

HAMPSHIRE POLICE AND CRIME PANEL

**Friday, 7th July, 2017 at 2.00 pm
Held in Ashburton Hall, Winchester
(Hampshire County Council)**

Councillors:

Chairman

p David Stewart
(Isle of Wight Council)

p John Beavis MBE
(Gosport Borough Council)
p Simon Bound
(Basingstoke & Deane Borough Council)
p Ryan Brent
(Portsmouth City Council)
p Ken Carter
(East Hampshire District Council)
a Trevor Cartwright MBE
(Fareham Borough Council)
a Steve Clarke
(New Forest District Council)
p Adrian Collett
(Hart District Council)

Vice Chairman

p Jan Warwick
(Hampshire County Council)

a Tonia Craig
(Eastleigh Borough Council)
p Lisa Griffiths
(Winchester County Council)
a Ken Muschamp
(Rushmoor Borough Council)
a Jacqui Rayment
(Southampton City Council)
p Ian Richards
(Test Valley Borough Council)
p Leah Turner
(Havant Borough Council)

Co-opted Members:

Independent Members

p Michael Coombes
a Bob Purkiss MBE

Local Authority

p Reg Barry
p Frank Rust
a Lynne Stagg

At the invitation of the Chairman:

Paul Griffith
Michael Lane
Andy Lowe
James Payne

Legal Advisor to the Panel
Police and Crime Commissioner for Hampshire
Candidate
Candidate

BROADCASTING ANNOUNCEMENT

The Chairman announced that the press and members of the public were permitted to film and broadcast the meeting. Those remaining at the meeting

were consenting to being filmed and recorded, and to the possible use of those images and recordings for broadcasting purposes.

98. APOLOGIES FOR ABSENCE

Apologies were received from:

- Councillor Trevor Cartwright, Fareham Borough Council
- Councillor Steve Clarke, New Forest District Council
- Councillor Tonia Craig, Eastleigh Borough Council
- Councillor Ken Muschamp, Rushmoor Borough Council
- Bob Purkiss, Independent Co-opted Member
- Councillor Jacqui Rayment, Southampton City Council
- Councillor Lynne Stagg, Additional Local Authority Co-opted Member

99. DECLARATIONS OF INTEREST

Members were able to disclose to the meeting any disclosable pecuniary interest they may have in any matter on the agenda for the meeting, where that interest is not already entered in their appointing authority's register of interests, and any other pecuniary or non-pecuniary interests in any such matter that Members may wish to disclose.

Councillor Adrian Collett declared a personal interest, as he had previously worked with Carolyn Dhanraj at the College of Policing, who had authored the Independent Member report on the Chief Executive recruitment process.

100. QUESTIONS AND DEPUTATIONS

There were no questions or deputations received on this occasion.

101. CONFIRMATION HEARING FOR APPOINTMENT TO THE ROLE OF CHIEF EXECUTIVE

Following notification from the Police and Crime Commissioner for Hampshire (hereafter referred to as 'the Commissioner'), Mr. Michael Lane, to the Hampshire Police and Crime Panel (hereafter referred to as 'the Panel') of his intention to appoint a preferred candidate, Mr. James Payne, to the role of Chief Executive, the Panel held a Confirmation Hearing in accordance with Schedule 1 of the Police Reform and Social Responsibility Act 2011.

Members received a report (See Item 3 in the Minute Book) setting out the powers of the Panel and the process to be followed in the Confirmation Hearing, as per the agreed 'Confirmation Hearing protocol'. The Panel noted the information provided by the Commissioner relating to the appointment of the Chief Executive which included:

- The name of the preferred candidate and application form / CV or personal statement of preferred candidate;
- An Independent report from the recruitment process;
- The advert and job description for role;

- A statement/report from the PCC stating why the preferred candidate meets criteria of role;
- The terms and conditions of appointment;

The Commissioner gave a short overview of the process followed to select his preferred candidate, Mr Payne. He informed the Panel that the Office of the Police and Crime Commissioner had previously seen two Chief Executives in post; one who had transferred across from the Police Authority, and a second long-term interim secondment to the post. Both of these individuals had brought personal terms and conditions with them, and the roles had been tweaked to meet these. The Commissioner had inherited the arrangements of a seconded Chief Executive, and had determined that now was the right time to permanently recruit to this position. This would be the first time that a Chief Executive had been recruited to the Commissioner's office via an open process and with a job description which matched the needs of the Commissioner and his Office.

The aim of the recruitment process for this role was to find the best skilled candidate for the role. There were a range of candidates of a high calibre who were interviewed for the position. Mr Payne presented himself as the most outstanding candidate and was unanimously selected by the interview panel for the position. The Commissioner commended Mr Payne to the Panel.

A question was put by the Panel to the Commissioner on some of the comments made in the Independent person's report, which highlighted their non-involvement in the shortlisting process. The Commissioner was asked to comment on whether he was satisfied with this part of the process. In response, he noted that there was not a requirement on the Commissioner to involve an Independent person in this specific recruitment exercise, but he felt it enabled transparency in the process. The Independent person hadn't been purposely excluded from the shortlisting, and did not attend this stage due to conflicting diaries. However, when shown the outcomes of the shortlisting stages the Independent person had signalled her understanding and support of the process used.

The preferred candidate thanked the Panel for inviting him to the Confirmation Hearing, outlining that he was well known to most of the Members present, as he had been Interim Chief Executive since the beginning of the year, and before that Estates Director. He felt that now was the right time for there to be a permanent Chief Executive in post for the Commissioner, and had encouraged the Commissioner to go out to recruit for the position. Mr Payne felt that he had learnt a lot from his time as an Interim Chief Executive, including the long hours and commitment this role required, but felt he was able to meet the needs of the job. In terms of successes during his time at the Office to date, he outlined his co-authoring of the Police and Crime Plan, the adoption of the draft precept, and the implementation of the Estates review to date. He had undertaken a wide-ranging review of staffing capability in the Office, redesigning roles and structures to help better support the Commissioner and deliver on the Plan.

Mr Payne provided an overview of what he felt the role of the Chief Executive entailed, and the legislation that supported its activity, noting primarily that his role would be to support and advise the Commissioner. His ambition would be to

make the Office of the Police and Crime Commissioner one of the best nationally.

The Panel then asked questions of the candidate which related to his professional competence and personal independence, the answers to which enabled Members to evaluate Mr Payne's suitability for the role.

At the end of questioning, the Chairman thanked the candidate and provided an opportunity to clarify any responses given.

Councillors Ryan Brent and Lisa Griffiths left at this point during the meeting.

102. **CONFIRMATION HEARING FOR APPOINTMENT TO THE ROLE OF CHIEF FINANCE OFFICER**

Following notification from the Police and Crime Commissioner for Hampshire (hereafter referred to as 'the Commissioner'), Mr. Michael Lane, to the Hampshire Police and Crime Panel (hereafter referred to as 'the Panel') of his intention to appoint a preferred candidate, Mr Andy Lowe, to the role of Chief Finance Officer, the Panel held a Confirmation Hearing in accordance with Schedule 1 of the Police Reform and Social Responsibility Act 2011.

Members received a report (See Item 4 in the Minute Book) setting out the powers of the Panel and the process to be followed in the Confirmation Hearing, as per the agreed 'Confirmation Hearing protocol'. The Panel noted the information provided by the Commissioner relating to the appointment of the Chief Finance Officer which included:

- The name of the preferred candidate
- A statement/report for PCC stating why the preferred candidate meets criteria of role;
- The terms and conditions of the appointment.

The Commissioner gave a short overview of the process followed to select his preferred candidate, Mr Lowe. He informed the Panel that this had been a different selection process, as this post was covered by the shared services agreement in place between Hampshire County Council, Hampshire Constabulary, and Hampshire Fire and Rescue Service (as well as Oxfordshire County Council). The post was being recruited to as Ms Carolyn Williamson, the current Chief Finance Officer, had taken up a national position with the Chartered Institute of Public Finance and Accountancy.

The post was in place to provide the Commissioner with strategic financial advice, and the previous Chief Finance Officer had set a high bar of performance. The Commissioner already had a strong working relationship with the preferred candidate, Mr Lowe, as he currently acted as a Deputy Chief Finance Officer in Ms Williamson's absence. The Commissioner had seen evidence of his ability to engage and advise senior colleagues and politicians, as well as a clear understanding of the environment of policing and finance. The Commissioner noted that the role required someone in post who could challenge and ensure that this was applied to the appropriate spending of public finances, which were all skills that Mr Lowe possessed. The Commissioner commended Mr Lowe to the Panel.

The preferred candidate thanked the Panel for inviting him to the Confirmation Hearing, noting his excitement at the opportunity to operate at the Chief Finance Officer level. The candidate provide a brief overview of his working history, including senior finance roles in Southampton and Hampshire, and involvement in NHS and local government finance, with a history of supporting and advising senior leadership. In 2016, Mr Lowe had become involved in police finance with a view to providing continuity of involvement and understanding through the shared services agreement, deputising for the previous Chief Finance Officer where required. Mr Lowe had a good working relationship with Ms Williamson, and this would continue through their Hampshire County Council roles.

The Chief Finance Officer role would take up two to three days of Mr Lowe's working week (with the remainder taken up by his other role as Head of Pensions, Investment and Borrowing at Hampshire County Council).

The Panel then asked questions of the candidate which related to his professional competence and personal independence, the answers to which enabled Members to evaluate Mr Lowe's suitability for the role.

At the end of questioning, the Chairman thanked the candidate and provided an opportunity to clarify any responses given.

103. EXCLUSION OF THE PRESS AND PUBLIC

The press and public were excluded from the meeting during the following item of business, as it was likely, in view of the nature of the business to be transacted or the nature of the proceedings, that if members of the public were present during that item there would be disclosure to them of exempt information within Paragraph 3 of Part I of Schedule 12A to the Local Government Act 1972, being information relating to the financial or business affairs of any particular person (including the authority holding the information) and, further, that in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information. While there may have been a public interest in disclosing this information, namely openness in the deliberations of the Panel in determining its recommendation regarding the proposed appointment, it was felt that, on balance, this was outweighed by other factors in favour of maintaining the exemption, namely enabling a full discussion regarding the merits of the proposed appointment.

104. EXEMPT SESSION TO DISCUSS PROPOSED APPOINTMENTS TO THE ROLES OF CHIEF EXECUTIVE AND CHIEF FINANCIAL OFFICER

The Panel held exempt discussions which examined the evidence provided in the two Confirmation Hearing sessions. The final reports of the Panel are appended to these minutes.

The Panel agreed in relation to the Chief Executive Confirmation Hearing:

- That the candidate clearly understood the role of the Chief Executive, and appreciated the distinction between the skills required in leading as Chief Officer of the OPCC, and operating as an advisor and support to the PCC.
- That the candidate was clearly committed and enthused by the role of Chief Executive, and had a drive not only to develop personally, but to enable the team to succeed in being a leading OPCC.
- That through the roles of Estates Director and Interim Chief Executive, the candidate had delivered significant change programmes on behalf of the PCC that had delivered best value from public resources.
- That through openness, transparency, and the sharing of information, the candidate was dedicated to enhancing the scrutiny and support structures between the PCC and Panel, and would be a helpful conduit for ensuring a successful relationship going forward.
- That the candidate gave answers which highlighted his commitment to team working, and promoting a constructive and open environment to work within.

The Panel agreed in relation to the Chief Finance Officer Confirmation Hearing:

- That the candidate interviewed competently, and understood clearly the statutory role of the Chief Finance Officer.
- That the candidate had a strong background in providing strategic financial advice in a public sector setting.
- Where gaps were identified in the candidate's knowledge or skillset (e.g. wider external networking opportunities), a clear plan was provided as to how the candidate would address these, should he be confirmed in post.
- The appointment would enable continuity of financial advice as part of the shared service arrangement, as the candidate already worked closely with partners as Deputy Chief Finance Officer.
- There was a clear understanding of the role of the PCC, the Chief Constable and the Police and Crime Panel, and how the lines of accountability linked between these roles. Within this setting, the candidate clearly understood his role, and the importance of working in partnership with colleagues.
- Answers to questions on personal independence were robust, and the recent examples given where the candidate acted independently and impartially when holding difficult discussions were helpful in confirming the candidate's capability to operate in line with the statutory requirements of the role.

On the basis of the information provided by the Commissioner, and the discussions held in the Confirmation Hearing, the Panel unanimously agreed the proposed recommendations in relation to the appointment of the preferred candidates to the roles of Chief Executive and Chief Finance Officer.

RESOLVED:

That the proposed candidate, Mr James Payne, is recommended to be appointed to the position of Chief Executive.

That the proposed candidate, Mr Andy Lowe, is recommended to be appointed to the position of Chief Finance Officer.

Chairman, Friday 6 October 2017