

To:	The Sussex Police & Crime Panel.
From:	The Sussex Police & Crime Commissioner.
Subject:	Proposed re-appointment to the position of Chief Constable for Sussex Police.
Date:	27 September 2024.
Recommendation:	That the Sussex Police & Crime Panel commend the proposed re-appointment of Mrs Jo Shiner to the position of Chief Constable for Sussex Police.

1.0 Introduction

- 1.1 This report sets out the proposed Sussex Police & Crime Commissioner (PCC) re-appointment to the position of Chief Constable for Sussex Police.

2.0 Background to the re-appointment

- 2.1 In June 2024, Chief Constable Jo Shiner formally asked the PCC if she could participate in the Retire and Rejoin Scheme. A copy of this letter and the response provided by the PCC are included in appendices A and B.
- 2.2 In accordance with the provisions set out in the Police Regulations 2003 and updated guidance from the National Police Chiefs' Council (NPCC), Association of Police & Crime Commissioners (APCC) and College of Policing, the scheme is open to all police officers in England and Wales and is designed to retain skills, knowledge and experience within the police service at all ranks of policing.
- 2.3 The scheme allows for any police officer [including a Chief Constable] to formally resign as an officer before being re-appointed into the same rank. This process also suggests a break in service of at least one calendar month to ensure that pension entitlement can be abated without any impact on entitlement to lump sum or monthly payments. It is also worth emphasising that participation in this scheme does not create any additional cost to the taxpayer.
- 2.4 As recognised by the [former] Minister of State for Crime, Policing and Fire, the Retire and Rejoin Scheme should be utilised by police forces to encourage chief officers to stay longer in post. This position is also supported by other national bodies, including the NPCC, APCC, College of Policing and the Chief Police Officers' Staff Association.

3.0 The proposed re-appointment

- 3.1 The Chief Constable formally retired from Sussex Police on 31 August 2024. The PCC is formally recommending the [re]appointment of Mrs Jo Shiner to the position of Chief Constable in accordance with the nationally recognised Retire and Rejoin Scheme policy.
- 3.2 The PCC considers it to be in the best interests of Sussex Police to retain the services of a proven leader with considerable calibre and experience, for the benefit of leading the Force and delivering the highest possible policing services to the communities of Sussex, by enabling the Chief Constable to retire and rejoin the Force [through the scheme] on a fixed-term contract for a further period of two years and 10 months to August 2027.

- 3.3 'Home Office Circular 013/2018' outlines the legal requirements and principles for the appointment of chief officers, including reference to Annex B of the Secretary of State's determinations, made under Regulation 11 of the Police Regulations 2003. The PCC has had regard to this Home Office Circular [and the legislation, regulations and determinations referred to within] prior to finalising this report and making this recommendation.
- 3.4 The criteria used to assess the suitability of Mrs Shiner for the re-appointment and how she satisfies those criteria have not changed from the information that was previously provided to the Panel to support the original appointment in June 2020. Mrs Shiner also now has four years and two months experience of fulfilling the Chief Constable role and has consistently demonstrated her proven capabilities of performing the role to the standard required and commitment to keeping Sussex Safe during this time. The information provided in support of the original appointment in June 2020 is available on the Panel website and can be viewed through the following link:
<http://www2.westsussex.gov.uk/ds/ctee/pcp/pcp260620age.pdf>
- 3.5 It is a requirement of the legislation for every police force area in England and Wales to have a Chief Constable and a Deputy Chief Constable. The Deputy Chief Constable has become Acting Chief Constable and Assistant Chief Constable Simon Dobinson has become the Temporary Deputy Chief Constable for the period 1 September to 30 September 2024 inclusive.

4.0 Terms and conditions for the re-appointment

- 4.1 Subject to the confirmation of the proposed candidate by the Sussex Police & Crime Panel, Mrs Shiner will be re-appointed on a fixed-term contract from 1 October 2024 to 11 August 2027, in line with the chief officer pay structure for England and Wales.
- 4.2 Annual increment progression will be made on the anniversary of the appointment, subject to satisfactory performance in post. The salary and employer on-costs for this position will be provided for within existing budgetary provisions.
- 4.3 A copy of the Chief Constable Benefits Policy is included in Appendix C.

5.0 Recommendation

- 5.1 The Sussex Police & Crime Panel is asked to review the proposed appointment and make a report to the PCC on the proposal, including a recommendation as to whether Mrs Shiner should be re-appointed as Chief Constable for Sussex Police on a fixed-term contract until 11 August 2027.

Mark Streater
Chief Executive & Monitoring Officer
Office of the Sussex Police & Crime Commissioner

Appendices:

- Appendix A – Letter from Mrs Shiner to Sussex PCC regarding Retire and Rejoin Scheme
Appendix B – Letter of response from Sussex PCC to Mrs Shiner
Appendix C – Chief Constable Benefits Policy