

# Minutes of the meeting of the Warwickshire Police and Crime Panel held on 7 January 2013

## Present:

### Members of the Panel

#### Councillors:

Michael Doody	Warwick District Council (Vice-Chair in the Chair)
Alan Farnell	Warwickshire County Council
Eithne Goode	Warwickshire County Council
David Johnston	Warwickshire County Council
Peter Morson	North Warwickshire Borough Council
Derek Poole	Rugby Borough Council
Gillian Roache	Stratford on Avon District Council
Ray Sweet	Warwickshire County Council
Helen Walton	Warwickshire County Council

#### Co-opted Independent members

Bob Malloy  
Robin Verso

#### Invitee:

Mr Mark Gore (see minute 4 below).

#### WCC Officers

David Carter	Strategic Director, Resources (Monitoring officer for the Panel)
Jane Pollard	Corporate Legal Services Manager

## 1. Apologies for absence.

An apology for absence was submitted on behalf of Councillor Dennis Harvey (Chair) Nuneaton & Bedworth Council. In the absence of the Chair, Councillor Michael Doody, Vice-Chair, chaired the meeting

## 2. Members' Disclosures of Pecuniary and Non-pecuniary Interests

None

### **3. Minutes of the previous meeting**

The minutes of the meeting held on 5 December 2012 were approved as a correct record.

### **4. Confirmatory Hearing – Chief Executive**

Mr Mark Gore, the Police and Crime Commissioner's proposed appointee for Chief Executive, attended for this item to answer questions from the Panel. Mr Gore's responses are grouped under the various headings below.

The Vice-Chair explained that the Panel would not be making a decision today as the PCC was not available to answer questions relating to the appointment but would hope to be in a position to make a decision on Friday when it was scheduled to meet again.

#### **(1) Experience of policing and crime?**

Mr Gore explained, as his CV indicated, he had no direct experience or knowledge of policing or crime procedures. In his role as a local government officer working in the field of education he has been the Chair of the Rugby Children's Trust and also a member of the Rugby Community Safety Partnership looking at ways to reduce crime in those areas. His main interest/expertise has been to date in relation to young people. With regard to the Rugby area, he was aware there were particular problems with alcohol related crime which need to be addressed through effective education programmes on the implications of alcohol abuse.

The needs of communities in other areas would be different and Mr Gore would need to work with both frontline staff as well as senior officers to ensure the issues were properly understood.

#### **(2) Process for selection?**

Mr Gore explained that he had retired from the Council's service on 31/12/2012. At the time of making the decision to retire he had no plans to continue working. However he had subsequently been approached by Ron Ball (PCC) and Eric Wood to see if he was prepared to take on this interim role. He had an interview with Ron Ball in the week ending 20 December 2012. He recognised that the PCC had a big agenda to deliver over a fairly short timescale and this was his second working day in the post (essentially started last Friday and has attended 2/3 meetings with the PCC. He confirmed he does have a job description.

Mr Gore was well known to Eric Wood having acted previously as a deputy for him when he was Chief Education Officer for the County Council.

**(3) Did he play any part in the PCC campaign?**

Mr Gore confirmed that he had no previous involvement in any of the campaigns for PCC. He first met the PCC at his interview just before Christmas

**(4) Experience in handling complaints?**

Mr Gore explained that, in his previous role as Head of Learning and Achievement with the County Council, he had both undertaken and commissioned complaint investigations. Complaints could relate to members of staff or schools and headteachers. His initial focus on receipt of a complaint would be to ensure that he was clear that he understood the nature of the complainants concerns. If it was about a decision taken by the PCC he would check the records for that decision as a preliminary issue as well (there is a process agreed for decision-making and publication of those decisions). Once clear would then discuss with the person complained about.

**(5) What does he envisage his role will be?**

Mr Gore advised that his role was to support the PCC in fulfilling his statutory responsibilities and to ensure that he ran a cost effective office. Main priorities would be to provide support on the development of the police and crime plan, budget and precept and also to confirm what budget was required to support the office of the PCC. He would also be looking at systems for performance management. However he was conscious that this was only an interim role.

**(6) Does he have any longer term ambitions with regard to this post – would he be applying for the permanent position?**

At the current point in time he has not taken a view on the longer term. At the moment has agreed to take on the responsibility for next 6-8months. Feels however he might feel in 3 months time that there should be a full proper competitive process prior to any permanent appointment.

**Closing Remarks from Mr Gore**

Mr Gore was conscious of the concerns expressed about temporary appointments becoming permanent appointments without engaging a proper process. He re-iterated his personal view that there should a proper process prior to any permanent appointment being made.

This was an interim appointment and although he does not have the specific experience in policing and crime he does feel that his generic skills and experience in managing complex organisations would meet the needs of this post on an interim basis.

He would also like to say that he is a strong believer in democratic accountability and therefore welcomes the involvement of the Panel in this appointment process.

**5. Any other items of urgent business.**

There were no other items that the Chair considers are urgent.

**6. Exclusion of the public**

The Panel agreed:

‘That members of the public be excluded from the meeting for the item mentioned below on the grounds that their presence would involve the disclosure of exempt information as defined in paragraph 1 of Schedule 12A of Part 1 of the Local Government Act 1972’.

**7. Confirmatory Hearing – Chief Executive**

Panel deliberation on the proposed appointment was deferred until Friday 11 January 2013. Panel identified a need for some further information from the PCC i.e.

Job descriptions for both posts and clarifications around the following

How has the salary for each of the posts been arrived at?

What are the pension arrangements for each of the posts?

What are the induction arrangements for each of the posts?

What are the performance management arrangements for the 2 posts?

What the arrangements were around the selection process for the two posts – was there consideration of some form of competitive process?

What arrangements do you have/or are putting in place for a formal process to appoint a permanent Chief Executive, clarification on timescales and would the job description for the permanent post be the same?

The individuals appear to have commenced work in the posts in advance of the confirmation hearings. It would be helpful to understand how this has come about?

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Chairman