

PROPOSED APPOINTMENT OF A CHIEF EXECUTIVE OFFICER

Purpose of the Report

1. To enable the Panel to review this proposed senior appointment by the Police and Crime Commissioner (PCC).

Information and Advice

Background

2. Schedule 1 of The Police Reform and Social Responsibility Act 2011 requires Police and Crime Panels to hold confirmation hearings for proposed appointments to the posts of Chief Executive, Chief Finance Officer and Deputy PCC.
3. The PCC gave formal notice of the proposed appointment of Sharon Caddell to the post of Chief Executive to the Panel by way of a report submitted on 31 January 2022 (see **Appendix 1**). As a result, the Panel must now review this proposed senior appointment via a confirmation hearing.
4. The report includes the PCC's reasons for the appointment and details of the candidate's suitability for the role, including how this was assessed, and the proposed terms and conditions on which the appointment will be made. Also included were the role profile and an overview of the recruitment process, including a statement from the independent panel member.
5. The curriculum vitae (CV) for the candidate was also included as an Appendix to the Commissioner's report.

Process

6. The confirmation hearing should be held in public, with the proposed appointee requested to attend to answer questions.
7. At the start of the hearing the PCC will introduce her candidate and explain why she feels that the candidate is the most appropriate to undertake this role. This will be followed by questions from Panel Members to the candidate.
8. In line with guidance from the Local Government Association and Centre for Public Scrutiny, the focus of questioning from the Panel should be limited to issues of **professional competence** and **personal independence**.
9. This guidance also recommends that the Panel's decision-making should take place in closed session rather than in public.

10. Following the decision-making, the Panel must make a report, including a recommendation as to whether or not the appointment should be made. A recommendation that an appointment is not made is different to a veto and the Police and Crime Commissioner could choose to ignore any such recommendation (with regard to appointments, the Panel only has power of veto over the appointment of a Chief Constable).

11. In response to the Panel's report, the Police and Crime Commissioner must then notify the Panel whether they will accept or reject the Panel's recommendation. There is no duty for the PCC to give reasons for their decision.

Other Options Considered

12. None – the Panel is required to hold a confirmation hearing for any senior appointment made by the Police and Crime Commissioner.

Reasons for Recommendation/s

13. To enable the appointment of the Chief Executive of the Office of the Police and Crime Commissioner to be considered by the Panel in line with the confirmation process.

RECOMMENDATION/S

That the Panel review the proposed appointment of Sharon Caddell to the post of Chief Executive for the Office of the Police and Crime Commissioner and make a report to the Police and Crime Commissioner.

Background Papers and Published Documents

- 1) 'Police and Crime panels – Guidance on confirmation hearings' – Local Government Association and Centre for Public Scrutiny (published).
- 2) Briefing Note for Panel Members on Schedule 1 Appointments

For any enquiries about this report please contact:-

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