

## **Minutes of the meeting of the Warwickshire Police and Crime Panel held on 11 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 (from item 6 onwards)
Helen Walton	Warwickshire County Council

##### Independent members

Bob Malloy  
Robin Verso

#### **Invitees**

Ron Ball	Police and Crime Commissioner
Eric Wood	Proposed Deputy Police and Crime Commissioner
Dave Clarke	Treasurer – Police and Crime Commissioner Office

##### WCC Officers:

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

### **1. Apologies for Absence**

Apologies for absence were received on behalf of the Chair, Councillor Dennis Harvey (Nuneaton & Bedworth Council) and Councillor Ray Sweet (Warwickshire County Council).

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

None.

### **3. Confirmatory Hearing – Deputy Police and Crime Commissioner**

The Chair welcomed Eric Wood, the Police and Crime Commissioner's proposed appointee for the position of Deputy Police and Crime Commissioner.

Eric Wood responded to questions from the Panel regarding his appointment, as follows:

- (1) Bob Malloy asked how Eric Wood had become selected and whether he had any involvement in the Police and Crime Commissioner (PCC) election campaign.

Eric Wood explained that he had first met Ron Ball on 10 August 2012. They had discussed the constitutional nature of the new post of PCC and had expressed his concerns about the loss of the collective wisdom provided by the Police Authority, and how it would be possible for an independent to take part in the campaign.

Mr Wood had met Ron Ball and Andrew Moss (who were then declared candidates) on 23 August and there had been a further discussion. Andrew Moss indicated he was going to stand down and did so. Mr Wood had considered whether he would stand but decided not to and then took no part in the election campaign.

Ron Ball emailed Eric Wood on 19 November (i.e. following Mr Ball's election to PCC) and asked to meet. At their meeting on 22 November Ron Ball asked whether Eric Wood if he would be interested in the post of Deputy PCC.

Bob Malloy asked whether he had yet signed a contract.

Eric Wood advised that he had not received a formal letter or contract and that he had made clear that he was Deputy PCC designate, pending the outcome of this confirmation hearing.

- (2) Councillor David Johnston asked whether the Deputy PCC role would have specific responsibilities or be merely a duplication of the role of the PCC.

Eric Wood replied that it would be necessary to have some delegation of power to enable him to act for the PCC if the PCC was absent. He added that there may be a division of responsibilities in future, but it was too early to decide this. At present they were both attending everything together which was proving very helpful but there will be a period of bedding down before any delineation of duties takes place.

- (3) Councillor Peter Morson asked in what ways Mr Wood considers his skills and abilities will be complementary to those of the PCC.

Mr Wood replied that he has a broad experience of the public sector, including experience of managing budgets, and had good communication skills that will be of use in working in the police alliance and will benefit Warwickshire. He added that, during his time as Chief Executive of the Police Authority, he had been instrumental in driving improvements and was one of the architects of the new plan with West Mercia.

- (4) Councillor Derek Poole asked Mr Wood what his values were in relation to community policing and also asked about the nature of his legal background.

Mr Wood responded that he supported the approach of Sir Robert Peel in that the primary focus must be to reduce crime and disorder, but added that the support, consent and goodwill of the public was needed to achieve this. He also considered there to be a golden thread from local policing, through territorial to the national level, and that role of neighbourhood teams was essential. He added that he had an honorary doctorate in law but did not profess to be a lawyer.

- (5) Councillor Gillian Roache asked how Mr Wood would approach communication across the vast area to be covered, which included many rural and small settlements.

Mr Wood acknowledged that Warwickshire is a diverse county but that he had good knowledge of the history and issues facing Warwickshire. He was of the view that more needed to be done in communicating positive messages about policing in the County and in tackling misperceptions that in turn lead to fear of crime.

Councillor Roache questioned how he would counteract research that put Warwickshire second from lowest in terms of 'visibility of police'. Eric replied that visibility of police is not an accurate indicator of effectiveness as much of the protection work is invisible by design. There needed to be better communication with the public on how the effectiveness of community policing does not rely on police visibility.

The Chair thanked Mr Wood for his full answers and advised that the Panel would have further discussion in the exempt part of the meeting and would then issue its decision on whether or not it considers the appointment should be confirmed.

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

The proposed appointee for Chief Executive (Mark Gore) had been questioned by the panel at its meeting on 7 January 2013 (public minutes

are available on the website). The PCC had been unavailable for questioning at that meeting but questions from the Panel had been forwarded to the PCC and the PCC had provided the responses summarised below:

1. What were the arrangements for selection for the two posts and was a competitive process considered?

A competitive process would have taken time and, with the departure of the previous Chief Executive being imminent, I wanted to provide a handover period.

The legislation is clear that there is no requirement for a competitive process for the Deputy PCC post. I have been impressed by Mr Wood and I am comfortable that I have the right person for the job.

I am obliged by law to appoint a Chief Executive and I sought advice on this from former officers of the Police Authority (Oliver Winters and Dave Clarke) and from Eric Wood. Following enquiries, a list of possible individuals were identified. I decided to meet with Mark Gore, and having reviewed his cv, decided to appoint him on an interim basis (for up to six months) allowing for a handover period.

2. What arrangements do you have for the appointment of a permanent Chief Executive?

The permanent PCC Chief Executive will have a different job description. There will be a public recruitment process and, although I am not able to give a definitive timescale for the advertisement, I will undertake to ensure the recruitment process begins as soon as possible. I will consult the Panel with regard the job description and terms of the post and I apologise that I have not kept them up to speed on the current process for the interim appointment.

3. How was the salary for this (and the Deputy Police and Crime Commissioner) arrived at?

The salary for the Chief Executive post is the same as that of the previous post holder (i.e. the Chief Executive of the former Police Authority). I decided that, as this is an interim appointment, it is appropriate to pay the same as the previous post holder.

(The amount paid to the PCC is set nationally. I adopted the approach taken for deputies in other situations and decided the Deputy PCC be paid 75% of the PCC salary).

4. What are the pension arrangements for each of the posts?

The regulations allow both post holders to join the Local Government Pension Scheme and the decision to join or not is up to the post holders.

5. What are the induction arrangements for the posts?

Part of the reason for the individuals taking up their roles ahead of the confirmation hearings was the desire for a large part of their induction to be carried out by the previous Chief Executive, whilst he was still in post. A number of meetings with key individuals are taking place (e.g. Chief Constable and other senior staff) including a Force familiarisation session delivered jointly with the PCC, Deputy PCC and Chief Executive of West Mercia.

6. What are the performance arrangements for the posts?

These will be the same as those that existed in the previous Police Authority but it will be kept under review and I will advise the Panel if I make any changes to this.

**5. Any Other Business**

There were no items of urgent business for this meeting but it was agreed that a report be brought to the next meeting on whether it is possible to pay some form of allowance for independent members.

**6. Exclusion of the public**

**Resolved**

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 – Deputy Police and Crime Commissioner**

The Panel considered the proposal to appoint Eric Wood as Deputy Police and Crime Commissioner. Councillor Helen Walton moved (and was seconded) that the appointment be confirmed.

**Resolved**

That the Police and Crime Commissioner be notified that the Panel supports the appointment of Eric Wood as Deputy PCC.

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

The Panel considered the proposal to appoint Mark Gore as Chief Executive. Councillor Alan Farnell moved (and was seconded) that the appointment be supported.

### **Resolved**

That the Police and Crime Commissioner be notified that the Panel supports the appointment of Mark Gore as Chief Executive but in doing so:

- (1) Expresses disappointment that the Panel had not been informed in advance of the PCC's proposal which would have ensured transparency.
- (2) Welcomes the PCC's assurance that this is an interim appointment for up to 6 months and that the appointment to the permanent position will be through an open recruitment process, to be started as soon as possible and completed within the six months.
- (3) Welcomes the PCC's assurance that the Panel will be involved in the recruitment process (with regard to the job description and process of appointment).

The meeting closed at 2.35 pm.

(The next scheduled meeting is on Friday 7 February at 2pm when the Panel will consider the PCC's proposed police budget).