



NORTHAMPTONSHIRE
POLICE, FIRE & CRIME
COMMISSIONER

Stephen Mold

Darby House, Darby Close,
Park Farm Industrial Estate,
Wellingborough, NN8 6GS

Cllr. Gill Mercer
Chairman of the Northamptonshire Police, Fire & Crime Panel
C/O James Edmunds
Assistant Manager - Democratic Services
West Northamptonshire Council
One Angel Square, Northampton
NN1 1ED

13th January 2023

Dear Cllr. Mercer,

In in accordance with the Police Reform & Social Responsibility Act 2011 Schedule 8 Paragraph 7(3), I formally confirm that I accept the decision of the Police and Crime Panel, who unanimously recommended the appointment of Mr Nick Adderley as the Chief Constable of Northamptonshire Police, following the confirmation hearing held on the 11th of January 2023.

I was encouraged that members of the panel felt Nick's performance in Northamptonshire was such that his contract length and terms for the appointment should best support the aim of retaining an excellent Chief Constable in Northamptonshire for as long as possible. I have reflected on the terms of Nick's appointment, which have been mutually agreed by us both. I am satisfied that both the length of contract and salary are realistic and reflective of the need to retain talent but allowing necessary flexibility for both parties in the future.

As I explained to the Panel at the confirmation hearing, in terms of contract length, I thought it was prudent to not tie the hands of whoever may be elected as the county's Police, Fire and Crime Commissioner in 2024. However, there is provision to extend further by mutual agreement in future if required. Similarly on salary, maintaining a balance between offering competitive salary packages to attract talent whilst ensuring local taxpayers get good value for money is important. I think we have achieved a good balance which will hopefully attract new talent to the Northamptonshire in the future.

I can assure you, however that I would like to retain Nick for as long as possible as our Chief Constable as I believe he is providing the vision, ambition and leadership that will deliver long lasting change to policing in Northamptonshire

I am grateful for the recommendation of the Panel to extend his appointment which highlights our shared ambition to recruit and retain the best talent to deliver an effective and efficient police force for Northamptonshire.

Yours sincerely,

A handwritten signature in blue ink, reading "Stephen Mold".

Stephen Mold
Northamptonshire Police, Fire and Crime Commissioner