



Annual Report 2021-22

Contents

Introduction by Tim Passmore	4
Chief Constable's statement	6
Governance developments	7
The role of the PCC	8
PCC responsibilities	9
The policing budget for 2021/22	10
How this year's precept decision will improve policing	12
Delivery and monitoring of Suffolk's Police and Crime Plan	14
Constabulary Performance 2021/22	17
Commissioning	18
Support for victims	20
PCC Fund	22
Impact of PCC grants	24
Consultation and Engagement	27
Volunteers continue to play a crucial role in policing	28
Collaboration	30
Looking forward	32
Chief Officers' Remuneration	34
Contact Us	35

INTRODUCTION

BY TIM PASSMORE

The long shadows of Covid 19 are finally setting and life is now returning to some sense of normality. The impact on many individuals, families and businesses has been very severe reinforcing the need for us all to work together during the recovery and beyond. The impact on the force was significant not only because of the assistance given to other agencies, but keeping policing activity going on a 24/7 basis regardless of the pandemic. The Constabulary rose to the challenge superbly – we are most fortunate to have the policing service we have in our county.

One of the saddest aspects of the pandemic from a crime perspective, was the significant rise in the reported cases of domestic abuse and violence. Not only were there additional victims but the backlog in Crown Court cases in Suffolk means that many victims remain on the list for awaiting their trials.

In May 2021 I was absolutely delighted to be re-elected as Suffolk's Police and Crime Commissioner and the result was very humbling and way beyond what was expected. It remains a huge honour and privilege to serve everyone in the county of my birth.

All PCCs have to produce a new Police and Crime Plan within a year of being elected. My plan was supported unanimously by the Police and Crime Panel in January and was implemented on April 1st. My third plan has more emphasis on crime prevention and doing additional work with Suffolk's younger generations who in my opinion have suffered more than many during the pandemic due to difficulties with education, loss of opportunities for socialising and a clampdown on leisure and sporting activities. We stand ready to assist them through our commissioning and grant work.

A new part of the plan focuses on reducing re-offending rates. There is nothing more depressing than meeting young men who have been in and out of prison many times before they reach the age of 30. I am convinced society can and must do better in this field since the cost to the individual and the taxpayer is enormous – the status quo is no longer acceptable.

The government's major policing policy, Operation Uplift, provided the finance for Suffolk to recruit 53 additional officers on top of the extra

25 paid for via the precept. This is making a significant contribution to specific policing initiatives such as the new Kestrel Teams and combatting organised crime groups. The new staff are helping with digital forensic work, which is increasingly important as 97% + of all crime now has a digital footprint, and improving performance in our Command and Control Room.

During the year we received £238,000 from the Ministry of Justice to help support the excellent work many charities do to support victims of crime countywide particularly in the areas of serious sexual offences and domestic abuse and coercive control.

A new strategy was developed as part of our environmental responsibility, supporting the declaration of the climate emergency by the county's local authorities. My own view is we need to take a pragmatic approach and do much more to look after the planet's scarce natural resources including those we take for granted such as energy and water.

There is still a great deal to achieve, most notably the comprehensive review of the completely outdated and discriminatory police funding



Pictured above:
Tim Passmore signs his Declaration of Office following his re-election in May 2021.

formula. Lobbying continues, but there needs to be a substantial change away from the inbuilt urban bias in funding as Suffolk remains one of the lowest funded forces in England and Wales.

My sincere thanks goes to everyone involved in keeping Suffolk as a safe place in which to live work, travel and invest in – from full time professionals, the police staff, Specials and volunteers. You have all done so much in contributing to make Suffolk such a wonderful county.

A handwritten signature of Tim Passmore in black ink on a white background.



Size & scope of the job

- 42% of the population live in rural areas
- Cost of policing per person per day is 54.5p
- Constabulary workforce establishment 2343.57 (as of March 31 2022)
- Police officers establishment 1,355 (as of March 31 2022)
- Number of officers per 1,000 residents = 1.7
- Policing budget of £151.5m in 2021/22



Geography & scale

- 1,500 sq miles
- 60 miles of coastline
- 480 villages and hamlets
- 5 military establishments
- 3 major ports and 28 marinas
- 1 nuclear power station



People & politics

- Population of approx 761,200
- 7 Members of Parliament
- 6 local authorities



Steve Jupp
Chief Constable

Chief Constable's statement

As Chief Constable, I have operational independence for the Constabulary and am held to account by the Police and Crime Commissioner.

Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) continue to grade Suffolk Constabulary as 'good' in relation to effectiveness, efficiency and legitimacy. HMICFRS inspected the Constabulary again in 2022 and will publish their report in the summer. Their findings will help inform our work as we continue to demonstrate our willingness and our ability to continually adapt in a way that provides the best possible services to those that live, work, travel and invest in Suffolk. My officers and staff continue to work hard to meet ever more complex and high-risk demand as well as ensuring they are as visible as possible and solving problems in our communities.

My three-year strategic plan is embedded across all parts of the Constabulary. This year we will continue with new ways of working through the 'Modern Workplace' programme and see new Police Officers join under the Police Education Qualification Framework. The Constabulary has been fully engaged with the national Police Uplift Programme and we are on track to have recruited our allocation of an additional 179 officers by the end of the 2022/23 financial year.

The increase in the policing element of the precept continues to be used

to good effect to ensure we have the right people with the right skills and resources to deal with modern day challenges effectively. This investment, together with the arrival of additional officers through the national Uplift Programme, will enable us to do more for our communities and be even more effective in catching and convicting criminals and keeping people safe.

A number of wide-ranging improvement programmes are underway. The Contact and Control Room (CCR) Transformation and Modernisation Programme is progressing well. This will improve the way people can contact us and the service they receive. Building work has also begun to modernise our learning and development facilities.

As demand continues to grow in terms of calls for service and complexity this year we will review the County Policing Command operating model to ensure it continues to effectively and efficiently police Suffolk as the county grows and changes. We will also continue our programme to reduce the Constabulary's carbon footprint.

I look forward to continuing to work closely with the PCC to develop and be accountable for the delivery of the Police and Crime Plan, and continue to adapt and deal with Suffolk's modern-day policing challenges effectively and efficiently.

Governance Developments

The corporate governance arrangements of the Office of the Police and Crime Commissioner have continued to operate to good effect throughout 2021/22 despite the ongoing problems wrought by the Covid-19 pandemic. The legislation under which the Office operates allows for considerable freedom in its meeting arrangements and has permitted the Office to function on a nearly normal basis through the use of virtual meetings. It is expected that in 2022/23 the Office will re-introduce in-person meetings but with the availability of virtual participation in addition.

The Annual Governance Statement for 2021 demonstrates how the Office has adapted to its environment. The Statement can be found in the extensive library of documents found on the PCC website.

Whilst we still await the introduction of the specific changes arising from the Review of PCCs by the Home Office some changes, where we know them, have been progressed as required. This has included the requirement to produce a formal succession plan in case of vacancy or incapacitation of the PCC. This Plan, reflecting the statutory framework, is published on the PCC website along with the new statutory requirements to publish information relating to performance upon the National Policing Priorities, inspections and reports by the policing inspectorate and complaints.

Finally, we said goodbye during 2021 to our long-standing chief finance officer who has retired. After an extensive recruitment exercise the new chief finance officer will join the Office in July 2022.



Christopher Jackson
Chief Executive
Office of PCC



Pictured above: Our Accountability & Performance Panel continued on-line while officers and staff were required to work from home.

The role of the PCC

Police and Crime Commissioners were introduced across 41 police force areas in England and Wales in 2012. I was first elected in November 2012, re-elected for a second term in May 2016 and again more recently in May 2021. This third term is expected to run to May 2024, although this is yet to be confirmed.

Police and Crime Commissioners represent their local communities and their concerns, ensuring the policing needs of communities are met. The role is a complex one. PCCs set the direction of policing through their Police and Crime Plan and also set the policing element of the Council Tax precept. PCCs recruit the Chief Constable who has operational independence for the Constabulary.

The role of PCC includes:

- **Setting the strategic direction and accountability for policing**
- **Working with partners to prevent and tackle crime and re-offending**
- **Being the voice of the public, the vulnerable and victims**
- **Contributing to resourcing of policing response to regional and national threats**
- **Commissioning victims' services and grants.**



Pictured above: Ensuring the council taxpayer receives the very best value for money is key to our partnership working. This year the Constabulary moved its Mildenhall Police Station into the new Mildenhall Hub which saves money and enables better cross-agency working.

PCC Responsibilities

Through my Police and Crime Plan for Suffolk, I set the direction and the budget for policing. The four objectives of my current plan are:

Holding the Chief Constable to account

I hold the Chief Constable to account against my performance measures and I also monitor information relating to operational policing, staffing issues, finance and complaints.

It is really important that this process is open and transparent so the Accountability and Performance Panel meetings are held in public and give the electorate the opportunity to see me challenge the Chief Constable on the Constabulary's performance.

This year, because of restrictions, the meetings have continued to be held virtually with a recording available on the website. It is hoped that meetings will be return to Police HQ later in 2022.

Issues discussed over the past year included:

- the financial position and financial forecasting
- complaints and professional standards
- monitoring of the spend of the Council Tax policing precept
- data quality.

Details of the public Accountability and Performance Panels are available on the PCC website: www.suffolk-pcc.gov.uk.

Police and Crime Panel

I am challenged and supported by Suffolk's Police and Crime Panel which comprises 11 representatives of the county's six councils and two co-opted independent members. The panel is chaired by Councillor Mark Jepson from East Suffolk Council.

The Panel has the role of scrutinising my performance as PCC. It also challenges and supports my activities over a range of areas, including delivery of my Police and Crime Plan. The Panel also has a role in the handling of complaints against the PCC and the confirmation of key staff posts within my office and of the Chief Constable.

Over the past year the panel members have questioned me on many aspects of my work, including a review of my Police and Crime Plan objectives and the Constabulary's response to the pandemic.

In January each year I present my proposal for the Council Tax increase for the policing element of the precept to the panel. I was very pleased that, in January 2022, the panel supported my plan to increase the precept for the next financial year. Fuller detail of the precept can be found on page 12.

Further details of the Police and Crime Panel, and papers from the meetings, are available on Suffolk County Council's website: www.suffolk.gov.uk

My role is to ensure an efficient and effective police service. I hold the Chief Constable to account on your behalf and I am challenged and supported by the Police and Crime Panel

The policing budget for 2021/22

Suffolk's budget for policing in 2021/22 was £151.521m, which remains one of the smallest budgets of all forces nationally. This annual budget includes an increase to the policing element of the council tax.

Setting the level of council tax we pay towards policing is always a difficult balance for me. In this financial year the Treasury gave PCC's the option to increase the policing part of the precept by £15 per annum (based on a Band D property). Following a public consultation, I opted for this maximum increase and was reassured when the Police and Crime Panel supported my decision.

Although this was a difficult decision to make, the increase was necessary to enable the Constabulary to adapt to changing demand and for us to meet some of the financial challenges we faced.

The Chief Constable's focus for the additional investment was focussed in three key areas:

- Improving investigations and protecting vulnerable people,
- Enhanced public engagement and improved communication, and
- Modernisation and transformation

This precept investment enabled the Chief Constable to make operational changes and improvements. It funded a further 25 police officers and 26 police staff. This was in addition to the Constabulary's share of the Home Office funding from the national Uplift programme which funded an additional 53 officers in 2021/22.

As in previous years, the Chief Constable provided quarterly progress reports throughout the year which can be found on my website, www.suffolk-pcc.gov.uk.

The Office of the PCC budget

The cost of the Office of the PCC including detail of salaries and expenses can be found on the PCC website, www.suffolk-pcc.gov.uk.

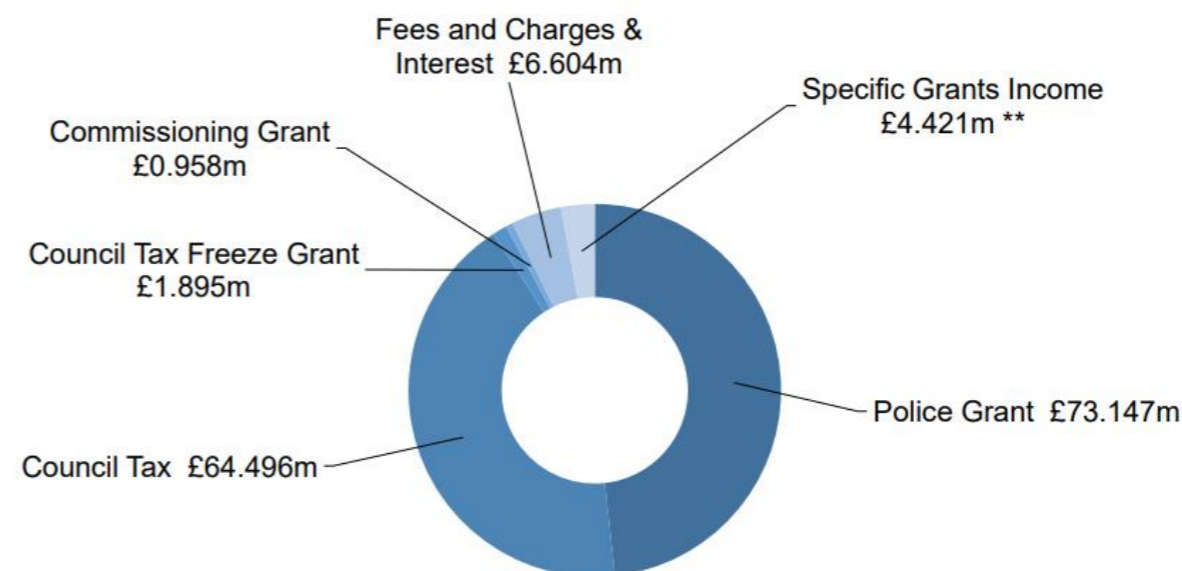
Over the past eight years the budgeted cost of the office has reduced from £1.257m in 2013/14 to £875k in 2021/22.

The breakdown of the current budget is listed below:

How my office budget is spent	
Employee Costs (pay & travel)	£637k
PCC Costs (salary & travel)	£102k
Supplies & Services, fees and contingency	£98k
Internal & External Auditors and Audit Committee	£38k
Total:	£875k

How the policing budget is spent

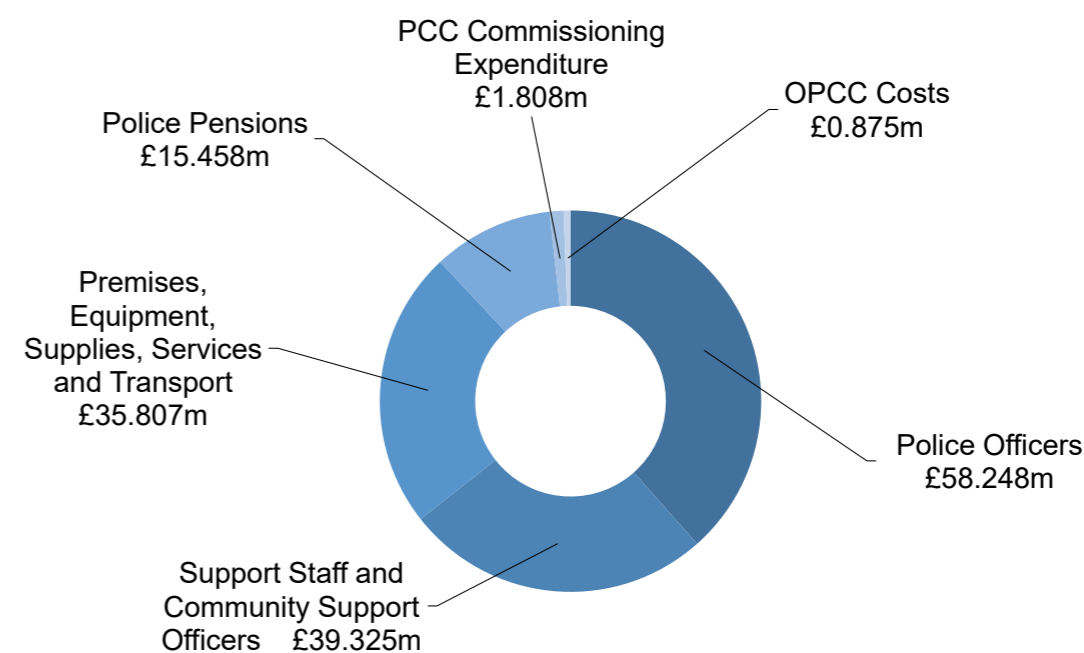
Where the money comes from: £151.521m



* Includes £25.868m that used to be funded from DCLG, now funded through the Home Office

** Includes £0.901m ring-fenced uplift grant

Where the money is spent: £151.521m



How this year's precept decision will improve policing in the next financial year

One of the most important decisions I make in this financial year affects the policing service you receive in the following year and that's setting the budget.

I must ensure that the Chief Constable has the resources he needs to provide an efficient and effective police service for the people of Suffolk.

In January each year I have to set the budget for the next financial year and take my proposals to the Police and Crime Panel, the scrutiny body which supports and challenges the PCC role.

In January 2022, the Policing Minister gave PCCs the ability to raise the policing element of the precept for the financial year 2022/23 by up to £10 a year for a Band D property. In January 2022, I opted for this maximum increase and my decision was supported by the Police and Crime Panel.

I really do appreciate how difficult this past year has been for everyone, especially those whose livelihoods have been affected by the pandemic. However, this pandemic has also shown just how important policing is to us all. Suffolk is a relatively small force and one of the lowest funded, per head of population, and if we are to continue to improve policing in the county it really is absolutely necessary.

Following extensive consultation with the Chief Constable, I want to use the precept investment to focus on major improvements to the contact and control service.

In all my public engagement, including the recent consultation on my new Police and Crime Plan, the one thing that comes through loud and clear is the public's dissatisfaction in the 101 service. It is absolutely crucial I address these concerns.

The agreed increase will fund the recruitment of additional staff to deal with calls and contact from the public more quickly and manage resources responding to calls for service more effectively. Additional Police Sergeants will be recruited to manage operations and the Constabulary will be able to create a digital desk to ensure it has the required capacity and capability to deal with public expectations regarding online and social media contact.

This comprehensive and ambitious programme will ensure the Contact and Control Room (CCR) continues to be able to deliver these essential services effectively and efficiently. The programme will be led by the Assistant Chief Constable, with improvements being implemented in a sequenced and managed way to maintain business continuity.

In addition to the extra precept investment, the funding we receive through the national Operation Uplift will give us 72 more police officers in the next financial year which will bring the establishment to over 1400 fulltime officers in Suffolk by the end of March 2023 – many more than when I was first elected in 2012. This is very



An additional 27 staff and four police officers will be recruited to work in the CCR. This funding was secured from the policing element of the Council Tax precept.

good news for Suffolk because it will clearly help improve policing visibility countywide.

An on-line survey held to gauge the public's view on the increase supported the PCC's proposal to raise the precept. Of the 1,166 respondents, 62% supported the proposal.

Throughout the next financial year I will monitor the impact that this investment has had. Quarterly updates on this progress will be published on my website. Reports detailing progress on the previous year's precept investment can also be found on my website.

This is what the 4.2% increase will be for all Council Tax bands in 2022/23

Band	2021/22 rate	Annual increase	Weekly increase
A	£165.12	£6.66	13p
B	£192.64	£7.77	15p
C	£220.16	£8.88	17p
D	£247.68	£9.99	19p
E	£302.72	£12.21	23p
F	£357.76	£14.43	28p
G	£412.80	£16.65	32p
H	£495.36	£19.98	39p

Delivery and monitoring of Suffolk's Police & Crime Plan

I embarked upon the exciting journey of drafting and consulting upon the Suffolk Police and Crime Plan in the summer of 2021. This began with consultation with the Chief Constable about the objectives for policing, taking into consideration his operational policing plans and issues arising from our most recent Force Management Statement about the effectiveness of the force.

As you will see from the objectives below, this year I have tried to more clearly spread the objectives across my functions as a Police and Crime Commissioner and where the public and Police and Crime Panel might choose to scrutinise my decisions and activity.

Consultation on the plan took place throughout September with responsible authorities. These agencies, who are fundamental to

the delivery of crime and disorder reduction in Suffolk, have a reciprocal requirement to work with me and we are required to consult each other on our plans.

Following that, there was a month-long public consultation in October and November on the draft plan. The details of the outcomes of consultation and the revised plan was then approved through the Police and Crime Panel in January 2022. I am grateful to all those members of the public and agencies who fed back their views.

The new Suffolk Police and Crime Plan was published in February 2022 alongside an associated Performance Framework which explains how I will monitor police performance through my Accountability and Performance Panel arrangements. You will find the Plan on my website.

Police & Crime Plan objectives

My Police and Crime Plan is structured around four key objectives which are fundamental to the delivery of my role as Police and Crime Commissioner:

Objective 1: An efficient and effective police force for Suffolk

I will work with the Constabulary to deliver the Medium-Term Financial Plan and consider how we challenge government to revise the funding formula. I would like funding settlements to properly consider equity between forces and reflect

the pressures on forces which police more sparse communities across large, mainly rural, areas. I am aware that the funding level per head of population achieved through our central government grant is one of the lowest in the country and therefore it has been necessary for me to ask local taxpayers to make up some of the deficit needed to ensure effective policing is maintained.



Targetting resources, so the force has the right people and capability to police the communities of Suffolk effectively, is key to Suffolk's Police and Crime Plan. The Constabulary's Sentinel Teams - recently featured in the TV documentary *Fast Justice* - provide enhanced coverage of Suffolk's road network to proactively disrupt serious and organised criminal activity as well as to increase police visibility.

Credit: ITN Productions

I will work with the Chief Constable to exploit legitimate income generation opportunities to mitigate ongoing financial challenges. This will include a focus on sustainability to protect the environment, make better use of scarce natural resources and reduce business costs.

Overall, I need to consider how we sustain effective resourcing in the years to come, particularly given the multi-faceted landscape of requirements on policing.

The Chief Constable has operational independence for the day-to-day running of the police service in Suffolk. However, the choices about how policing is funded, the Medium-

Term Financial Plan ambitions and the focus for policing, as set out in my Police and Crime Plan, are choices I make as PCC. These decisions are fundamental to support the police service to perform its role effectively.

I want a clear focus on effective policing which I will monitor through my performance framework and accountability arrangements. I want to ensure that through effective planning and budgeting, I work with the Chief Constable to target resources, so the force has the right people and capability to police the communities of Suffolk effectively.

The Chief Constable has published his operational vision for policing, which

outlines key outcomes for crime reduction, reducing reoffending, solving crime and safeguarding victims and the wider community.

I will hold the Chief Constable to account for the delivery of those commitments and I believe the areas of focus under Objective 1 will improve public confidence as well as support effective policing.

Objective 2: Provide services which support victims of crime and invest in initiatives which reduce crime and disorder

I will keep victims of crime, young people, and projects which reduce reoffending and support crime prevention, at the heart of my plan, my grant-awarding activity and my commissioning.

I will continue to commission services which support victims of crime to cope and recover from their experience.



Objective 3: Engage with communities to understand their views about policing and crime and keep them informed and updated about the work of the PCC and the Constabulary

Engaging with Suffolk communities about policing is a fundamental part of my role. I will look for every opportunity to engage with people across Suffolk, ensuring communities can discuss their views with me, and know how to contact my office.

I will endeavour to support the public to understand my role, and in my relationship with the Chief Constable I will strive to balance the importance of operational independence, with transparent public accountability for the benefit of the people of Suffolk.

Objective 4: Work in partnership to improve criminal justice outcomes and enhance community safety

I will work with partners locally and nationally (in the private, public and voluntary sectors), to achieve more together than we can separately.

I will continue to play my part in key partnerships in Suffolk to ensure that I advocate the needs of victims, support crime and disorder reduction and act as a voice for policing.

Pictured left: Lighthouse Women's Aid 45th anniversary celebrations (l-r) High Sheriff, Edward Creasy; Lighthouse CEO, Sally Winston; Patron, Mark Murphy and the PCC.

Constabulary Performance 2021-2022

Objective	Measure	Year to 31 Mar 2022	Three year average
Domestic Abuse Crimes	Number of crimes	9,325	8,983
	Solved number	1,112	1,146
	Solved rate	11.9%	12.8%
Serious Sexual Offences	Number of crimes	2,262	1,956
	Solved number	114	108
	Solved rate	5.0%	5.56%
Child Sexual Abuse <i>(By keyword - Athena data only)</i>	Number of crimes	1,296	1,332
	Solved number	114	121
	Solved rate	8.8%	9.1%
Public Safety	% 999 calls answered within 10 seconds	85.4%	91.2%
	% emergencies attended within target <i>(15 mins - urban 20 mins - rural)</i>	88.2%	91.1%
Confidence	Due to the pandemic the ONS did not report Crime Survey of England and Wales confidence data during this period.		

Recorded crimes in relation to domestic abuse and sexual offences have continued to rise when considered against the 3-year (long term) average. There has been a focus locally, and nationally, to encourage victims who experience domestic abuse and sexual offences to report crime and seek support from the police and specialist services. That focus continues, alongside a strengthened government response to tackling Violence Against Women and Girls, including further requirements upon police forces and multi-agency partnerships.

The Constabulary performs well in terms of responding to emergency calls (with the average wait time for 999 calls answering 8 seconds in 2021/22). The overall percentage of 999 calls answered in 10 seconds was 85%. The significant rise in emergency calls in 2021/22, alongside other factors are fully explained in the public Accountability and Performance Panel report on 'responding to calls for assistance' in July 2022.

The new Accountability and Performance Panel schedule from March 2022 provides thematic reports which provide clear performance data and detailed narrative on a number of crime areas including those highlighted above.

Details of all Accountability and Performance Panel reports can be found on the PCC website: www.suffolk-pcc.gov.uk

COMMISSIONING

Commissioning for services supporting victims of crime amounting to £1.8m in this financial year and was supported by a core grant of £886k from the Ministry of Justice. In 2020/21 £1,072,078 of funding was provided to specifically support victims of domestic abuse and £368,527 for victims of sexual violence.

My office was able to supplement core funding by successfully bidding for additional Independent Domestic Violence Advisors (IDVAs) and more Independent Sexual Violence Advisors (ISVAs) and securing £224k for this financial year. Additionally our bid for additional domestic abuse and sexual violence funding secured an additional £143k and we successfully bid for Critical Support Funding to meet demand pressures during the year.

Alongside my own local PCC investment, this meant I was able to continue support to the network of community based organisations who help victims whether or not they have reported the crime, and whether abuse is being reported for the first time or for ongoing support. This fulfils the right in the Victims Code for victims to access support services at any time.

Domestic abuse and sexual violence support services in Suffolk faced a number of challenges during the year including an increase in demand in comparison to the long term average and an increase in the complexity and vulnerability of cases and duration of cases, particularly those going through the criminal justice system.

More detail of all our commissioning and information about applying for a grant can be found on my website: www.suffolk-pcc.gov.uk.

The voluntary and charitable sector in Suffolk continued to provide quality services to victims during the pandemic in 2021/22 and continued to respond and be flexible in how they provided support.

Overall, my office has invested £6m into services in Suffolk to support victims of domestic abuse since I was first elected in November 2012. Just over £1.7m has supported specialist organisations delivering services to victims of sexual violence.

In addition to Victim Services, my office continues to provide crime and disorder reduction grants and manage the Home Office Domestic Abuse Perpetrator grant funding with delivery by Suffolk Constabulary and local charity Iceni.

I was pleased to work in partnership to develop the Suffolk Violence Against Women and Girls Strategy, support the annual White Ribbon and #It'sNotOK campaigns. My team also supported the application and delivery of two Home Office 'Safer Streets' projects in Ipswich. We continue to work in partnership with the PCC for Norfolk on two flagship services: Norfolk and Suffolk Victim Care and the Restorative Justice Service.

Crime & Disorder Reduction grants

Crime and Disorder Reduction grants are awarded to organisations that secure, or contribute to securing, crime and disorder reduction in line with the objectives of my Police and Crime Plan.

This year I have awarded the following grants:

Organisation	Grant Awarded
Catch 22 Suffolk Positive Futures – countywide sports based social inclusion youth project	£75,000
Catch 22 Mediation Service – work to reduce anti-social behaviour and neighbour disputes	£18,950
Suffolk Lowland Search and Rescue (SuLSAR) – specialist teams to support Suffolk Constabulary searches for high risk vulnerable adults and missing children	£10,000
Taxi Marshals – work in night-time economy in Ipswich to prevent crime and disorder and increase public safety	£5,000
Town Pastors – support for vulnerable people & defusing potentially aggressive situations in ten towns in Suffolk supporting the night-time economy	£30,000
TOTAL:	£138,950

Pictured below: The PCC with volunteers from Suffolk Lowland Search and Rescue. SuLSAR received a grant to support their work searching for high risk vulnerable adults and missing children



Support for victims

In this financial year we commissioned grants worth £1,074,596 to specifically address domestic abuse and £368,527 for sexual violence, plus £353k for victim support. The specific grants are detailed here:

Commissioned services to support victims in 2021/22		
VICTIM SUPPORT	Victim Support - Norfolk & Suffolk Victim Care - Referral & Support Service	£315,000
	Restorative Justice Service - Intervention service between offender and victim	£38,000
	TOTAL	£353,000
DOMESTIC ABUSE	Anglia Care Trust – to support the provision of specialist Money Advice Service for victims	£33,367
	Bury St Edmunds Women’s Aid - to support the specialist centre in the west of Suffolk	£72,500
	Compassion – direct support and community-based programmes in the district of Babergh	£21,100
	Home-Start Mid & West Suffolk – support for families in Mid and West Suffolk	£10,000
	Leeway - Independent Domestic Violence Advisory (IDVA) Service. Supporting high risk victims in Suffolk with safety planning.	£672,000
	Leeway – Project Safety Net – practical and emotional support for victims whose first language is not English	£51,000
	Lighthouse Women’s Aid - support for the Women’s Centre in Ipswich	£72,500
	East Suffolk & North Essex NHS Foundation Trust – IDVA to support elderly victims	£36,800
	One Voice 4 Travellers – supporting Gypsy, Romany and Traveller communities	£3,900
	PHOEBE – support for minority communities and migrant women	£40,000
	Target Hardening – physical safety measures securing property of high risk victims	£2,500
	Waveney Domestic Violence & Abuse Forum - services to support cope and recovery	£30,100
	TOTAL FOR DOMESTIC ABUSE	£1,045,767

Commissioned services to support victims in 2021/22		
SEXUAL OFFENCES	Fresh Start - new beginnings – therapeutic support for child victims of sexual abuse	£60,000
	Independent Sexual Violence Advisors (ISVAs) – services to victims of sexual violence (SV) through risk assessment and safety planning	£111,261
	Restitute – support for family members/ carers of victims of SV or child sexual abuse (CSA)	£20,000
	Suffolk Rape Crisis – to support outreach work with female victims of sexual abuse	£75,000
	Survivors in Transition – therapeutic support for adult survivors of child sexual abuse and male victims of sexual abuse	£75,000
	TOTAL FOR SEXUAL OFFENCES	£341,261
OVERALL TOTAL	£1,740,028	

Critical support fund

The PCC secured Ministry of Justice grant funding to support exceptional or additional support requirements to victims of domestic abuse and sexual violence that could not be met using existing allocations. The funding was awarded to:

Critical Support Fund 2021/22	Total
Bury St Edmunds Women’s Aid – additional Freedom Programmes for victims of domestic abuse and outreach support to address the waiting list	£5,407
Lighthouse Women’s Aid – additional support, advice and crisis work to address the increase in demand, outreach work for hard-to-reach cohorts of victims and work with children	£12,625
PHOEBE – additional online support, outreach work and emergency crisis support for victims of domestic abuse from minority communities	£10,797
Suffolk Rape Crisis – additional counselling and support for women and girls aged 14+ who are victims of sexual violence	£21,900
Survivors in Transition – focus groups and support service for young people who are victims of sexual abuse	£5,366
TOTAL:	£56,095

Suffolk PCC's Fund

Each year I award grants of up to £20k to support the work of voluntary, community and social enterprise organisations to deliver services that help make Suffolk a safer place in which to live, work, travel and invest.

Suffolk Community Foundation manages the fund on my behalf and the Chairs of each Community Safety Partnership also consider the projects before the award is made.

In 2021/22 grants worth a total of over £258k were awarded, supporting 18 different organisations across the county. These projects will deliver over the next 12 months and will each provide a report on the difference the project has made. This information will be published on the PCC website, www.suffolk-pcc.gov.uk.

PCC grants awarded in this financial year are as follows:

Organisation	Grant awarded
Future Female Society – work with vulnerable girls at risk of exploitation and gang involvement	£19,958
Ipswich Community Media – work with hard-to-reach young people who have offended or are at risk of offending	£20,000
Porch Project – support for young people to help reduce anti-social behaviour (ASB)	£20,000
St Augustine's Church – targeted youth work provision during term-time to enhance life skills of young people	£12,801
Green Light Trust – rehabilitation activity for women suffering with drug or alcohol misuse	£18,297
Ipswich BMX Club – towards safety fencing around the track providing an alternative activity for vulnerable young people	£1,505
RFEA The Forces Employment Charity – early intervention (at the point of arrest) for veterans to help reduce reoffending	£20,000
Suffolk Mind – counselling and training for adults with poor mental health to cope and recover from the impact of crime	£13,800
Suffolk Refugee Support – awareness raising sessions for minority communities on the prevention of various crimes	£20,000
Be Me Like We – educational and cultural programmes and awareness raising of hate crime for minority communities	£8,000
Bures Sportsground Committee – youth engagement programme to help reduce ASB in the area	£3,500

MN Well-Child Support – work with primary school aged children who have offended or been involved in ASB	£6,579
Room 4 – trauma based therapy sessions for those at risk of gang affiliation, county lines and child sexual exploitation	£7,000
The Hive Ipswich – community space to encourage diversity and community cohesion within hard-to-reach communities	£10,000
Volunteering Matters – youth programme raising awareness of the dangers of the internet and how to stay safe online	£20,000
Ormiston Families – support for children whose parent or significant carer is in prison	£20,000
St Giles Trust – awareness raising sessions within schools on gangs, exploitation and serious violence	£20,000
The Mix Stowmarket – engagement with vulnerable young people to reduce crime	£16,701
TOTAL:	£258,141

The PCC Fund summary and impact report from January 2020 to June 2022 is available on the PCC website: www.suffolk-pcc.gov.uk/wp-content/uploads/2022/08/PCC-Fund-Overall-Report-2022.pdf



Pictured above: A £20k grant awarded to the Northampton Saints Foundation from the PCC Fund in 2022/21 has supported 20 young people from nine local schools who are disengaged from mainstream education. The funding supports a Programme Lead and Student Mentor who operate from Ipswich Rugby Club. The Engage programme, which started in June 2021, has played a crucial role in raising the confidence and self-esteem of young people with at least 75% returning to education or employment.

Impact of PCC grants

All grants awarded by my office are measured against clear deliverable outcomes. Full details of the grants are available on my website. Here are just some of the impacts 2021/22.

PCC and Ministry of Justice funding in 2021/22 enabled over 18,600 victims of crime to be referred to Norfolk and Suffolk Victim Care and specialist support services for victims of domestic abuse and sexual violence.

The services supported:

- 1,837 victims of sexual violence
- 4,847 victims of domestic abuse
- 149 victims of child sexual abuse
- 1,286 victims of other crimes

At the point the data was collected 3,151 of the victims supported in the time period had provided feedback saying that they were better able to recover and cope with aspects of everyday life, a key outcome for all our victim services.

Supporting victims with protected characteristics

Ensuring victim services respond to the needs of those with protected characteristics is hugely important. We strive to raise awareness of services and increase accessibility to all victims, whether or not they chose to report to the police.

The demographic data of victims accessing support services in Suffolk shows that PCC funded services are proactively reaching out to minority groups, for example those with disabilities or from Black and

Minority Ethnic backgrounds. This year, in response to our analysis of the challenges, I have funded:

- East Suffolk and North Essex NHS Foundation Trust to employ a new Independent Domestic Violence Advisor (IDVA) for the elderly in Ipswich Hospital.
- New specialist IDVAs for young people, victims from minority communities and an IDVA specifically supporting male victims of domestic abuse.
- A lead Independent Sexual Violence Advisory (ISVA) whose role incorporates awareness raising and engagement with under-represented groups.
- PHOEBE, a charity providing holistic support to women victims of domestic abuse from BAME and migrant backgrounds including those with insecure immigration status and with no access to public funds. The service is led by and for BAME women and has supported over 200 women this year.
- Counselling and therapy for male victims of sexual violence.
- Specialist services for children and young people who are victims of abuse.

Night Time Economy

I continue to support initiatives that promote safety in our towns at night. The pandemic and 'lockdown' conditions meant that Town Pastors could not patrol but once the Night Time Economy started to recover,



“Invaluable support, even though I chose not to continue with the case. I didn’t know about Clare’s Law until [IDVA] discussed it with me and she was very good at challenging my thoughts and feelings about it.”

Independent Domestic Violence Advisory service user.

schemes assessed how they could safely patrol in response to local demand. A positive impact was made, contributing to the personal safety and wellbeing of 239 people, by ensuring they safely accessed transport home or were reunited with friends and therefore reducing the risk of being a victim of crime.

Support for young people

Catch 22 – Suffolk Positive Futures’ ‘early intervention’ approach to tackling crime and anti-social behaviour provides a compelling alternative for young people through the delivery of sports-based activity. They work in areas of high deprivation and where higher rates of crime and ASB are reported, in order to engage the most vulnerable young people in Suffolk. New projects were established in Leiston, Maple Park (Ipswich) and across Suffolk:

- 1,187 young people were engaged in the programme.
- 25% of participants were girls and 21% of participants were from a Black, Asian or other minority ethnic background.

- 20 young people ‘not in education’ worked towards a recognised qualification and 15 started volunteering placements.
- 91% of participants surveyed felt safer in their community as a result of participation.
- 93% felt more confident in their ability to make positive life choices as a result of the service.

Grants previously awarded through the PCC Fund provided individual impact reports on completion, including these young people focussed projects:

Ormiston Families supported 33 vulnerable children living in Suffolk suffering as a result of having a parent or significant carer in prison. This project improves their emotional resilience, helps them stay engaged with education, develops strong and supportive networks and reduces the risk of them becoming engaged in antisocial behaviour. The project also reduces the risk of re-offending by the imprisoned parent through improving family relationships.

The Prince’s Trust worked with eight young people who were either victims

Pictured above: Suffolk Positive Futures is a countywide sports-based social inclusion project empowering young people to become positive role models and responsible citizens. The service receives a £75k Crime and Disorder Reduction grant from the PCC.

continued >

or at risk of exploitation from crime and six of them moved onto a positive outcome such as employment, training, apprenticeships, further education and self-employment.

Room 4 provided support to 15 young people in West Suffolk who had experienced childhood trauma including domestic abuse, neglect, physical or sexual abuse, traumatic loss of a parent, separation, being taken into care, and parental criminality; all factors recognised in increasing the risk of criminality and/or exploitation.

“Our Year 9 and 10 pupils really benefitted from the timetabled sessions with SOS+. I noticed a difference in the attitude of pupils who were being mentored by SOS+.

“In recent months, our pupils have been more proactive and telling staff if certain individuals had been carrying knives for protection. This, I believe is a direct result of interventions and mentoring from SOS+.”

Kevan Wayne-Morris
Interim Deputy Headteacher
Olive AP Academy

St Giles Trust provided SOS+ group work sessions and mentored eight young people to improve self-esteem, school attendance and attainment and reduce gang involvement, exploitation or criminal activity.

The Mix have engaged with over 700 young people this year in Stowmarket and have expanded into Needham Market. They have developed collaborative partnerships with PCSO's, Salvation Army, Town Councils, Suffolk FA, Criminal Exploitation hubs and local businesses to build positive relationships with young people to discourage crime and anti-social behaviour.

Whitton Youth Partnership supported 200 young people aged 13-18 in north west Ipswich and have regular engagement with the local Safer Neighbourhood Team and Police Community Support Officer (PCSO). In addition to a wide range of activities

and events young people have been supported with responding to the impact of Covid-19 on their mental health, education and family life as well as where they are victims of crime and anti-social behaviour. Talks and presentations are given on a regular basis to address issues such as drugs, sexual exploitation, peer pressure, ASB, bullying and LGBTQ+ issues. :

Restorative Justice

The Restorative Justice Hub, jointly funded with the PCC for Norfolk, supported 102 victims, 47 offenders and eight other participants in Restorative Justice (RJ) during the year. 75 cases had been completed by the RJ service since it was established in 2019. The quotes below reflect the impact of the RJ process on the deceased's mother and the offender in a case of Death by Dangerous Driving:

Victim:

“I received lots of support and information as and when it was there. I feel so much better for having done RJ - I would like others to feel what I am feeling. I hope that Norfolk and Suffolk continue to provide the service - they must. If I can help out anywhere, I would be happy to, so that I can help others and tell them of my experience. It has worked for me and I would fully recommend it. 2 years ago, I would have hesitated and may not have done it but as soon as the VLO [Victim Liaison Officer] spoke to me about it, I jumped at the chance. It has definitely helped me in my journey.”

Offender:

“Very happy to have taken part, hope [victim] now feels better with life. I am grateful for the opportunity to say 'sorry'.”

Consultation and Engagement

Throughout this year I have endeavoured to engage with Suffolk residents to obtain community views despite the challenges of the pandemic.

Our usual public meetings were not possible so this year we needed to find new ways to engage with the public to enable open and frank two-way dialogue with all sections of the community.

Public engagement is a key responsibility of every PCC. In a large rural county like Suffolk this is quite a challenge. Therefore I make every effort to ensure members of the public and businesses can engage with my office to discuss issues that affect them.

Public engagement over the past year included:

- attending virtual meetings hosted by business and general interest groups to talk about the work of the PCC and discuss policing issues
- meeting parish councillors through virtual meetings in conjunction with Suffolk Association of Local Councils (SALC)
- inviting public questions through a web-chat with the Chief Constable
- responding to correspondence into my office on a variety of local issues.
- taking part in 'hot seat' phone-ins on BBC Radio Suffolk with the Chief Constable to hear public views on policing and answer questions
- updating my website to ensure all information is clear and accessible
- an online public survey in January 2022 on my proposal to increase the policing element of the Council Tax precept, this resulted in over 1,166 respondents, of which 62% supported the increase.



Pictured above: In November 2021 we staged a public engagement event in Pakefield's Morrisons supermarket to talk to local shoppers about policing in the area. Restrictions were easing so shoppers no longer needed to wear masks although we, as guests of Morrisons, were asked to do so.

Volunteers continue to play a crucial role in policing

The contribution made by volunteers to policing in Suffolk is absolutely remarkable. Volunteers continue to play an important part in our policing family, and we are indebted to them for their unstinting commitment and enthusiasm.

The Special Constabulary, who are warranted officers with the same powers as regular officers, has introduced three new specialist units in this financial year.

The Roads Policing Unit now has three fully-trained Special Constables in their team, one Special has also completed his advance driving course so he can now fully assist the regular officers. We now have a Specials Public Safety Unit (PSU) who are fully trained to assist in any public safety emergency. Most recently

two Special officers have joined the Scorpion team where they work alongside their regular colleagues to proactively disrupt criminal activity.

All three of these new units will massively assist with resourcing to help keep Suffolk safe.

The Police & Emergency Services Cadets are young people aged between 13 and 18 years with an interest in policing and supporting the community of Suffolk. Suffolk has 158 cadets posted across eight units, three of which are joint with the Suffolk Fire and Rescue Service. Meetings returned to face to face events in February this year, after spending a frustrating couple of years meeting on-line. We are extremely pleased that so many of our young people have stayed with the Cadet scheme. Numbers continue to grow and 2022 will see the Cadets getting involved in community engagement and community action once again. It

110 Specials carried out almost 35,000 hours on duty, an average of 316 hours per officer. 120 Police Staff Volunteers and 13 Independent Custody Visitors made 102 calls/visits to detainees in police custody



Pictured above the PCC and Assistant Chief Constable Rob Jones (right) with the Special Constabulary roads policing officers.

has been a very tough few years with COVID and in recognition of this the Cadet Leaders are completing youth mental health awareness training to support cadets return to normal life. The team is currently recruiting Cadet Leaders; this is an incredibly rewarding role and full training will be given. If interested, please contact cadetsinfo@suffolk.police.uk

Suffolk currently has 120 Police Support Volunteers (PSV's) most of whom were unable to support the Constabulary during the covid restrictions, however we are very grateful to those who's

roles enabled them to continue to support us, such as mounted PSV's Local Policing volunteers (LPV's) and our transport services volunteers who delivered PPE to all our officers across the county, as well as continuing to move our vehicles between our workshops and respective stations.

Most PSV's were able to return to volunteering in February this year and it was wonderful to welcome them back. Those PSV's who were able to continue to volunteer for us through the Covid restrictions completed 5,500 hours in total over the last financial year.



Congratulations to Special Superintendent Paul Booker who received a BEM for services to Policing after over 30 years of Service.

Independent Custody Visitors

Independent Custody Visitors (ICVs) are volunteers from our local community who visit the county's Police Investigation Centres (PICs) to check on the welfare of detained persons and the conditions in which they are held.

These volunteers help me to fulfil my responsibility to ensure that policing in Suffolk is carried out fairly, in accordance with relevant legislation and Home Office guidance, and with respect for the human rights of all those coming into contact with the police.

For each of the visits or calls carried out throughout the year a report is provided to my office detailing what the ICVs had observed or discussed with detainees and/or custody staff at the time of the visit or call. This information provides a useful insight into the position in custody, Throughout the pandemic volunteers continued to carry out their custody visits when possible.

Whether attending in person, or making calls in to the facilities, ICVs were well assisted by custody staff and able to check on the rights and entitlements of detainees.

The updates provided by the custody Inspectors and the information provided by the Chief Inspector were extremely useful. We were assured that measures were quickly put in place in relation to Covid procedures and the continuation of partnership services, legal services and medical services.

The regular information provided on detainee numbers, staffing, supplies of personal protective equipment, facilities management and safer detention reporting was also essential for the my office to monitor the position throughout the period ICVs were not visiting in person.

I would like to take this opportunity to thank our custody visitors for their invaluable support and commitment, particularly through the difficult times faced this year.

Collaboration

Suffolk Fire and Rescue Service

Our successful partnership with Suffolk Fire and Rescue Service continues this year with the construction of two new police/fire stations. This will bring the number of joint stations to thirteen by the end of this financial year

Construction works continue on the site of the existing fire station in Princes Street and the new base is expected to be operational in the summer of 2022. This will become Ipswich's joint police and fire station. The prominent position between the railway station and the town will make it a key focal point in our county town. Funding for the £4.8m project is shared between the two blue-light services along with support from the government, which has already been secured. This is another example of the significance of collaboration between police and

fire in Suffolk where we are leading the way nationally.

I was pleased to join County Councillor Andrew Reid, the Chief Constable and the Deputy Fire Chief to officially mark the start of works of the new joint station in Stowmarket back in July 2021. Construction is progressing and we expect the station to become operational in early 2023. This new joint station, the first new-build, is designed to optimise the operational response and effectiveness of both emergency services and I am particularly excited that the design details will help reduce the environmental impact of the building.

Norfolk Constabulary

The collaboration between Suffolk and Norfolk constabularies continues to deliver significant saving for both police forces.

This year we held very constructive meetings with Norfolk's recently elected Police and Crime Commissioner, Giles Orpen-Smellie. I am pleased to report our working relationship has got off to a very positive start.

Our collaboration with Norfolk is hugely important to us. In this financial year the partnership has yielded savings for Suffolk of £1.5m, increasing the total savings achieved through the collaboration to £21.8m.

Police departments working in the joint space include major investigations, roads and armed policing, custody, the cyber-crime unit and 'back office' services such as HR, ICT and finance.

Together with Norfolk we have



Pictured above: (l-r) Deputy Fire Chief, Dan Fearn; Tim Passmore; County Councillor Andrew Reid and Chief Constable, Steve Jupp officially mark the start of works of Stowmarket Fire Station in July 2021.

secured a joint public order training site. A temporary lease has been taken at RAF Barnham to provide a new public order and tactical training site. It has external hard-standing space for public order training, an area for tactical training purposes and exclusive use of a building for briefing and storage.

up vetting for new officer recruits and transferees as well as staff members. Currently the system for using suppliers and contractors will continue under the national scheme run by Warwickshire Constabulary. This new approach should reduce delays and costs in appointing new staff and officers.

The original proposal for a 7Force Digital Asset Management System following a successful pilot scheme will now take place across five forces as Kent and Essex withdrew due to costs and compatibility issues.

For the future, the Seven Force Strategic Collaboration Programme will transform into a new network where ideas of best practice and learning can be shared on an informal basis or as necessary. There is an expectation that the new director will be looking to develop much more innovation and use of virtual policing concepts using new technologies. This will provide better value for money and improve policing productivity. Given the appointment of Sir Stephen House by the Home Office to examine ways of improving police productivity, this is a very timely initiative from the Eastern Region.

Seven Forces

The Seven Force Strategic Collaboration Programme was established in 2015 and works across the Eastern Region to develop and implement successful collaborative solutions to protect the front line local delivery of policing.

The police forces that form the collaboration are Bedfordshire, Cambridgeshire, Essex, Hertfordshire, Kent, Norfolk and Suffolk.

The programme covers a geographic area of more than 9,000 square miles, serving nearly 8 million residents. This makes it one of the most ambitious police partnership programmes.

Key achievements this year include the 7Forces vetting scheme which is now in place and should speed



Pictured above: Regular meetings with the Norfolk PCC, Giles Orpen-Smellie provide a useful update on Suffolk's collaboration with Norfolk Constabulary.

Looking forward

The prospects for the coming year look challenging for us all, but I know the Constabulary will continue to cope with whatever situation it finds itself in, however complex or challenging the environment.

On the bright side, the emergence from the pandemic is very welcome. Whilst hindsight is a wonderful thing, I do not believe the country can ever afford such a lockdown again either economically, socially or mentally.

New policing initiatives will continue to pay dividends this year – in particular, the benefits from the Sentinel and Kestrel Teams, building on the excellent results so far in combatting organised crime, county

lines drug dealing and high harm individuals.

The major revamp of the CCR, which includes the recruitment of an extra 27 staff and four police officers by the end of the year, will provide a real improvement, especially with the non-emergency 101 service. This substantial project has been recognised by Her Majesty's Inspectorate as being crucial for future community safety and policing.

Next year will be the last year of the national Operation Uplift programme and there are plans in place to recruit a further 72 additional officers by the end of 2022/23. This will bring the overall



Pictured above: The PCC engaged with local communities across the county to discuss policing issues and this will continue with a programme of public meetings and events in the next financial year.

The pandemic reduced opportunities for formal meetings, however, this outdoor Street Meet event in Haverhill in July 2021 with local police officers was well attended.

strength of full-time police officers in Suffolk to over 1,400 – considerably more than there has been since I was first elected in 2012.

Our grants and commissioning work, especially for victim support, will continue to be at the very centre of all we do and is a major priority in our new Police and Crime Plan.

Exciting new approaches are in the plan to do much more to support the younger generations in our county and do much more to reduce re-offending rates. A multi-agency approach is necessary and helping offenders to change their ways benefits them, their families and the rest of society.

The joint estates work with Suffolk Fire and Rescue Service will be completed this year, culminating in the opening of the only new-build station in Stowmarket which was supported by a Community Infrastructure Levy (CIL) payment of more than £430k from Mid Suffolk District Council.

The rise in fuel and food prices are well-documented and our police force suffers from inflation like any other household or organisation. Contingencies are in place; so whilst matters are difficult, there is no need for alarm. That said, I am concerned there could be rises in levels of crime, abuse, addiction, and anti-social behaviour as these issues can escalate when times are hard.

Demand on the force continues to grow and, unfortunately, a large proportion of this additional demand is not related to policing. Urgent discussions are taking place with the Mental Health Foundation

Trust, and I expect to see progress on a reduction in demand on the Constabulary from the ambulance trust, accident and emergency departments and social services, dealing with children in care who go missing.

I will continue to press National Highways, through ministerial contacts to make their traffic officers available for supporting our roads policing units when there are serious delays on Suffolk's major road network.

Several national infrastructure construction projects have been announced including Sizewell C, Freeport East and a major expansion of Highpoint Prison. This will place a further burden on the Constabulary's resources and as Police and Crime Commissioner I am doing everything possible to ensure the force is adequately compensated via Community Infrastructure Levies or Section 106 agreements.

There is no need for doom and gloom, and I hope by next year the clouds of uncertainty will have lifted and there is good news on our campaign for a fairer Home Office police funding settlement.

We are lucky to live and work in a safe county and, whilst there will always be challenges, I am proud to work with the Constabulary to keep you all safe.

Tim Passmore

Police and Crime Commissioner for Suffolk

Chief Officers' Remuneration

Home Office Circular 006/2012 'Police Officer Remuneration and Conditions' provides that all benefits for chief officers and their values should be published in the annual report.

The value of the salaries and benefits package of chief officers as at 31 March 2022 are as follows:

Chief Constable: Steve Jupp

Salary	155,189.40
Mileage Allowance	7,241.04
Reactive insurance	2,650.00

Deputy Chief Constable: Rachel Kearton

Salary	123,648.00
Employer's Pension Contribution	38,330.88
Housing / Rent allowance	4,329.96
Mileage allowance	7,241.04
Reactive insurance	2,650.00

Assistant Chief Constable: Rob Jones

Salary	118,468.77
Employer's Pension Contribution	36,725.32
Mileage allowance	7,241.04
Reactive insurance	2,650.00

Temporary Assistant Chief Constable: Eamonn Bridger from 14.06.2021 *

Salary	102,791.33
Employer's Pension Contribution	28,442.17
Mileage Allowance	6,023.96
Reactive Insurance	2,650.00
On Call	560.00

Assistant Chief Constable: Simon Megicks to 13.06.2021 *

Salary	24,175.16
Employer's Pension Contribution	7,391.64
Reactive Insurance	530.00
Medical Expenses	610.08

Assistant Chief Officer: Kenneth Kilpatrick

Salary	102,961.20
Employer's Pension Contribution	21,827.76
Mileage allowance	7,241.04

* This post is jointly funded by Norfolk (56.7%,) and Suffolk (43.3%).

Contact us

-  Telephone: 01473 782773
-  Email: spcc@suffolk.police.uk
-  Follow: [@timspcc](https://twitter.com/timspcc)
-  Write to: The Office of the Police and Crime Commissioner
 Police Headquarters
 Portal Avenue
 Martlesham Heath
 Ipswich IP5 3QS



