

CAMBRIDGESHIRE AND PETERBOROUGH POLICE AND CRIME COMMISSIONER
DECISION NOTICE – CPCC 2023 - 015

Subject	Extension to the Chief Constable's Contract
Decision	To extend the contract of the Chief Constable, Nick Dean.
Decision Summary	<p>Chief Constable Nick Dean was appointed in September 2018 for a five year contract period. Under Police Regulations 2003, Regulation 11, this contract can be extended for a further term of a maximum of three years. Nick Dean’s current contract expires on 28th September 2023 and he has approached the Commissioner to express his desire to have his contract extended for 2 years.</p> <p>In making his decision to offer the extension of contract to the Chief Constable, the Commissioner took a number of considerations into account:-</p> <p><u>Delivery against the Police and Crime Plan</u></p> <p>The Police and Crime Commissioner & Chief Constable continue to share a joint vision in the delivery of the priorities within the Police and Crime Plan.</p> <p>Chief Constable Dean has a proven track record of fighting crime and crime prevention, and in making his decision the Commissioner considered this along with the Constabulary’s performance against the Home Secretary’s National Crime and Policing Measures. Under Chief Constable Dean’s leadership, the Constabulary have made some significant reductions in priority areas when compared to the baseline of June 2019. Some improvements of note include:</p> <ul style="list-style-type: none"> • 35.7% reduction in homicides • 51.6% reduction in admissions to hospital where a weapon was a knife • 44.8% reduction in admission to hospital where a weapon was not a knife, 25% reduction in firearms offences. • Proactive disruption of drugs supply and County lines leading to a 21.7% increase in recorded offences as a result of proactive policing and disruptions of OCGs • An overall reduction in Neighbourhood Crime of 30.2% (robbery, theft of and from vehicle, domestic burglary) <p>Compared to the forces most similar to Cambridgeshire, this is impressive. Cambridgeshire also have the highest number of officers per £1m spent than the most similar forces. Comparisons are difficult across different police forces, but taking into account that Cambridgeshire are almost the lowest funded in the country, when recent</p>



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census data is taken into account, this demonstrates good leadership in challenging times.

Leadership

This extension ensures the ongoing clarity and consistency of leadership, both for Cambridgeshire and nationally. Nick Dean leads with a focus on people and prioritises staff wellbeing, for example phone calls are currently made to all injured and sick officers as a check in. The Chief's personal behaviours are an exemplary demonstration of acting with integrity. Under the leadership of Chief Constable Dean, Cambridgeshire Constabulary have successfully achieved the Government uplift target, and now have more officers than ever before within the Constabulary. Across policing the experience profile of officers within the ranks is a concern with a disproportionately large number of officers in the very early years of service. It is crucial to ensure stability at this time for efficient and successful onboarding and development of this new workforce to continue to tackle the issues that are important to local residents and businesses.

Nick Dean is one of the most experienced Chief Constables in the country and with the challenges facing policing currently, the service needs to retain its experienced Chief Constables. For example within the 7 forces of the Eastern Region, three have appointed new Chief Constables since October 2022. The Government has recognised the need in public services to retain experience and talent, as such tax changes in the Spring budget were introduced to support this aim.

National Portfolios

Chief Constable Dean holds two national policing lead roles for Charging under the Criminal Justice Coordination Committee and for Forensics under the Crime Coordination Committee. For different reasons both are challenging portfolios that need an experienced lead and his continued leadership of both is a benefit to national policing.

Financial Implications

The continuation of Chief Constable Dean's contract will negate the need to recruit a new Chief Constable. Typically Chief Constables, on appointment, contribute to the police pension scheme which requires a contribution from the Constabulary. Chief Constable Dean no longer contributes to the pension scheme and therefore financially this extension will save the Constabulary significant money.

More significantly than pension contributions, the Constabulary, as one of the very lowest funded in the country, is facing severe financial pressures. Throughout his tenure Chief Constable Dean has ensured that a balanced budget has been achieved and has developed a financial strategy for the future that will continue to achieve this.



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	<p>As such it is beneficial for the public of Cambridgeshire and Peterborough for him to continue to improve the efficiency of the organisation in the future.</p> <p><u>Role of the Police and Crime Commissioner</u></p> <p>The Police and Crime Commissioner has the legal power and duty to set the strategic direction and objectives of the force through the Police and Crime Plan (“the Plan”) and to appoint the Chief Constable.</p> <p>In May 2024 elections for PCC will be held. An extension of the current contract for Nick Dean will enable the PCC post May 24 to both set their Police and Crime Plan and determine the right Chief Constable to deliver it when the extension to the contract expires.</p> <p><u>Terms and Conditions</u></p> <p>After the decision has been made to extend the contract, the exact details of the new contract including its duration will be determined in accordance with Police Regulations.</p>
Contact Officer Contact Details	<p>James Haylett, Chief Executive</p> <p>Tel: 0300 333 3456 Email: cambs-pcc@cambs.police.uk</p>

Darryl Preston, Police and Crime Commissioner for Cambridgeshire and Peterborough

I confirm that I have reached the above decision after consideration of the facts detailed in the decision summary section above.

Signature:

Date:

6th June 2023