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Dear Mr Ball

POLICE & CRIME PANEL – CHIEF EXECUTIVE CONFIRMATION HEARING

The Panel wish to thank Mr Hewison for attending the meeting and being open and honest in his answers. The Panel felt he came over well. Undoubtedly his past police service and experience as Judicial Services Manager provides him with a good understanding of some of the key areas that the post will need to engage with. The Panel also felt his recognition that he will be on a learning curve in certain aspects of this post and his willingness to learn were positive attributes.

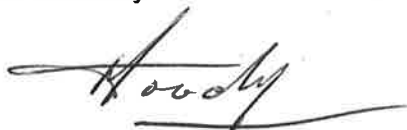
One of the key issues the Panel wished to explore was his ability to operate with the necessary independence in offering challenge to the Chief Constable, when acting as the monitoring officer and also in handling complaints on behalf of the Panel. The Panel was encouraged by his responses that he was someone who could operate with the necessary independence and integrity. However the Panel would comment that it will be important for you as the Police and Crime Commissioner to positively support and encourage such independence to ensure the Office of the Police and Crime Commissioner can operate in a way which maintains public confidence.

Therefore the Panel would wish to support your proposed appointment of Mr Hewison.

With regard to the overall recruitment process the Panel would again ask you to re-consider the role Panel members could take in any future appointments.

Whilst the Panel understood your reasons for limiting the websites on which the post was advertised they noted that the national websites were all linked to the Police/PCC. The Panel thought that other recruitment websites over a wider geographical area might bring more diversity of experience in future recruitment campaigns.

Yours sincerely



Councillor Michael Doody
Vice-Chair of the Warwickshire Police and Crime Panel