



TERMS AND CONDITIONS FOR CHIEF CONSTABLE

The terms and conditions offered by the Police and Crime Commissioner to the Chief Constable of the West Yorkshire Police are as follows:-

- The Police and Crime Commissioner will make available for your use a suitable fleet vehicle.
- The reimbursement of reasonable expenditure in relation to domestic security should there be a clearly identified need will be considered. This is subject to approval by the Chief Executive acting in consultation with the Police and Crime Commissioner.

The other terms and conditions of the appointment are in accordance with Police Regulations and Determinations made by the Secretary of State in accordance with those Regulations.

**WEST YORKSHIRE POLICE AUTHORITY
LOCALLY AGREED PACKAGE FOR
SIR NORMAN BETTISON,
CHIEF CONSTABLE WEST YORKSHIRE POLICE
(as at September 2009)**

The conditions which comprise the locally agreed package offered by the Police Authority to the Chief Constable of the West Yorkshire Police are as follows:-

1. You will be provided with a staff car and driver for use on any duties you undertake in connection with your office of Chief Constable. You may also make personal use of this vehicle provided you reimburse the Police Authority in accordance with the conditions set out in the car scheme attached.
2. You will be paid a car allowance of £36,594 per annum. The allowance is intended to cover the purchase, maintenance and running costs (excluding fuel) of a private vehicle/s and as such the vehicle/s will not be owned, maintained or operated as part of the West Yorkshire Vehicle Fleet. Any business mileage will be reimbursed at the essential user rate.
3. A sum of £9,148 per annum will be provided for health and wellbeing, to include private health cover (including dental and optical cover) and gym membership for you and your immediate family.
4. A sum of £2,745 per annum will be provided for life cover in the event of death in service.
5. A sum of £7,318 per annum will be provided for continuing personal development activities of your choice, either in the UK or overseas.
6. You will be provided with a credit card exclusively for your use in connection with your duties when incurring expenses in respect of accommodation, subsistence, hospitality (including entertaining at home) and out-of-pocket expenses, all of which will be paid in full on your behalf.
7. You will be reimbursed telephone expenses including rental, 50% of all calls and VAT on both or broadband connection. Claims for more than 50% of total calls will be accepted if circumstances warrant.
8. You will be provided with a uniform.
9. You will be reimbursed the cost of professional fees (e.g. ACPO, etc.) as approved by the Chief Executive.
10. Appropriate domestic security arrangements up to a maximum sum of £15,000 will be provided should there be a need.
[Note: Approval to the expenditure is currently delegated to the Chief Executive of the Authority acting in consultation with the Chair of the Authority]

The other terms and conditions of the appointment are in accordance with Police Regulations.

Items 2 to 5 are specific to you in your role as Chief Constable to West Yorkshire Police, and recognise your exceptional qualities and additional responsibilities placed upon you. As such, these items will be subject to annual review by the Police Authority.

NB Items 2 to 5 are shown gross of tax and national insurance.