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# STATES OF JERSEY



## STATES OF JERSEY POLICE SENIOR MANAGEMENT STRUCTURE: TEMPORARY CHANGE TO DEPUTY CHIEF OF POLICE

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Presented to the States on 27th July 2020  
by the Minister for Home Affairs

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STATES GREFFE

## REPORT

### Introduction

This report sets out a temporary change to the position of the Deputy Chief of Police in the States of Jersey Police. It explains what the change is, why it is being made and what will happen at the end of the period.

### What is the change?

Article 8(1) of the [States of Jersey Police Force Law 2012](#) (the “2012 Law”) states that there shall be Chief Officer and a Deputy Chief Officer.

Following the States adoption in March 2019 of *Justice and Home Affairs: Cessation of Restructure* ([P.24/2019](#)) as amended, the Minister for Home Affairs, Connétable L. Norman of St. Clement appointed a new Chief Officer who took up his post at the start of 2020.

The Minister decided to consult with his Chief Officer before appointing a Deputy Chief Officer, to understand his organisational requirements. Following consultation, the Minister for Home Affairs and the Chief Officer have agreed to temporarily postpone recruiting a Deputy Chief Officer.

Instead of a Deputy Chief Officer, a Deputy ‘Designate’ will be appointed. The Deputy Designate will be a Superintendent police officer, of which there are 2 in the Force. The position will alternate between the 2 Superintendents. He or she will be *de facto* second in command. They will carry out the functions of the Chief Officer if he is unable to do so, in line with Article 8(2) of the 2012 Law.

### Why is it being made?

This temporary change will help the Force manage its financial position in light of the Covid-19 pandemic. Next year and up to 2023, there is a high degree of financial uncertainty. It would not be financially responsible to appoint to senior positions until there is greater financial certainty.

The Minister and the Chief Officer believe that there is a dedicated and experienced senior leadership team in the Force. There is sufficient resilience within the team without appointing a Deputy Chief Officer at this time. Not appointing a Deputy will allow it to put more money into frontline policing services, a priority for both the Minister and Chief Officer.

The change will also allow more officers to take on broader developmental opportunities, different portfolios and assist in succession planning for the future. This will support development of a wider group of people within the Force. It will benefit those individuals as well as the Force as a whole.

### How long will it last and what will happen at the end of the period?

The Minister and the Chief Officer have agreed that the change to the role will last for one year. During this time both Superintendents will have had an opportunity to be the Deputy Designate. At the end of this period, the Chief Officer will review the

arrangement and report to the Minister. In doing so the Chief Officer will look at how the new arrangement has worked, what benefits it has conferred on the Force and the Force's financial position at that time. The Minister, following consideration of the Chief Officers findings, will then either propose an amendment to the 2012 Law or he will appoint a Deputy Chief Officer.

### **Conclusion**

In light of the financial uncertainty created by the Covid-19 pandemic and the Minister's determination to maintain frontline police officer numbers, the Minister and the Chief Officer have decided to temporarily change the position of Deputy Chief Officer. There will be a Deputy Designate who will take on additional responsibilities and be *de facto* second in command. The Deputy Designate position will move between officers every 6 months. This arrangement will last for one year. At the end of this period the Minister will either propose an amendment to the States of Jersey Police Force Law 2012 or he will appoint a Deputy Chief Officer.