

POLICE AND CRIME PANEL – 10 JUNE 2016

CONTINUATION OF APPOINTMENT OF DEPUTY POLICE AND CRIME COMMISSIONER FOR DORSET

REPORT BY THE INTERIM CHIEF EXECUTIVE

PURPOSE OF THE PAPER

This paper, by agreement with the Panel secretariat, is intended to provide an overview for the Panel of the continuation of the proposed appointment of a Deputy PCC (DPCC) for Dorset following the Police and Crime Commissioner election held on 5th May 2016.

The status of that appointment and the criteria by which the Police and Crime Commissioner (PCC) made that appointment was formally considered by the Panel at the meeting held on 10th September 2015, and further details, including the proposed salary of the role from 12th May 2016, were informally agreed by the Panel on 12th May 2016.

The pertinent facts are unchanged and reproduced below, and the Panel is invited to note the appointment and to feed back to the PCC its deliberations on that appointment.

1. INTRODUCTION

- 1.1 Under the Police Reform & Social Responsibility Act 2011 (the Act), a Police and Crime Commissioner (PCC) may make a personal appointment of a Deputy Police and Crime Commissioner (DPCC) for the policing area. The PCC proposes to appoint Mr Colin Pipe as the DPCC for Dorset.
- 1.2 As this is a decision of significant public interest, the PCC is obliged under the Act (Schedule 1, paragraph 9) to advise the Police and Crime Panel (the Panel) of his proposed appointment of a DPCC, and to include the following details:
 - The name of the person who the PCC is proposing to appoint as DPCC.
 - The criteria used to assess the suitability of the candidate for the appointment.
 - Why the candidate satisfies those criteria.
 - The terms and conditions on which the candidate is to be appointed.
- 1.3 This report publicly explains the role of a DPCC, the legitimacy of that appointment under the Act, and addresses each of the criteria spelt out at 1.2 above.
- 1.4 The Panel is required to collectively review the proposed appointment and make a feedback report to the PCC. The report to the PCC should be received within three weeks from when the Panel receives this paper.
- 1.5 The Act makes clear that whilst the PCC is not obliged to follow the recommendation of the Panel he must take into account the feedback from the Panel within the public decision notice.

2. THE ROLE OF DEPUTY POLICE AND CRIME COMMISSIONER

2.1 The PCC has a broad range of statutory responsibilities over the “totality of policing” for their policing area. The PCC must:

- secure the maintenance of the police force for that area;
- ensure that the police force is efficient and effective;
- work with criminal justice bodies in that area to provide an efficient and effective criminal justice system for the police area; and
- obtain the views of local people (especially victims of crime) regarding matters concerning the policing of the area.

2.2 Under Section 18 of the Act the PCC may arrange for the DPCC “to exercise any function of the police and crime commissioner”.

2.3 However, the PCC may not delegate the following functions to a DPCC (or anyone else):

- Issuing a Police and Crime Plan.
- Determining police and crime objectives.
- Attendance at a Police and Crime Panel in lieu of the PCC.
- Preparing an Annual Report to the Police and Crime Panel.
- Matters relating to the employment or discipline of a Chief Constable.
- Agreeing a budget (including the setting of a precept for the police area).
- Appointing statutory officers (Chief Executive and Treasurer).

2.4 Unlike all other staff within the Office of the Police and Crime Commissioner who are required to be in politically restricted posts (under the Act and Section 2(2) of the Local Government and Housing Act 1989), the DPCC appointee is **not** a politically restricted post. This means that the DPCC is able to:

- provide political advice to the PCC;
- represent the PCC at political meetings or rallies;
- act as an election agent or sub-agent for a political candidate for public election;
- be an officer of a political party (or any branch of such a party);
- canvass on behalf of a political party or on behalf of a candidate for public election;
- speak publicly with the apparent intention of affecting public support for a political party or a political candidate; and
- publish, author or co-author any written work or artistic works in which the PCC or DPCC has acted in an editorial capacity (or permit anyone else to publish such a work or collection of that work) with the intention to affect public support for a political party or a candidate for public election.

2.5 Due to the overtly political nature of this role, Parliament has granted PCCs exemption to Section 7 of the Local Government and Housing Act 1989 (appointment of staff on merit) for this appointment **only**. This means that the PCC can appoint a DPCC of their personal choosing, **without** a competitive appointment process or interview.

2.6 However, there are some limited restrictions to that free-reign to appoint, with the DPCC candidate being ineligible for appointment if they are:

- (a) a person who has not attained the age of 18 on the day of the appointment;
- (b) a person who is subject to a relevant disqualification (a police officer or a current member of OPCC staff, police staff, not a citizen of the UK, a bankrupt,

has criminal convictions or has been involved in corrupt or illegal election practices);

- (c) a Police and Crime Commissioner for another police area;
- (c) a Member of the House of Commons;
- (d) a member of the European Parliament;
- (e) a member of the National Assembly for Wales;
- (f) a member of the Scottish Parliament; or
- (g) a member of the Northern Ireland Assembly.

2.7 The DPCC is required as a condition of appointment to make a declaration of eligibility. That declaration is attached at Appendix A.

2.8 If a PCC is unable to continue as the PCC (temporarily or permanently) the DPCC will not automatically become the interim PCC. The Act defines that the interim PCC must be a member of OPCC staff and it is for the Panel to determine which member of the OPCC staff (of which the DPCC will be) should perform those duties for the period of absence (up to six months). However, it is reasonable to assume that in most instances the Panel would appoint the DPCC into the post of temporary PCC as they will have the experience and the unrestricted ability to perform the political functions of the role.

3. THE CRITERIA USED TO ASSESS THE SUITABILITY OF THE CANDIDATE FOR APPOINTMENT AS DPCC AND WHY THE CANDIDATE SATISFIES THOSE CRITERIA

3.1 The criteria for appointment are for the PCC to personally define. The criteria are attached at Appendix B, along with the reasons why the PCC considers that Mr Colin Pipe is suitable for this appointment. The PCC has also made a personal statement as to why it is an appointment that he feels is necessary to maximise the effectiveness of his broad role. The curriculum vitae for Mr Pipe is attached at Appendix C.

3.2 Questions from the Panel regarding Appendix B are for the PCC to personally respond to.

4. TERMS AND CONDITIONS FOR THE DPCC

4.1 The salary for the DPCC role has been set at £56,000, plus pension, which is 80% of the PCC salary. The role includes access to an employer funded psychoanalyst and an annual medical. The role does not include a company car, but the postholder will receive an Essential Car User Allowance for travel outside that of commuting to a permanent place of employment. Expenses will be paid in line with the OPCC allowances and expenses and scheme.

4.2 Mr Colin Pipe will be performing the role of DPCC on a part-time basis (30 hours per week) for the duration of this appointment, and therefore his salary and annual leave allowance will be adjusted on a pro-rata basis (£44,800 and 24 leave days per year).

4.3 The Terms and Conditions shown at Appendix D to this report relate to this appointment and for this term only and may not be the same terms and conditions agreed with any future appointment of a DPCC (or other roles).

5. CONCLUSION

5.1 In accordance with the Act, the PCC is entitled to personally appoint a DPCC for Dorset. As explained in this report, the process of appointment of Mr Pipe is in accordance with the requirement of the Act and is a personal appointment of the PCC.

- 5.2 The Panel is invited to consider the appointment and to feed back to the PCC the views of the Panel.
- 5.3 The PCC is obliged to consider the views of the Panel in his final decision to appoint. Should the PCC go ahead with the appointment, the appointment will be from the date of the decision notice.

SIMON BULLOCK
INTERIM CHIEF EXECUTIVE AND MONITORING OFFICER

Press Enquiries to: Kristian Ward, Digital Engagement Officer (01305) 229088



DECLARATION

*In relation to my appointment as a Deputy Police and Crime Commissioner for Dorset, I, **Colin Pipe**, DECLARE AND AFFIRM that:*

1. I am a citizen of the UK and I have attained the age of 18 on the day of the appointment;
2. I am not subject to a relevant disqualification (a police officer or a current member of OPCC staff or police staff, a bankrupt, with criminal convictions or involved in corrupt or illegal election practices)
3. I am not a Police and Crime Commissioner for another police area;
4. I am not a Member of the House of Commons;
5. I am not a member of the European Parliament;
6. I am not a member of the National Assembly for Wales;
7. I am not a member of the Scottish Parliament;
8. I am not a member of the Northern Ireland Assembly;
9. I will notify the Chief Executive should my circumstances change in relation to the appointment criteria 1-8 above; and
10. I will notify the Chief Executive of other significant change in my circumstances which may affect my position as Deputy Police and Crime Commissioner for Dorset in accordance with the Nolan Principles of Standards in Public Life, the Policing Code of Ethics and the Police and Crime Commissioner's Oath of Office.

Dated this day of 2015

.....
MR COLIN PIPE

Signature witnessed by:

.....
SIMON BULLOCK
INTERIM CHIEF EXECUTIVE AND MONITORING OFFICER

**CRITERIA FOR APPOINTMENT OF A DEPUTY POLICE AND CRIME COMMISSIONER FOR
DORSET POLICE
(AS DEFINED BY THE PCC FOR DORSET, MR MARTYN UNDERHILL)**

1. INTRODUCTION

1.1 As the PCC for Dorset my role is broad and my ambitions to maintain Dorset as one of the safest places in the UK to live, work or visit are as strong now as the day I was elected. Parliament has simply defined my role as to:

- secure the maintenance of the police force for that area;
- ensure that the police force is efficient and effective;
- work with criminal justice bodies in that area to provide an efficient and effective criminal justice system for the police area; and
- obtain the views of local people (especially victims of crime) regarding matters concerning the policing of the area.

1.2 During my first election campaign, and since then, I publically stated that I would not appoint a DPCC. In both cases, my main reason was the matter of funding. In times of austerity, I was not prepared to spend public money on a person to deputise for me.

1.3 However, at the times I stated this, the role of the PCC was new, and in many ways, evolving. For example, the “Commissioner” part of my role initially involved approximately £200,000 pa. It now involves £2.6m.

1.4 In the last years, several things have happened to alter my view about appointing a Deputy:

- The increase in PCC responsibilities, especially in relation to victims and restorative justice;
- The Home Secretary has made clear she envisages the role of the PCC increasing even more – especially in relation to police complaints, the blue light agenda, and in the expansion of the services that PCC’s are responsible for commissioning;
- I represent more than 700,000 people over an area of 1,000 square miles. The working hours are long. Several PCCs have suffered personal illness, leading to long absences from work, or even personal tragedy. Sadly, we are all aware of the awful and untimely death of PCC Bob Jones in the West Midlands.
- The Police and Crime Panel, and the Chief Constable, have both suggested I consider appointing a Deputy;
- My role nationally has expanded, and continues to expand – I now represent PCCs in relation to mental health, the 101 review, and I chair the Independent Custody Visiting Association. I sit on the NPCC Audit and Assurance Board, and am Chair of the PCC Partnership Standing Group, and Vice Chair of the PCC Performance and Standards Group. I also sit on three HMIC Reference or Expert Reference Groups; and
- As austerity in policing continues, I face an unrelenting drive for my role to adapt the way that police deliver their services to the public whilst meeting the challenges and changing demand our policy brings.

1.5 Notwithstanding all of the above, I was still uncomfortable about appointing a DPCC during my previous term, especially in relation to paying that individual.

- 1.6 The Panel will recall that when they asked me to consider a DPCC, I expressed my disquiet about using public funds without a mandate. I stated that I would consider this matter for the next election, and that I would consider “running for election” with a Deputy.
- 1.7 The issues above have clearly changed my view, and I felt comfortable with asking the electorate to support funding a DPCC in the next term of 2016-20. As I was successful in seeking re-election, I consider this a public mandate to justify the remuneration.
- 1.8 In my first term, I found a suitable person and this was by no means an easy thing to do. As the covering report clearly states, this is an appointment of my choosing so the candidate would need to be someone that I trusted, respected and that I could work with on a day-to-day basis. As Parliament recognised when they removed the requirement for this appointment to follow a competitive recruitment process, this role is simply too complex, intricate and dependent on relationships to succeed with a person unknown. I therefore started searching for a suitable candidate that I could be satisfied was equipped with the following skills:
- An ability to chair and participate in meetings;
 - An ability to challenge;
 - Extensive knowledge of victim services;
 - Extensive knowledge of policing;
 - Extensive knowledge of the criminal justice system;
 - The ability to be a team player;
 - A person independent of party politics but able to give discerning advice on political implications; and
 - A person who is independently minded who passionately shares my aims and ambitions for the role.
- 1.9 After a year of looking I have been fortunate to find, in Mr Pipe, an individual who I believe has the requisite skills and abilities that I need.
- 1.10 Having identified Mr Pipe as a potentially suitable candidate, it then became apparent that he needed to work with myself and the OPCC team for a period of time to acquaint himself with the policing plan and policing. This would enable us to work together to test that professional relationship.
- 1.11 Mr Pipe worked voluntarily for my team (part-time) from February 2015 to May 2016. I am now very confident that Mr Pipe is a suitable and qualified person to be my paid Deputy.
- 1.12 Appendix C from Mr Pipe illustrates why I feel he meets the criteria and is therefore my preferred candidate for the role of DPCC.
- 1.13 I would welcome the Panel’s support of my view that Mr Pipe has the requisite ingredients to assist me with my role. Once formally appointed, I intend for Mr Pipe to be the strategic lead for three areas:
- Public satisfaction and public contact with both Dorset OPCC and Police;
 - The transition of police complaints to the OPCC as per national guidance;
 - Other strategic projects nominated by me as they arise.

MARTYN UNDERHILL
POLICE AND CRIME COMMISSIONER FOR DORSET

**CURRICULUM VITAE FOR MR COLIN PIPE
DEPUTY POLICE AND CRIME COMMISSIONER FOR DORSET**

PERSONAL STATEMENT

I am an experienced manager and administrator. I have extensive experience in the machinery of Government, both domestic and international having spent 29 years as a career civil servant in central government. I also spent 15 years sitting as a Justice of the Peace. I retired early in my late forties from the Home Civil Service. Since retirement I have undertaken a range of voluntary work, most recently with the Office of the Police and Crime Commissioner and with the Royal Bournemouth and Christchurch Hospital NHS Foundation Trust. I wholeheartedly embrace the Nolan Principles of Conduct Underpinning Public Life.

I live with my partner of 22 years, Chris. He is also involved in a range of voluntary work.

CAREER HISTORY

- **February 2015 – date: Special Advisor to the Police and Crime Commissioner for Dorset, then Deputy Police and Crime Commissioner for Dorset.** This voluntary role has enabled me to offer political and central government perspective to the work of the PCC.
- **2013 - 2015: Independent Critical Incident Advisor and Independent Custody Visitor for Dorset Police.** This was my first insight into Dorset Police and it was after being appointed an Independent Custody Visitor that I met Martyn Underhill.
- **September 2014 – August 2015: Governor of the Royal Bournemouth and Christchurch Hospital NHS Foundation Trust.** The Council of Governors is statutorily responsible for calling the Non-Executive Directors to account for the performance of the Trust's Board. This role involved stakeholder management and an ability to ensure that openness and transparency are applied to the operational and policy of the organisation. Governors are advisors, guardians, strategists and ambassadors to and for the Trust.
- **1982 – date: Charity Trustee and Chairman and Company Directorships.** Over the last thirty years I have been involved in a variety of voluntary services including several charities where I have undertaken counselling work, been a Trustee and Chairman. These include being a Trustee of NORCAP, a charity supporting adoptees and their parents, and Body Positive Dorset where I was a Trustee and then Chairman. I have also run three management companies and remain a director of two of those companies.
- **1995 – 2010: Justice of the Peace (including 12 years as Court Chairman).** I sat from 1995 to 2007 in Ealing and Acton and from 2007 onwards in Camberwell and London Bridge. Sitting in London courts I had experience of a wide variety of cases and was able to see first-hand the effect of crime on victims and perpetrators as well as the broader impact on society.
- **1997 - 2009: Senior Policy Advisor Ministry of Justice.** Responsible for advising on the Government's domestic policy on divorce and the effects and outcomes for children caught up in their parents' marital breakdown. In 1999 I became the UK delegate to the Council of Europe and from 2000-2009 I led the UK delegation at Special Commissions in the Hague to monitor the operation of, and consider amendments and protocols to, the

1980 Hague Convention on the Civil Aspects of International Child Abduction. I chaired the Lord Chancellor's Advisory Committee on International Child Abduction co-ordinating Ministry of Justice, Foreign and Commonwealth Office, Home Office, Police and Voluntary Sector involvement. During this time I also led the UK delegation during a four year negotiation resulting in the 2007 Hague Convention on the International Recovery of Child Support and Other Forms of Family Maintenance which I signed on behalf of the UK. This was negotiated in tandem with negotiation of the EU Maintenance Regulation which I also led.

- **1994 – 97: Specialist Job Evaluator.** I was involved in conducting a pay and grading review of the entire Lord Chancellor's Department and its Associated Offices. This provided a useful insight into efficiency and doing more for less.
- **1992 – 1994: Parliamentary Clerk to the Lord Chancellor.** I handled all Parliamentary business in both Houses of Parliament on behalf of the Lord Chancellor. This essentially involved being the liaison between the Department and the Parliamentary authorities. It required negotiating skills at every level to ensure that all the competing demands of both were effectively met and ensuring that the Department complied with its Parliamentary accountability.
- **1989 – 1992: Private Secretary to the Attorney General.** During this time my Department was involved with the release of the Guildford Four and Birmingham Six, the development of referrals in cases of Unduly Lenient Sentencing, Sunday Trading, Matrix Churchill (Arms to Iraq) as well as handling the publicity surrounding the resignation of the DPP following kerb-crawling activities. The Attorney superintends the operation of the CPS and I visited most of the CPS regions during this time. During this period I was also introduced to Parliamentary business which led in 1989 to my being asked by the Lord Chancellor to become his Parliamentary Clerk.
- **1987 -1989: Assistant Private Secretary to the Permanent Secretary Department of Social Security.**
- **1982 – 1987: Civil Servant Department of Health and Social Security.** After three and a half years as a benefits advisor I moved to the Department of Health for two years.

RELEVANT SKILLS AND EXPERIENCE

An ability to chair and participate in meetings

Leading a UK delegation in a complex international negotiation required an ability to chair meetings of individuals with wide and varied interests in the subject of the negotiation, including Ministerial staff, lawyers and policy officials. In particular it was important to find the balance between competing pressures to drive the agenda, be involved as a participant and still ensure that all voices were heard. Similarly, as a court chairman it was important to ensure all members of the bench had input into decisions whilst being mindful of the need to progress a daily court list.

An ability to challenge

As a government policy official, it was essential to walk a fine line between delivering the policy goals of Ministers and challenging elements of either that goal or the path to delivering it. This sometimes required a robust approach which needed to be underpinned by a solid evidence base as it may not be something the minister wished to hear but which, nevertheless, you are duty bound to advise. For example, I had to advise Ministers on the implementation of a Council of Europe Convention on cross border contact between children and their non-resident parents. The UK had been in the vanguard of this Convention but the final Convention would

have resulted in a massive legal aid bill to establish a very few contact cases. Although there was political and presentation will to ratify this Convention I challenged the wisdom of doing so by demonstrating the cost to the public purse. Although disappointed, Ministers accepted my challenge and the instrument remains unratified to this day. I have experience of public speaking both in the context of addressing European Commission Committees on behalf of the UK Government during negotiations and in presenting to groups of lawyers to raise awareness of the issues around international child abduction and the legal remedies available through both the Hague Convention and European law. Most recently, I challenged the Governance of the RBCH NHS Foundation Trust about which I had concerns. These concerns were brought into sharp focus very recently in the press and I continued to challenge the Trust's position. When it became clear that the Trust was unprepared to satisfy the public that taxpayers' money was being properly used I resigned as a matter of principle. I have received a great deal of support both from members of the public and from Trust staff for taking this step which is now bringing the matter to a head and will force the Trust Board to be more transparent and open about how it conducts its affairs which are funded by the taxpayer.

Extensive knowledge of victim services

During fifteen years as a Magistrate I developed a keen appreciation to the needs of victims and to which of them may need ongoing support services. This was not a one size fits all exercise. Some victims will be more robust than others and the degree of intervention and support varies significantly. Ultimately it will be for the individual to determine but it is essential that they are signposted to the right place where they can either receive support or be referred on to agencies which can offer more specialist help. I have been able to extend my knowledge of the services available to victims in Dorset over the last six months and also see how this can be further broadened and developed in the restorative justice field. I have seen first-hand from sitting in on victims' surgeries and meeting members of the public at engagement events at Wheels, Bourne Free and the Air Festival. It is also important to avoid people becoming victims and I have been involved with initiatives through the church and other voluntary schemes to reduce key factors such as isolation and loneliness which can make people more vulnerable to becoming victims of crime. Victim services are a key element to underpinning public confidence in the police and in enabling people to gain closure so that they do not remain ongoing victims.

Extensive knowledge of policing

My knowledge of policing was limited to the exposure through the Magistrates Courts system until I first volunteered with Dorset Police and subsequently the OPCC. The work I did as a Critical Incident Advisor for Dorset Police was a good insight into how the Force handles serious offences (usually murder and rape) and, in particular, the public impact. As an Independent Custody Visitor I was able to see the whole spectrum of people who find themselves in police custody from those for whom their detention was a new experience to those who were very familiar with the workings of the custody suite. The seven months I have spent working in the OPCC has provided an opportunity to see the entire management structure from Chief Constable down and to get a good insight into the competing pressures faced by the Force particularly in the light of the need to drive costs down and deliver more for less.

The role of the PCC is a complex relationship between working together with the Chief Constable and Chief Officers in a collegiate way yet remaining sufficiently distanced to be able to effectively challenge and hold the force to account. The collegiate approach makes for a smooth working relationship but a degree of distance has to be maintained to ensure the public transparency in scrutiny which is essential to public confidence. For example, difficult questions have to be asked over the use of Taser and stop and search. Whilst these are operational issues, the public expect their use to be scrutinised by the PCC to prevent abuse. Similarly, public concerns about 101 and the closure of police stations require close examination to satisfy the man in the street that the approaches proposed offer the best possible service to the people of Dorset.

Extensive knowledge of the criminal justice system

I have spent a large part of my life involve with the criminal justice system. The Attorney General is the ultimate prosecuting authority; the Lord Chancellor is responsible for both the court service and for appointing the judiciary. I worked closely with both of these offices of state, indeed I was appointed to the Bench by the Lord Chancellor. It is a large and complex machine with a great many component parts which have to deliver the priorities of the prosecution, defence and victims and maintain public confidence. Over some 25 years I had an opportunity to see how this machine fitted together to deliver a justice system which is still seen as gold standard throughout the world notwithstanding massive pressures to reduce cost and delay. In order to deliver the best possible service, a more joined up approach needs to be developed. This will include faster and more efficient justice through the use of technology such as reducing the need for live court appearances and for more out of court disposal of cases. In particular, the development of restorative justice will use a multi-agency approach in more cases both to make offenders face up to the consequences of what they have done in order to deter further offending and also to help victims feel that their trauma has a finite conclusion from which they can move on. In this way it is hoped not simply to address offending in terms of crime and punishment but to adopt an approach which gives better outcomes now and for the future of all involved. This will draw in greater public involvement in addressing offending behaviour and produce a better outcome for society as a whole.

The ability to be a team player

Small organisations only operate well when teams work as one and each member plays their own part. I experienced this in Private Offices and in leading negotiating teams. The key is in trust and support for one another which facilitates the removal of blame cultures and encourages creative thinking. As a Bench of Magistrates, or indeed as a Council of Governors in a hospital, although the group is made up of individuals the whole is a single corporate entity which must speak as one. Whatever disagreements or errors have occurred between members, the team must speak, act and carry responsibility as one body. As a team leader and as a Bench Chairman I would consider this a particular strength.

A person independent of party politics but able to give discerning advice on political implications

I have always exercised my right to vote but I have never been a member of a political party. Professionally, I believe that the need to do what is right is paramount irrespective of party politics and that there is no place for such politics in certain areas. It is my strong view that services such as the police, fire services, ambulance services and others should not be run by party politicians. I recognise the need for political knowledge and ability but this should not be influenced by political party loyalties which may influence judgment and not be in the public interest. Having worked for party political Ministers whilst remaining personally independent I have significant experience of providing advice which takes into account political implications without allowing it to influence the integrity of that advice.

A person who is independently minded but who passionately shares the aims and ambitions of the PCC

Loyalty is a vital component to working as closely as a PCC and DPCC need to. This does not mean that individuals cannot disagree but it does sometimes require support for a position with which you disagree. Working with Ministers it is not uncommon to disagree with a particular policy but it is essential that you provide unswerving support because your first duty must be to the individual you are serving. This may, for example mean that you disagree with a position but refrain from making your disagreement known or even suspected. Loyalty is the bedrock on which the integrity of all relationships rests and is vital to the effective oversight of essential services. I have worked for people with whom I vehemently disagreed and told them my view but to the outside world I gave no inkling of my own view since this was simply not relevant in that context.

**CONDITIONS OF EMPLOYMENT OF
MR COLIN PIPE AS THE DPCC FOR DORSET**

Mr Colin Pipe has agreed to the appointment as DPCC under the following terms and conditions that are personal to this appointment:

- a. The DPCC will be an OPCC member of staff, but by statute will not be politically restricted as per other staff members.
- b. Be afforded full access to the OPCC IT system, training and welfare facilities.
- c. Accept that the appointment will end if the DPCC becomes disqualified under the Act.
- d. Accept that the appointment may be terminated at any time by the appointing PCC.
- e. Accept that the appointment will terminate upon the appointing PCC ceasing to hold office for any reason, including reaching the end of the term of office under which the appointment is made (May 2020).
- f. Be paid travelling and subsistence expenses at the rates applicable to the Dorset OPCC staff (which will be disclosed quarterly on the Dorset PCC's website under the Elected Local Policing Bodies (Specific Information) Order 2012).
- g. Accept that he will be subject to public scrutiny and comment and must behave in a consistently professional manner, in accordance with the Nolan Principles of Standards in Public Life, the Policing Code of Ethics and the Police and Crime Commissioner's Oath of Office.
- h. Accept that as the DPCC he will be subject to the complaints process under the Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012. This means that the DPCC will have complaints against him considered by Dorset Police and Crime Panel.
- j. Not have line management of any OPCC staff.
- k. Will be subject to the constraints and obligations defined in the Official Secrets Act.
- l. Will be enhanced vetted by Dorset Police.