



**COMMISSIONER CAROLINE HENRY**

Ref: No202

9 January 2024

**Re: Request under the Freedom of Information Act**

Thank you for your request for information, received by the Office of the Police and Crime Commissioner Nottinghamshire on 19 December 2023.

**INFORMATION REQUESTED**

In the public interest will the Commissioner set out the arrangements she made for her last substantive chief executive to leave following the receipt of the Capsticks report into bullying behaviour. Please include the terms of any agreement and any payments made to the chief executive.

**RESPONSE**

With reference to the payments made to the last substantive Chief Executive, the table that will be produced for the 2023/24 accounts is below. The other lines will be completed at the end of March 2024.

**Senior Officer Payments/Emoluments**

Senior Officers/Staff Emoluments for 2023/24 - Draft Table	Salary, Fees & Allowances Note 1 £	Bonuses £	Expenses Allowances Note 2 £	Compensation for Loss of Office £	Employer's Pension Contribution £	Total £
Police & Crime Commissioner	-	-	-	-	-	-
Chief Executive to the Police & Crime Commissioner - Note 3	84,441	-	-	-	9,426	93,867
Chief Finance Officer to the Police & Crime Commissioner	-	-	-	-	-	-
<b>Total PCC</b>	<b>84,441</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>9,426</b>	<b>93,867</b>
Chief Constable	-	-	-	-	-	-
Deputy Chief Constable	-	-	-	-	-	-
Assistant Chief Constable	-	-	-	-	-	-
Assistant Chief Constable	-	-	-	-	-	-
Chief Finance Officer	-	-	-	-	-	-
<b>Total Chief Constable</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total for Group</b>	<b>84,441</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>9,426</b>	<b>93,867</b>

Note 1: Salary, Fees and Allowances includes Rent Allowance, Housing Allowance and Compensatory Grant.

Note 2: Expenses Allowances include taxable expenses such as car allowances and medical expenses.

Note 3: PCC CEO left 31/10/2023.

We hold further information about the departure of the last substantive Chief Executive. However, it is exempt from disclosure. The exemption applicable to the information is Section 40(3)(a)(i) Personal Information. Personal data of third parties is exempt if disclosure would

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breach the principles of the Data Protection Act 2018. We believe that providing you with the information would breach the following Data Protection principles:

- Data shall be fairly, lawfully, and transparently processed
- Data shall be collected for specified, explicit and legitimate purposes and not further processed in a manner that is incompatible with those purposes

We are applying this exemption because:

- a) we do not have the consent of the person who is the subject of the information to disclose it to you;
- b) disclosure does not meet any of the Article 6 or 9 conditions that would make it “necessary”; and
- c) disclosure of the information to you would not be connected to the purpose for which we have collected and are holding the information.

We further believe that the release of the requested information would cause unwarranted interference to the rights and freedoms and legitimate interests of the data subject. Such a disclosure would in our view constitute a breach of Article 8 in the Human Rights Act (the right to privacy and family life).

This is our refusal notice in respect of that aspect of your request.

If you are not satisfied with our response, you have the right to ask us to review our handling of your request. If this is the case, please contact us on telephone number 0115 8445998 or e-mail [officepcc@notts.police.uk](mailto:officepcc@notts.police.uk) quoting the reference number.

If you remain dissatisfied after the outcome of the review, you have the right to refer the matter to the Information Commissioner’s Office (ICO). We will provide further details of this right in a review outcome letter.

Yours sincerely

**Emma Lau**  
**Business Support Officer (Transparency)**  
**Office of the Police and Crime Commissioner Nottinghamshire**