

Why introduce a new system to approve Chief Officers' 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, all forces are being asked to introduce a new system to review and approve the suitability of Chief Officers' post-service employment. The new system is intended to support integrity and transparency, by capturing information on all post-service appointments taken up by Chief Officers, within 12 months of them leaving the force. It also seeks to further embed the standards of professionalism and the principles set by the **Code of Ethics**, recognising that transparency in post-service employment is also important in upholding public confidence in policing, and maintaining public respect.

How has the new system been developed?

The Home Office has 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 agree a new process for reviewing and approving Chief Officers' post-service appointments, resulting in this 'toolkit'. The new 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, we anticipate all forces and local policing bodies² will be supportive of the move to increase transparency in post-service employment. It is therefore expected the system will be adopted across all 43 force areas. This 'toolkit' is intended to assist forces and local policing bodies in being able to adopt a consistent approach to implementing the new system.

¹ <http://webarchive.nationalarchives.gov.uk/20140122145147/http://www.official-documents.gov.uk/document/hc1213/hc07/0780/0780.asp>

² Police and Crime Commissioners, Mayor's Office for Policing and Crime (MOPAC) and the Common Council of the City of London.

Next steps

Local policing bodies and Chief Constables /Commissioners will be contacted to confirm that the requirement to provide notification of post-service employment is now reflected in the terms and conditions for Chief Officers who are newly appointed, promoted or have transferred. An update on the number of existing Chief Officers agreeing to voluntarily abide by the new system, will also be requested. HMIC will be asked to review forces' adherence to the new system for approving post-service employment, as part of their future inspection programmes.