

Northamptonshire Police

Nick Adderley
Chief Constable

Simon Nickless
Deputy Chief
Constable

Simon Blatchly
Assistant Chief
Constable

Pauline Sturman
T/Assistant Chief
Constable

Paul Bullen
Joint Assistant Chief
Officer
for Enabling Services
(Police and Fire)

Northamptonshire Police
Total Officers- 1368
Total PCSOs - 90
Total Staff - 996

Northamptonshire Fire & Rescue Authority

Darren Dovey
Chief Fire Officer
Head of Paid Service
(Fire)

Rob Porter
Assistant Chief Fire
Officer
Corporate Services

Shaun Hallam
Assistant Chief Fire
Officer
Community Risk

Phil Pells
Area Manager
Operational Support

Barry Mullan
Area Manager
Business Services

Kerry Blair
Area Manager
Operational Support

Northamptonshire Fire & Rescue Service
Full Time Firefighters/Officers 254,
Retained Firefighters 200,
Fire Staff 73 ,
Total 527

More details on senior staff can be found [here](#)
Salary Information can be found [here](#)

Office of the Northamptonshire Police, Fire and Crime Commissioner

Paul Fell
Director for Delivery
PMG5 (£76,425 -£81,816)

Governance and
Accountability
Manager

Digital and
Technology Delivery
Manager

Delivery Manager
Operations & Crime
Reduction

Customer Service
Manager

Insight Analyst

Customer Service
Caseworker x2

Simon Clifford – On secondment to the Police ICT Company

Voice for Victims & Witnesses
(A limited company wholly owned by the
OPFCC to deliver his statutory duty of
providing a Victim and Witness Services
in Northamptonshire)
Total Staff – 43

Mint Commercial Services LLP
A separate legal entity in the form of a
Limited Liability Partnership to deliver
commercial services which is jointly
owned by the Northamptonshire PFCC
and the Nottinghamshire PCC.

Stephen Mold
Police, Fire & Crime
Commissioner

Helen King
Chief Finance Officer
(OPFCC & Fire)
PMG7 (£89,001 - £95,292)

Finance
Assistant

Executive Assistant

Nicci Marzec
Head of Paid Service (OPFCC)
Monitoring Officer
(Fire & OPFCC) & Director for Early
Intervention – PMG6 (£82,485 - £88,308)

Criminal Justice and
Victims Services
Manager

Early Intervention
Manager

Engagement
Coordinator

Community Safety
Transformation
Manager

Project Support
Officer

Head of Joint Fire/
OPFCC
Communications

2 x Communications
Officers

1 x Social Media
Communications Officer

1 x Digital Media
Communications Officer

OPFCC Delivery Teams

Youth Service
1 Manager, 1 Senior Youth worker,
5 Youth Workers and 3 Youth
Support Workers (1 vacant role) and
1 Youth Commission Officer

Early Intervention / ACE Team
1 x Senior Practitioner
7 x ACE Early Intervention Officers
(1 vacant role)
4 x ACE Domestic Abuse Officers

OPFCC Staff information

- The core office of Northamptonshire Police, Fire and Crime Commissioner employs 22 people and as the PFCC is the fire authority as well as the police governance authority, staff are needed to manage that responsibility. Included in this number is a shared Communications Team with the Fire & Rescue Service. The Office of the Northamptonshire Police, Fire and Crime Commissioner has also taken on a greater role under the Government's changes to the police complaints system therefore, three members of staff have been employed to deliver this important responsibility.
- Ensuring that Northamptonshire Police is better funded and fighting for more resources for the Force has been a priority for the PFCC. Through the council tax, the PFCC pledged to recruit 83 extra officers to increase the establishment of the force and now with the promise of additional Government funding, Northamptonshire Police is on course to have the largest number of officers it has ever had. The PFCC also enabled the fire service to invest in recruitment and grow the establishment by 12 firefighters.
- But demand, particularly in Northamptonshire, which is one of the fastest growing counties in the country, will continue to outstrip the number of officers and it was felt important to put measures in place to turn off the tap and prevent young people becoming involved in crime or victims of crime in the first place.
- For that reason, the PFCC has chosen to create and directly employ three teams to work with young people and families, rather than commission services from an outside provider. This is to ensure that they are flexible, focussed on demand and accountable for working with police and other key partners.
- The Youth Team provides a detached youth service across the county, focussed on areas that have been identified because of a high level of reported anti-social behaviour and a high number of school exclusions. The Early Intervention Team works with families and young people in difficulties at an early stage to prevent their problems from escalating and the proposed new multi-agency domestic abuse team will provide initial direct support to families who have issues with parental conflict or where there are issues of Domestic Abuse.
- As at 31st March 2021, 42.82 FTE members of staff are employed by the OPFCC. This excludes the PFCC and staff seconded to other agencies. The OPFCC also provides governance support to Northamptonshire Fire and Rescue Service.
 - The proportion of staff who are women – 75%
 - The proportion of staff who are from an ethnic minority – 9%
 - The proportion of staff with a disability (within the meaning of section 6 of the Equality Act 2010 (a)) – 13.6%

*The Elected Local Policing Bodies (Specified Information) Order 2011 specifies that all salaries that exceed £58,200 must be published. This includes salary details for senior staff who are

employed by the Northamptonshire Commissioner Fire and Rescue Authority. Further details about NRFS staffing can be found [here](#).

Pay Scales for the OPCC

Pay Scales	
Scale 1	£15,638 - £16,479
Scale 2	£17,262 - £18,078
Scale 3	£18,486 - £19,704
Scale 4	£20,115 - £22,275
Scale 5	£22,668 - £24,759
Scale 6	£25,556 - £27,339
SO1	£29,229 - £32,004
SO2	£33,420 - £36,420
PMG1	£38,280 - £45,246
PMG2	£43,926 - £52,500
PMG3	£50,964 - £60,921
PMG4	£69,894 - £74,916
PMG5	£76,425 - £81,816
PMG6	£82,485 - £88,308
PMG7	£89,001 - £95,292

Information in relation to the duty of the Chief Constable of Northamptonshire to provide assistance to the Northamptonshire Police, Fire and Crime Commissioner

The Chief Constable of Northamptonshire Police assists the Northamptonshire Police, Fire and Crime Commissioner by making available resources delegated to the Force by the Commissioner.

These include:

- Estates, including the accommodation for the Northamptonshire Office for Policing and Crime;
- Information, Communication and Technology Services, including website hosting;
- Legal Services;
- Human Resources;
- Treasury management, finance and exchequer services;
- Legal Services;
- Organisation and Service Development, including planning functions;
- Corporate Services, including Design and Print Services;
- Learning and Development;
- Media, Communications and Marketing support;
- And other resources on which the office of the Police and Crime Commissioner may call upon from time to time.

Information in relation to the power of local authorities to provide administrative, professional or technical services to the Northamptonshire Police, Fire and Crime Commissioner:

N/A