



**POLICE & CRIME
COMMISSIONER**
for Leicester,
Leicestershire & Rutland
Your Communities - Your Commissioner

Our ref: FOI 0003/25 – OPCC 651

Date: 31 January 2025

Name:
Email:

Dear,

Freedom of Information Act 2000

I write further to your freedom of information request received on 10 January 2025. I note you seek access to the following information:

1. How many days annual leave is the PCC entitled to take each year. If it's changed during his time in office, please state this.
2. Broken down by year since he took office, how many annual leave days has the PCC taken.
3. In addition, what are the PCCs working hours each week. Is this agreed in writing anywhere? E.g., is there a minimum expectation.
4. How many annual leave days does the chief constable get granted each year for the same period.

Your request for information has now been considered and the response can be found below:

1. How many days annual leave is the PCC entitled to take each year. If it's changed during his time in office, please state this.

The PCC is not an employee with an employment contract containing an annual leave entitlement. The PCC is an elected office holder and corporation sole established in law as such under the Police Reform and Social Responsibility Act 2011 (the 2011 Act). The 2011 Act is thus silent on employee-type issues and entitlements for PCCs. Rather the 2011 Act states certain responsibilities that much be fulfilled by the officer holder, regardless of the days and hours required to work to do so.

2. Broken down by year since he took office, how many annual leave days has the PCC taken.



The PCC took office on 31 May 2021. Since then, the PCC has taken a varying number of days annual leave as broken down in the table below. This has been put in context alongside the number of days worked (annualised for evenings and weekends) during that year compared to an average employee under UK employment law.

- 2021-2022 19.5 days
- 2022-2023 48 days
- 2023-2024 29.5 days
- 2024-2025 (to 21.1.2025) 39.5 days

3. In addition, what are the PCCs working hours each week. Is this agreed in writing anywhere? E.g., is there a minimum expectation.

Again, the PCC is not an employee with an employment contract providing for contracted working hours. The PCC is an elected office holder and corporation sole established in law and the 2011 Act is thus silent on employee-type issues like working hours.

The 2011 Act does, however, set out the statutory functions a PCC has, and other legal duties, responsibilities and powers come from elsewhere in law and through national, regional and local requirements. In meeting the role and responsibilities of PCC, PCC role holders often work in excess of 'normal' office hours, attending community engagement events and meetings in the evenings and at weekends.

4. How many annual leave days does the chief constable get granted each year for the same period.

A chief constable's terms and conditions are based on statute, regulations, and determinations. Specifically, annual leave entitlement is regulated by Annex O (Determination to regulation 33, Police Regulations 2003).

The Chief Constable of Leicestershire Police is entitled to 35 days' annual leave per annum.

[Note: due to the wording of the question, this response does not take account of days entitled to in lieu of rest days worked, etc. or carried forward from a previous year.]

The Office of the Police and Crime Commissioner provides you the right to ask for a re-examination of your request under its review procedure. Letters should be addressed to Data Protection Officer at the above address or emailed to OPCC@leics.police.uk. If you decide to request such a review and having followed the Police and Crime Commissioner's full process you are still dissatisfied, then you have the right to direct your comments to the Information Commissioner who will give it consideration.



Yours sincerely,

Office of the Police and Crime Commissioner

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Applications for the copyright owner's written permission to reproduce any part of the attached information should be addressed to The Office of the PCC, Leicestershire Police Headquarters, St. Johns, Enderby, Leicester LE19 2BX.