

Warwickshire Police and Crime Panel

31 July 2013

Appointment of Chief Executive

Recommendation

That the Panel consider whether or not to support the proposed appointment of the Chief Executive

1.0 Key Issues

- 1.1 The legislation requires the Panel to hold a confirmation hearing whenever the Police and Crime Commissioner proposes to appoint a Chief Executive.
- 1.2 The Panel can support the appointment or make comments to the Police and Crime Commissioner on the proposed appointment. The Panel does not have the power to veto the proposal.
- 1.3 The final decision on whether or not to proceed with an appointment rests with the Police and Crime Commissioner following consideration of any comments made by the Panel.

2.0 Background

- 2.1 The Police Reform and Social Responsibility Act 2011 (“the Act”) requires the Police and Crime Commissioner to notify the Panel when he has chosen a candidate for appointment as Chief Executive. The Panel must meet and hold a confirmation hearing within 3 weeks of receiving that notification. A confirmation hearing must be held in public session but the Panel can retire in private to discuss their views and recommendations regarding the proposed appointment.
- 2.2 The purpose of the confirmation hearing is for the Panel to assess the suitability of the candidate proposed by the Police and Crime Commissioner and put questions to him/her. The Police and Crime Commissioner must provide the Panel with as a minimum the following information
 - the name of the proposed candidate;
 - the criteria that were used to assess the suitability of the candidate;
 - how the candidate has satisfied those criteria; and
 - the terms and conditions on which the candidate is to be appointed.

A copy of the job pack is attached for information as an Appendix. Details about the particular candidate will follow as soon as possible.

2.3 The Panel must formally report its views to the Police and Crime Commissioner and those views should be published. It is suggested that at least 1 working day should elapse between submission of the views to the Police and Crime Commissioner and their publication.

3.0 Guidance on Conduct of the Confirmation Hearing

3.1 The Panel will need to operate within the requirement in employment law for a particular degree of fairness and should complement, rather than duplicate, other steps in the appointment process.

3.2 Candidates should be treated with courtesy and respect at the hearings and in all correspondence and statements relating to the recommendation – but this does not mean that the panel should not be transparent about its findings. Recommendations should be given promptly to the Commissioner to share with the Candidate prior to publication

3.3 A recommendation not to appoint should be used very rarely – but the hearings should not be a rubber stamp.

3.4 The questions for the candidate at the hearing should focus on the following 3 areas

Professional competence:

- ability to carry out the required role
- professional judgement and insight

Questions eliciting background information generally acceptable

- past career
- selection process

Personal independence:

- ability to act in a manner that is operationally independent of the commissioner where appropriate to the post

4.0 Timescales associated with the decision/Next steps

Not applicable

Background Papers

None

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