

Office of the Police and Crime Commissioner for Surrey

Summary of Chief Constable Nick Ephgrave's Terms and Conditions – June 2016

The terms and conditions of the Chief Constable's term of office are in accordance with and subject to any national or local agreements, rules and regulations currently in operation (as amended or introduced from time to time), including Police Regulations and Determinations and any Acts or Statutory provisions that may apply.

Terms and Conditions	Details
Term of Office:	Fixed term of five years (until 6 th July 2021)
Salary:	£140,217 (the spot rate for Surrey as per Home Office Circular 026/2015; Police Pay Award 2015-16). Any incremental progression to be considered on an annual basis and subject to good performance.
Annual Leave:	42 days per annum
Car:	An unmarked operational vehicle will be provided, from the Force fleet, for business use, travel between home and work and private journeys (including use by nominated drivers). The running cost of the vehicle will be provided directly by the Force. The Force will then recharge the Chief Constable the cost of all personal travel, monthly in arrears, at the prevailing rate through payroll. The provided car option represents a taxable benefit. No driver is provided.
Housing allowance (Replacement Allowance):	Police Regulations dictate that a Replacement Allowance is to be paid to officers already in the police service on 31 st August 1994 (£4,641 per annum)
Training and Development:	An allowance will be made available for continuous professional development, to be agreed with the Police & Crime Commissioner
Professional Insurance:	Chief Police Officers Staff Association (CPOSA) professional reactive insurance premium will be paid
Professional subscriptions:	National Police Chiefs Council membership will be paid

Private health cover	<p>Private health cover, including dental insurance, for personal use to a maximum of per £150 per month</p> <p>NB (1): Police Regulations 2003 (Determinations, Annex V) allow a PCC to reimburse medical charges where the charges are incurred by reason of an injury received without the Chief Constable's default in the exercise of his duties. However, the PCC has decided to exercise his general statutory power to do anything calculated to facilitate or conducive to the exercise of his functions in order to provide the Chief Constable with private medical insurance.</p> <p><i>NB (2): Mr Ephgrave has currently elected not to accept private health cover</i></p>
Mobile phone/working:	All expenses will be covered including reasonable personal calls. We will make available IT in order for the Chief Constable to work at home when required
Travel and subsistence:	Actual costs will be reimbursed, in accordance with Police Regulations and Force operating procedures. A corporate card is available for use.
Relocation:	PCCs are required to pay all reasonable costs arising from the sale and purchase of a Chief Officer's house and should pay all tax liabilities arising from any relocation package. This applies when the Chief Constable has been required to move home in the interests of the efficiency and effectiveness of the force. In this case, not applicable.

NB: The Office of the PCC carried out a comprehensive review of benefits available to the Chief Constable in 2014 to ensure that we are operating within regulations and determinations.