

PROPOSED APPOINTMENT OF A DEPUTY POLICE AND CRIME COMMISSIONER

Purpose of the Report

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

Information and Advice

Background

2. The Police Reform and Social Responsibility Act 2011 (the 2011 Act) provides, under section 18(1), that the PCC for a police area may appoint a person as the Deputy Police and Crime Commissioner (Deputy PCC) for that area.
3. Schedule 1 of the 2011 Act requires Police and Crime Panels to hold confirmation hearings for proposed appointments to the posts of Chief Executive, Chief Finance Officer and Deputy PCC.
4. Under Schedule 1, paragraph 9 of the 2011 Act, the PCC has given notice to the Panel of his proposal to appoint a Deputy PCC. The PCC must also notify the Panel of the following information:
 - a) the name of the person he is proposing to appoint
 - b) the criteria used to assess the suitability of the candidate for the appointment
 - c) why the candidate satisfies those criteria, and
 - d) the terms and conditions on which the candidate is to be appointed.
5. The PCC proposes to appoint Angela Kandola BEM as his Deputy PCC and has complied with the other notice provisions (see **Appendix A**). As a result, the Panel must now review this proposed appointment through a confirmation hearing.
6. The notice sets out the PCC's reasons for establishing the post, details of the candidate's suitability for the role and the proposed terms and conditions on which the appointment will be made. The curriculum vitae of the candidate is also included for members' information (see **Appendix B**).

Process

7. The confirmation hearing should be held in public, with the proposed appointee requested to attend to answer questions.

8. At the start of the hearing the PCC will introduce the candidate and explain why they are an appropriate person to undertake this role. This will be followed by questions from Panel Members to the candidate.
9. 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**.
10. This guidance also recommends that the Panel's considerations should take place in closed session rather than in public.
11. Under Schedule 1, paragraph 10 of the 2011 Act, the Panel must review the proposed appointment and make a report to the PCC on the proposed appointment, including a recommendation to the PCC as to whether or not the candidate should be appointed, within a period of three weeks beginning with the day on which the Panel receives notification from the PCC of the proposed appointment.
12. A recommendation that an appointment is not made is different to a veto and the PCC 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).
13. In response to the Panel's report, the PCC 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 his decision.

Other Options Considered

14. None – the Panel is required to hold a confirmation hearing for any senior appointment made by the PCC.

Reasons for Recommendation/s

15. To enable the PCC's appointment of a Deputy PCC in line with the requirements of Schedule 1 of the 2011 Act.

RECOMMENDATION/S

That the Panel reviews the proposed appointment of the PCC's nominated candidate for the post of Deputy PCC and makes a report to the PCC.

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

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