

This matter is being dealt with by:

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W [www.nottinghamshire.gov.uk/thecouncil/democracy/partnerships/police-and-crime-panel](http://www.nottinghamshire.gov.uk/thecouncil/democracy/partnerships/police-and-crime-panel)

Commissioner Caroline Henry  
Office of the Police and Crime Commissioner  
Arnot Hill House  
Arnot Hill Park  
Arnold  
NG5 6LU

16 December 2021

Dear Commissioner Henry

**Outcome of Nottinghamshire Police and Crime Panel – 14 December 2021  
Confirmation hearing for Interim Chief Executive**

I am writing to formally share the outcome of the confirmation hearing held on Tuesday 14 December 2021. I am pleased to tell you that the Panel supported the appointment of Sharon Caddell as your Interim Chief Executive.

In their decision-making, Members considered the short-term nature of the post and commented on Sharon's experience working in senior roles supporting other Police and Crime Commissioners, the impact she has had in her previous short-term appointments and the expectations about what she needs to deliver during her tenure. Members noted in particular, Sharon's experience of change and project management, her comments on the modernisation of the Office of the Police and Crime Commissioner and her enthusiasm for the role.

The Panel is also grateful to you for answering our questions about both this temporary role and the future substantive appointment. The Panel is heartened by your recognition of the urgency to make a substantive appointment however we felt your proposed timescales for recruitment may be ambitious. Panel Members therefore agreed that if a post holder is not in place in advance of the Committee's meeting on 28 March 2022, then a report should be submitted to that meeting providing an update on progress and enabling the Panel to consider whether a further confirmation hearing is required.

When we reach the time for the confirmation hearing for your substantive appointment, the Panel mentioned that it would be helpful if, within the information you provide, you could share the job description and person specification. Within the

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documents, we would also be grateful if you could set out the recruitment process that has been followed, so that the Panel can be assured of its openness and transparency.

We look forward to receiving notice of your candidate for appointment as the permanent Chief Executive and working with Sharon as she takes on the interim role.

Yours sincerely,

Christine Goldstraw OBE  
Chair of the Nottinghamshire Police and Crime Panel

CC: Sharon Caddell