

POST SERVICE EMPLOYMENT

Lord Leveson's Report into the 'Culture, Practices and Ethics of the Press' (2012)¹ recommended that consideration be given to whether limits should be placed upon the nature of any employment of Chief Officers within or by the media, post-service.

In response to Lord Leveson's recommendation, the Home Office worked collaboratively with National Police Chiefs' Council (NPCC), Chief Police Officers' Association (CPOSA), Association of Police and Crime Chief Executives (APACE) and Association of Police and Crime Commissioners (APCC) to develop a process for reviewing and approving Chief Officers' post-service appointments. The process is modelled on the well-established Business Appointment Rules which apply to all civil servants, members of the Armed Forces and Diplomats.

Whilst there is no legislative requirement to adopt the new system, all forces and local policing bodies are expected to be supportive of the move to increase transparency in post-service employment.

Consistent with the above, all Chief Officers (or former Chief Officers) are required to provide notification of their post-service employment within 12 months of them leaving the police service. The system for approving post-service employment applies to the following Chief Officer ranks:

- Chief Constable;
- Deputy Chief Constable; and
- Assistant Chief Constable.

This covers all types of paid employment, including self-employment and any relevant unpaid appointments. If a Chief Officer is uncertain as to whether they need to complete a notification form, they should seek advice from the Head of Corporate Support and Development.

The Chief Constable should submit their notification to Police and Crime Commissioner (PCC). All other Chief Officer ranks should submit their notification to the Chief Constable.

Chief Officers (or former officers) notifying the Force of an appointment (including any employment, self-employment or unpaid position) which they would like to take up after having left the police force will complete a form providing information on the proposed employment. Further details and access to the form can be found via the [Chief Officers' post-service employment - GOV.UK \(www.gov.uk\)](http://www.gov.uk).

The completed form will be assessed and a written recommendation will be made within 10 days of submission. The recommended conditions need only apply up to the 12-month anniversary of the Chief Officer having left the Force.

To ensure transparency, the summary recommendations made by the Chief Constable or PCC should be published, alongside any recommended conditions, on the force or PCC website.