



To:

Police and Crime Commissioners  
Chief Constables

16 November 2017

### **Leveson Recommendation 80- Approving Chief Officer post-service employment**

We previously wrote to you in May 2016 to ask for your assistance in implementing Leveson Inquiry Recommendation 80, concerning approval for Chief Officer post-service employment. This remains an important recommendation. Its implementation will ensure PCCs and Chief Constables are actively engaging and tackling integrity issues which come to light in relation to post-service employment.

Since then, my officials have worked closely with CPOSA, NPCC, APACE and APCC to develop a non-legislative approach to approving Chief Officers' post-service employment. The agreed approach is modelled on the well established Business Appointment Rules which all Civil Servants, members of the Armed Forces and Diplomats must abide by.

In summary, the system in policing will require Chief Officers to provide notification of any proposed post-service employment for a period of 12 months after leaving the police service. For Chief Constable rank (or equivalent), the PCC (or equivalent) will make a recommendation on the suitability of the appointment. For other Chief Officer ranks, the Chief Constable (or equivalent) will be responsible for making a recommendation on suitability. Where a Chief Officer disagrees with the recommendation, they will be able to request it is also considered by an independent review panel.

I would like all force areas to start implementing the new system by 1 January 2018. The requirement to adhere to the new system for approving post-service employment should be written into the terms and conditions of employment for any Chief Officers appointed, promoted or transferred from another force from that date onwards.

I believe the new system for approving post-service employment will strengthen public confidence in the integrity of senior officers and further increase transparency in policing. With this in mind, I would be grateful if you would share the proposal with existing Chief Officers and request that they also voluntarily agree to comply with the new arrangements.

Accompanying this letter is an 'Implementation Toolkit' which will assist you in putting the new system into place. Again, this has also been developed in collaboration with representatives of CPOSA, NPCC, APACE and APCC.

If you (or your Chief Officers) have any queries about the adoption of the new system for approving post-service employment from a CPOSA perspective, these can be directed to [Gareth.Wilson@suffolk.pnn.police.uk](mailto:Gareth.Wilson@suffolk.pnn.police.uk).

I also wanted to make you aware that, to improve the ease of access to data on chief officer pay and conditions, we are publishing links to all individual force web pages containing information on chief officer remuneration, gifts and hospitality registers and registers of business interests. This will go live on police.uk on Friday 17 November.

A handwritten signature in blue ink that reads "Nick Hurd". The signature is written in a cursive, slightly stylized font.

**NICK HURD MP**  
**Minister of State for Policing and the Fire Service**