

Agenda item:

Dorset Police and Crime Panel

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Date of Meeting	3 September 2013
Officer	Chief Executive
Subject of Report	Confirmation Hearing for the Police and Crime Commissioner’s Proposed Candidate for Chief Executive
Executive Summary	<p>On the 25 July 2013 a selection panel convened by the Police and Crime Commissioner interviewed 3 candidates for the post of Chief Executive of the Office of the Police and Crime Commissioner in Dorset. As a result of this process the Commissioner is now consulting the Police and Crime Panel on his proposal to appoint Mr Dan Steadman.</p> <p>The Police Reform and Social Responsibility Act 2011 requires that in proposing the appointment of a Chief Constable the Commissioner must notify the Police and Crime Panel of the following information:-</p> <p>(a) the name of the person whom the Commissioner is proposing to appoint (“the candidate”)</p> <p>(b) the criteria used to assess the suitability of the candidate for the appointment</p> <p>(c) why the candidate satisfies those criteria; and</p> <p>(d) the terms and conditions on which the candidate is to be appointed.</p> <p>In order to satisfy these requirements the Commissioner has provided the following papers which are appended to this report:</p> <p>Appendix 1: Key dates for the recruitment process</p> <p>Appendix 2: Job Description and Person Specification</p> <p>Appendix 3: General Conditions of Service</p> <p>Appendix 4: Advertisement for the post of Chief Executive</p> <p>The report from Ms Sue Lee, the Independent interview panel Member, is attached at Appendix 5.</p>

	<p>Her report and personal statement are key assurance documents, describing why he considers the interview process to have been rigorous and robust and why Mr Steadman was the interview panel’s preferred choice of candidate.</p> <p>In addition the Commissioner has agreed, although not required to do so by the Act, to answer questions about the selection process, the selection criteria and why Mr Steadman is the preferred candidate.</p> <p>Panel members will recall that, with regards to the selection process for the new Chief Constable for Dorset Police earlier this year, the Vice-Chairman of this panel attended throughout the selection process as a silent observer and then provided direct feedback to other Panel members at the confirmatory hearing in February. On the basis that panel members and the PCC had agreed this to be a useful process, the Chairman of the Police and Crime panel asked Mr Iain McVie to be the silent observer for this appointment process.</p> <p>The proposed running order for the confirmatory hearing is set out on the agenda sheet. It is proposed that having considered this report and that of Ms Lee as independent person the panel should then take the opportunity to hear from and then question (separately from each other) the Commissioner and then Mr Steadman as a candidate.</p> <p>At the conclusion of the questioning the panel should move into closed session to decide upon its recommendations to the Commissioner. In its decision making the panel should consider the suitability both of the appointment process and of the candidate.</p> <p>Following the deliberations in closed session it is recommended that the panel should be reconvene in public session to communicate its decision.</p> <p>Under Schedule 1 of the Police Reform and Social Responsibility Act the panel have <u>no</u> powers of veto with regards to this appointment. The panel is required, however, to produce a written statement outlining whether or not it recommends that the candidate should be appointed.</p> <p>If though, (having considered the papers and having heard from the panel’s silent observer, the Commissioner and the candidate) the panel believe that there has been a significant failure then it could choose to recommend that the candidate is not appointed. In response to this statement, the PCC would be required to notify the panel whether he accepts or rejects that recommendation.</p> <p>There is no duty for the PCC to give reasons for his decision in this respect.</p>
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Impact Assessment:	Equalities Impact Assessment: The need for a confirmatory hearing is one that is prescribed by law and has not been the subject of an equality impact assessment.
	Use of Evidence: This report draws upon the requirements of the Police Reform and Social Responsibility Act 2011 and the selection process undertaken by the Police and Crime Commissioner.
	Budget/Risk Assessment: There are no significant budget implications for the panel arising from this report.
Recommendation	That the panel follow the process outlined in this report in conducting a review of the Police and Crime Commissioner’s preferred candidate to be Chief Executive and Monitoring Officer of the Office of the Police and Crime Commissioner in Dorset.
Reason for Recommendation	To assist the panel in conducting a fair review of the process followed by the Commissioner and the suitability of the preferred candidate.
Appendices	<p>Appendix 1: Key dates for the recruitment process</p> <p>Appendix 2: Job Description and Person Specification</p> <p>Appendix 3: General Conditions of Service</p> <p>Appendix 4: Advertisement for the post of Chief Executive</p> <p>Appendix 5: Report from the independent Interview Panel Member</p>
Background Papers	Police Reform and Social Responsibility Act 2011. Local Government Association / Centre for Public Scrutiny, <u>Police and Crime Panels: Guidance on Confirmatory Hearings</u> , http://www.cfps.org.uk/domains/cfps.org.uk/local/media/downloads/Confirmation_hearings_FINAL.pdf
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 August 2013