

For Information / Decision	
Public/Non Public*	
Report to:	Police and Crime Panel
Date of Meeting:	6 <sup>th</sup> June 2016
Report of:	Chief Executive Kevin Dennis
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Agenda Item:	10

\*If Non Public, please state under which category number from the guidance in the space provided.

## CHIEF CONSTABLE RECRUITMENT

### 1. Purpose of the Report

- 1.1 This report informs the Police and Crime Panel of the retirement of the current Chief Constable, Chris Eyre. It provides detail on the timescales and process for the recruitment of a replacement permanent Chief Constable.

### 2. Recommendations

- 2.1 The Panel to note the content of the report and agrees to organise an appointment confirmation hearing in 'December' 2016 at the latest to enable the panel to review the recruitment process in accordance with legislation.

### 3. Reasons for Recommendations

- 3.1 The Chief Constable has notified in writing to the Police and Crime Commissioner his intention to retire on 22<sup>nd</sup> July 2016 following his 30 year service in policing.

### 4. Summary of Key Points (this should include background information and options appraisal if applicable)

- 4.1 With outstanding annual leave Chris Eyre's last day as Chief Constable of Nottinghamshire Police will be on Friday 24<sup>th</sup> June 2016.
- 4.2 Under Chris Eyre's leadership crime in Nottinghamshire has fallen faster than almost anywhere else in the UK and the Force is the fastest improving Force in England and Wales. HMIC PEEL assessment in 2015 has been rated Nottinghamshire good for overall effectiveness, efficiency and legitimacy.
- 4.3 The Police and Crime Commissioner has asked Deputy Chief Constable Sue Fish to delay her retirement until 31<sup>st</sup> March 2017. Sue Fish will become Acting Chief Constable from Monday 26<sup>th</sup> June 2016.
- 4.4 Simon Torr will take up his new role as Deputy Chief Constable on 11<sup>th</sup> June 2016.

## **Recruitment Process**

- 4.5 Section 38 of the Police Reform and Social Responsibility Act 2011 provides the Police and Crime Commissioner with the legal authority to appoint a Chief Constable for their Force area. The Police and Crime Commissioner must inform the Panel of the proposed appointment within three weeks of his decision.
- 4.6 In appointing a Chief Constable under Section 38 the Police and Crime Commissioner must comply with schedule 8 of the Act. Under this schedule no appointment can be made until the end of a confirmation process. The Police and Crime Panel must hold a confirmation hearing to review the proposed appointment and then submit a report to the Police and Crime Commissioner on whether the appointment should be made.
- 4.7 In addition the Secretary of State has made regulations on how the Police and Crime Panel must exercise their powers as referred to in Schedule 8 of the Police Reform and Social Responsibility Act.
- 4.8 The table below sets out in broad terms the recruitment timetable for the recruitment of the Chief Constable. It is possible following discussion with the College of Policing and other bodies that this timetable might change.
- 4.9 The form of the selection is subject to consideration and agreement by the Police and Crime Commissioner. It is likely to include an interview, psychometric testing, stakeholder panel and final appointments panel.
- 4.10 Under legislation the Police and Crime Commissioner must appoint an independent member to be part of the appointments panel. Their role is to ensure the appointments process is conducted in line with the principles of merit, fairness and openness, and the successful candidate is selected on merit. They are required to submit a report to the Police and Crime Panel to be considered at the confirmation hearing.

<b>Item</b>	<b>Date</b>
Appointment of Independent Policing Advisor/organisation to assist with recruitment and attracting high calibre candidates	June 2016
Advertisement published	1 <sup>st</sup> September 2016
Closing date for application	23 <sup>rd</sup> September 2016
Shortlisting	w/b 26 <sup>th</sup> September 2016
Notification to short list candidates	w/b 3 <sup>rd</sup> October 2016
Online psychometric assessments	w/b 17 <sup>th</sup> October 2016
Selection process (2 days)	w/b 7 <sup>th</sup> November 2016
Confirmation hearing	December (Latest)
Notice and handover period	January to March 2017

## **5. Financial Implications and Budget Provision**

- 5.1 Costs relating to the advertising and recruitment of another Chief Constable will be met from the Police budget 2016/17.

## **6. Human Resources Implications**

- 6.1 Both the Home Office and the College of Police have published good practice guidance and a tool kit on successfully appointing Chief Officers. A copy of the Home Office circular 20/2012 is attached for information in Appendix A.

## **7. Equality Implications**

- 7.1 All aspects of the recruitment process will comply with the provision of the equalities Act 2010. The Act prohibits discrimination, harassment and unlawful conduct because of protected characteristics.

## **8. Risk Management**

- 8.1 Police and Crime Commissioner has asked the Deputy Chief Constable to delay her retirement until 31<sup>st</sup> March 2017 to ensure continuity of police leadership and a continued focus on delivering an efficient and effective force during 2016/17.

## **9. Policy Implications and links to the Police and Crime Plan Priorities**

- 9.1 None. Key responsibility of a Chief Constable is to support the Police and Crime Commission in the delivery of the strategy and objectives set out in the Police and Crime plan.

## **10. Changes in Legislation or other Legal Considerations**

- 10.1 The Police Reform and Social Responsibility Act 2011 provides the legal basis for the recruitment and appointment of a Chief Constable.

## **11. Details of outcome of consultation**

- 11.1 The Police and Crime Commissioner has been fully consulted on the timetable and recruitment process contained within this report.

## **12. Appendices**

- 12.1 Home Office Circular 20/2012 is attached for background information.

## **13. Background Papers (relevant for Police and Crime Panel Only)**

- 13.1 Home Office Circular 20/2012.