panel (as required) and ensure the provision of information to the Panel and the public.

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## Engagement and Information Management

*(Including obtaining the views of the public, media relations, research, strategic needs assessments).*

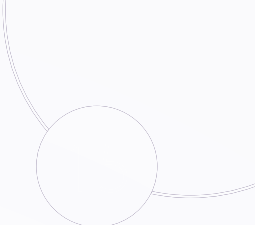
- To lead and oversee internal and external media and communications activities, acting as lead spokesperson for the Commissioner's office, as required.
- To ensure effective community engagement and consultation underpins all planning and development work and that the views of the public actively informs the work of the OPCC.
- To ensure that OPCC undertakes effective strategic needs assessments and appropriate research which demonstrate the understanding of the communities served, enabling effective budget alignment and prioritisation.
- Assist the Commissioner in raising their profile to enhance the accountability of the police service and themselves, ensuring the effective communication of their values, priorities, strategies, achievements and views.

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## Scrutiny, Evaluation and Performance

- To ensure that the OPCC is properly resourced at all times to provide an efficient and effective service across the range of its work.
- To develop a strong performance management framework for the organisation, ensuring continuous improvement in the Constabulary and the OPCC.
- Ensure that the appropriate information on the decisions taken by the PCC, together with other information of interest, are communicated and published in the Commissioner's Publication Scheme.
- To brief the Commissioner on issues affecting policing, crime reduction and community safety and ensure an innovative and appropriate policy development.



- 
- To ensure that the performance and development of the OPCC is kept under regular review to ensure the support provided to the Commissioner remains relevant and enables him to effectively fulfil his role.
  - To ensure the OPCC has effective and efficient management of complaints against the PCC and the Chief Constable and take ownership of responses as required.
  - To ensure the OPCC has appropriate management of contacts to the PCC and OPCC with a focus on pragmatic customer service and identifying vulnerability.
  - To undertake other duties up to a level consistent with the principal responsibilities of the job.

This post is subject to an enhanced level of vetting which must be satisfied before appointment.

This post has been identified as politically restricted.

Post holder will be provided with equipment in order to work remotely away from HQ as required.

Post holder must hold a full UK driving licence and have access to own vehicle for business use.

For the post holders level of responsibility ensure that all; arrangements, activities, equipment, supervision and staff health, welfare and training are complied with as fully detailed in the Health and Safety Policy.

It is the responsibility of all staff to promote equality, diversity and Human Rights in working practices including developing and maintaining positive working relationships, ensuring that colleagues are treated fairly, contributing to developing equality of opportunity in working practices and challenging inappropriate conduct. Staff should treat everyone with fairness and impartiality, whilst recognising differences in needs, perspectives, backgrounds and cultures.

Notwithstanding the details in this job description, the job holder may be required to undertake other duties up to a level consistent with the principal responsibilities of the job.



# PERSONAL ATTRIBUTES

## QUALIFICATIONS

Must be educated to degree level. Higher degree qualification in management or similar discipline would be desirable.

## EXPERIENCE

- Substantial experience operating at a strategic level, implementing priorities to achieve positive outcomes.
- Proven track record of consistent achievement at senior management level within a complex organisation, with ability to evidence leadership through a programme of continuous improvement.
- Substantial experience working with senior officials, politicians and high-level stakeholders to deliver collaborative working.
- Significant experience acting as an organisation's key spokesperson with the media, public and key stakeholders.
- Significant experience of effective working within the democratic process and evidence of a clear understanding of the legal, financial and political workings of a policing governance body.
- Substantial experience of budget setting, securing efficiency savings and constantly working to achieve efficiencies whilst retaining a good level of service.
- Significant experience working in partnership with other organisations, particularly in the third sector and community to achieve the positive outcomes.
- Significant experience of a commissioning and grant making environment.



## SKILLS & KNOWLEDGE

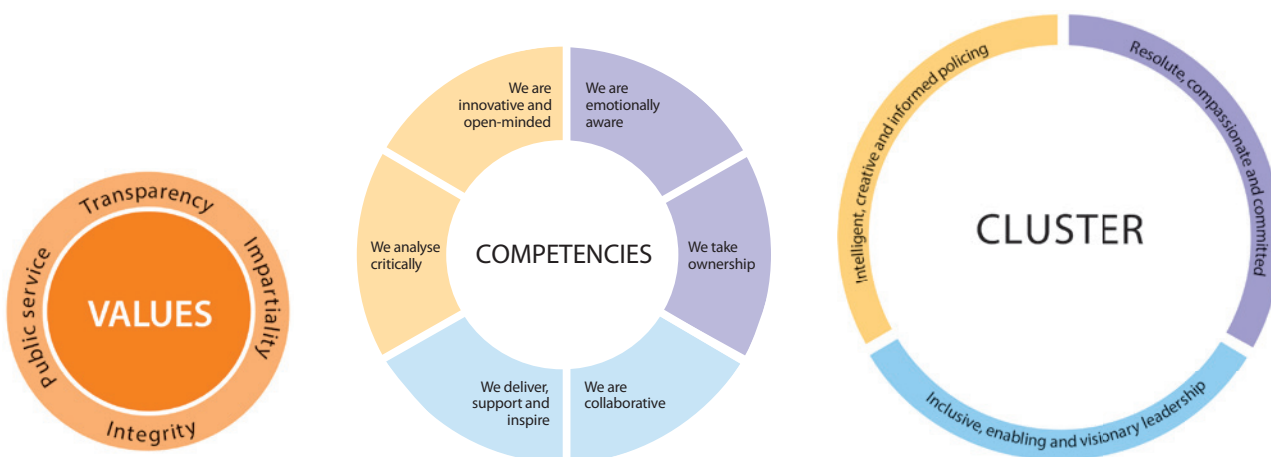
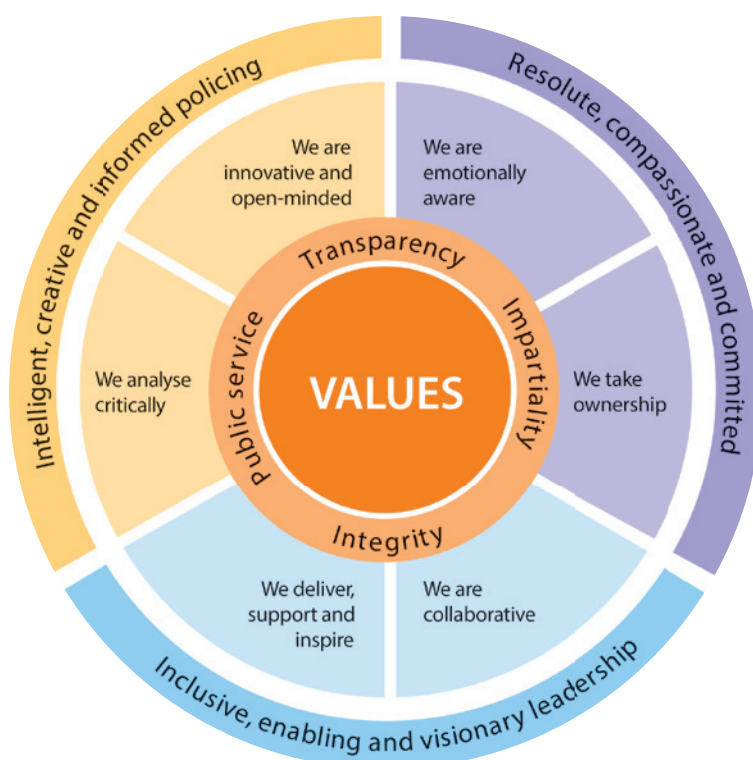
- A demonstrable understanding of the relationship between the Chief Constable and the PCC.
- Ability to think and act strategically.
- An ability to motivate staff and manage an open and transparent work environment where all staff feel comfortable and are able to give of their best.
- Strong analytical thinking and problem-solving skills. Able to analyse and present solutions to complex issues and communicate such solutions with staff and stakeholders internally and externally.
- A good knowledge of service provision for vulnerable people and victims.
- Good social and political acumen.
- Ability to build strong and positive relationships with key personnel and stakeholder organisations.
- Ability to work with highly confidential information.
- Resilience and the ability to work under pressure to tight timescales.

## COMPETENCY AND VALUES FRAMEWORK

The Competency and Values Framework (CVF) aims to support all police staff professionals, now and into the future. It sets out nationally recognised behaviours and values, which will provide a consistent foundation for a range of local and national processes.

This framework will ensure that there are clear expectations of everyone working in policing which in turn will lead to standards being raised for the benefit and safety of the public.

- The framework has **six competencies** that are clustered into three groups.
- Under each competency are three levels that show what behaviours will look like in practice.
- All of the competencies are underpinned by **four values** that should support everything we do as a police service.



## CVF BEHAVIOURS

### LEVELS REQUIRED FOR THE ROLE

Cluster	Competency	Level
Resolute, compassionate and committed	We are emotionally aware We take ownership	3
Inclusive, enabling and visionary leadership	We are collaborative We deliver, support and inspire	3
Intelligent, creative and informed policing	We analyse critically We are innovative and open-minded	3

Please see the CVF over-leaf for more detail or online at  
[www.college.police.uk/What-we-do/Development/competency-and-values-framework](http://www.college.police.uk/What-we-do/Development/competency-and-values-framework)



## BENEFITS

The Office of the Police & Crime Commissioner is proud to offer a benefits package that provides a range of opportunities and options for all. Some of these are detailed below, although further information can be obtained by emailing [senior.recruitment@cheshire.pnn.police.uk](mailto:senior.recruitment@cheshire.pnn.police.uk).

### SALARY

**£87,336 - £95,286**

### LEAVE

Annual leave is currently 32 days per annum which is based on April - March and increases at 10 years' service. Bank holidays are additional to contracted leave.

Additional to this there are various other types of leave available.

### PENSIONS

All new starters within the Office of the Police & Crime Commissioner are automatically enrolled into the local government pension scheme.

### OTHER

- Agile working
- Flexitime scheme
- Occupational health provider at Cheshire Police Headquarters
- Occupational sick pay
- Sports and Social Club with the option of opting into the lottery
- On site gym facilities
- Salary sacrifice schemes such as cycle to work scheme
- Blue Light Card discount



## NOTES



## NOTES

## NOTES



## NOTES

## NOTES



## NOTES



## Contact

Web: [www.cheshire-pcc.gov.uk](http://www.cheshire-pcc.gov.uk)

Twitter: @CheshirePCC

Facebook: Cheshire PCC

### Address:

Police & Crime Commissioner  
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Telephone: 01606 364000



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