

Dear Member of the Public

I am writing in response to your request for information under the Freedom of Information Act 2000, dated 23 July.

You asked a number of questions concerning Andy Coles and his former post at the Office of the Police and Crime Commissioner as Deputy Police and Crime Commissioner. You will find the responses to each question in blue.

Can you confirm the dates his appointment

- Started and ended please. [Andy Coles' appointment started on 30 June 2016 and ended on 15 May 2017.](#)
- Whether or not a notice period or something similar was paid or served. (Where there is a high risk of failure anticipated in a role, such a compensatory payment is sometimes part of the package agreed at appointment in order to secure the best candidate.) [There was no notice period or pay out.](#)
- Please can you also advise: the rate(s) at which this role was remunerated and on what basis? [During this period, the Deputy Commissioner was required to work flexibly, equating to 2-3 days per week. The role attracted a payment of £28,000 per annum. This payment has been calculated on the basis of 80 per cent of the salary of the Commissioner, pro rata at 50 per cent.](#)
- And how much he was paid in total? [Andy Coles was paid £24,509 in total.](#)

We trust that the information provided above meets your needs. However, if you are unhappy with this response, please see attached 'satisfied with our service', which sets out your rights to appeal.

Kind regards

Office of the Police and Crime Commissioner  
Tel: 0300 333 3456