

HAMPSHIRE POLICE AND CRIME PANEL

Report

Date Considered:	6 October 2017	Item:	4
Title:	Proposed appointment of Deputy Police and Crime Commissioner		
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1. Executive Summary

- 1.1 The Police Reform and Social Responsibility Act 2011 (“the Act”) provides, under section 18(1), that the Police and Crime Commissioner for a police area may appoint a person as the deputy police and crime commissioner for that area.
- 1.2 Under Schedule 1, paragraph 9, of the Act, the Police and Crime Commissioner must notify the Police and Crime Panel (“the Panel”) of his proposed appointment to the post of ‘Deputy Police and Crime Commissioner’.
- 1.3 The Commissioner must also notify the Panel of the following information:
- a) The name of the person whom the commissioner is proposing to appoint (“the candidate”)
 - b) The criteria used to assess the suitability of the candidate for the appointment
 - c) Why the candidate satisfies those criteria
 - d) The terms and conditions on which the candidate is to be appointed.
- 1.4 Under paragraph 10 of Schedule 1, the Panel must review the proposed appointment and make a report to the Commissioner on the proposed appointment, including a recommendation to the Commissioner 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 Commissioner of the proposed appointment.
- 1.5 The Commissioner must notify the Panel of the decision whether to accept or reject the recommendation of the Panel.

2. Recommendation

- 2.1 That the Police and Crime Panel agree the appointment of Flick Drummond as Deputy Police and Crime Commissioner.

3. Background

- 3.1 The Police Reform and Social Responsibility Act 2011 (“the Act”) provides, under section 18(1), that the Police and Crime Commissioner (PCC) for a police area may appoint a person as the Deputy Police and Crime Commissioner (DPCC) for that area. The PCC can also arrange for them to exercise any of their functions, except for the issuing of a Police and Crime Plan, appointing the Chief Constable, suspending the Chief Constable, or calling upon the Chief Constable to retire or resign, or calculating a budget requirement under section 43 of the Local Government Finance Act 1992.
- 3.2 Making use of the power in section 18(1), the proposal is to appoint Flick Drummond to the post of DPCC for Hampshire.
- 3.3 Flick Drummond has declared that she is aware of the provisions of the Act as regards eligibility to be appointed. Attached at Appendix A are the relevant extracts from the Act concerning disqualification of a person from appointment to the post of DPCC which have been provided to Flick Drummond.
- 3.4 Flick Drummond has declared that, to the best of her knowledge and belief, she is eligible for appointment and is not subject to a relevant disqualification (candidate declaration attached as appendix B).
- 3.5 Under section 18(10) of the Act, the DPCC is a member of the PCC’s staff. The DPCC for Hampshire will be subject to a contract of employment which will generally reflect the terms and conditions applying to the PCC’s staff. This is attached as appendix C.
- 3.6 The PCC has purposefully not appointed a deputy during his first year, notwithstanding the allowance within the legislation for such a post. The frequent expression by individuals and community groups during his election campaign that they did not support additional political appointments of a Deputy or Assistant PCCs informed this first decision.
- 3.7 In assessing that an appointment is now appropriate, he has taken into account:
- a) The community expectation of engaging with the PCC more frequently than is realisable by one individual;
 - b) The community expectation that a Deputy for the PCC would be able to engage with the full range of duties, responsibilities and representational areas appropriate for the PCC;
 - c) That any additional appointment should be tested against added value to the democratic engagement and delivery of the mission to keep us SAFER;
 - d) That as a new appointment, the role should be limited in the first instance to a commitment to a year, with renewal dependent upon realising added-value as described above.

4. Issues for consideration

4.1 Name of candidate

The name of the person the Commissioner is proposing to appoint to the post of DPCC for Hampshire is Flick Drummond.

4.2 Criteria used to assess the suitability of the candidate for the appointment

In selecting a preferred candidate, the Commissioner chose someone who can satisfy the following criteria:

- High-level communication and presentation skills;
- Forms excellent working relationships with partner organisations;
- Takes a co-operative approach to achieving priorities, including proposing effective collaboration initiatives with relevant organisations;
- Builds relationships, influences and negotiates with high ranking officials;
- Excellent awareness of political structures, procedures and policies at both a local and national level;
- Has a pre-existing network of contacts that will facilitate the PCC in being more effective in his role;
- Available to begin in post with immediate effect.

4.3 Why the candidate satisfies those criteria

Although the DPCC is a member of the PCC's staff (s18(10) of the Act), under paragraph 8(4) of Schedule 1 of the Act the appointment of a DPCC is exempt from the requirement of Section 7 of the Local Government and Housing Act 1989, that all staff appointments should be made on merit. There is therefore no requirement for the open recruitment process that would normally apply when recruiting staff to the PCC's office, appointments which are made by the Chief Executive.

Please see appendix D for the CV of Flick Drummond, which demonstrates the breadth and strength the skills that she can bring to the position, and is the evidence of how she satisfies the criteria for the role.

4.4 The terms and conditions on which the candidate is to be appointed

The summary of the terms and conditions can be found at appendix C of this document. The terms generally reflect those of other members of the Commissioner's staff.

5. Starting date

- 5.1 Mrs Drummond is able to begin in this position with immediate effect, should the Commissioner choose to confirm the appointment following receipt of the Panel's considerations.

Section 100 D - Local Government Act 1972 - background documents

The following documents discuss facts or matters on which this report, or an important part of it, is based and have been relied upon to a material extent in the preparation of this report. (NB: the list excludes published works and any documents which disclose exempt or confidential information as defined in the Act.)

<u>Document</u>	<u>Location</u>
Appendix A – Legislative extracts	Attached
Appendix B – Declaration of eligibility	Attached
Appendix C – Terms and Conditions	Attached
Appendix D – CV of preferred candidate	Attached