



## Staffordshire Police and Crime Panel

### Confirmatory Hearing

11.30 am Monday, 17 December 2012  
Trentham Room - No.1 Staffordshire Place

John Tradewell  
Secretary to the Panel  
Friday, 7 December 2012

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### A G E N D A

1. **Apologies**
2. **Declarations of Interest**
3. **Consideration of Proposed Appointment of Ms S Arnold to the position of Deputy Police and Crime Commissioner in the Office of the Police and Crime Commissioner** (Pages 1 - 8)

Briefing Note and Background documentation attached

- a. To receive representations by the Police and Crime Commissioner on the criteria to be met by chosen candidate for the post

Candidate NOT to be present

- b. To receive a presentation by, and to question, Ms S Arnold on her skills, experience and ability to meet the criteria for the post

Commissioner NOT to be present

#### 4. **Exclusion of the Public**

The Chairman to move:

‘That the public be excluded from the meeting for the following items of business which involve the likely disclosure of exempt information as defined in the paragraph of Part One of Schedule 12A of the Local Government Act 1972 (as amended) indicated below.

### PART TWO

5. **Panel decision on the proposed appointment of Ms S Arnold to the post of Deputy Police and Crime Commissioner (exemption paragraph 1)**

## Membership

|                    |  |
|--------------------|--|
| Frank Chapman      | Staffordshire County Council             |
| Brian Edwards      | South Staffordshire District Council     |
| Colin Greatorex    | Lichfield District Council               |
| Jason Hails        | Staffordshire Moorlands District Council |
| Michael Heenan     | Stafford Borough Council                 |
| Michael Holder     | Cannock Chase District Council           |
| Anthony Kearon     | Newcastle Borough Council                |
| David Leese        | East Staffs Borough Council              |
| Jeremy Oates       | Tamworth Borough Council                 |
| Joy Garner         | Stoke on Trent City Council              |
| Hifsa Haroon-Iqbal | (Co-Optee)                               |
| Paul Darby         | (Co-Optee)                               |

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**STAFFORDSHIRE POLICE AND CRIME PANEL – 17 December 2012**

**CONFIRMATORY HEARINGS**

**Briefing note by the Secretary**

This Panel is required to hold Confirmatory Hearings for the following key posts in the Office of the Police and Crime Commissioner

Chief Constable\*

Deputy Police and Crime Commissioner

Chief Executive in the Office of the Police and Crime Commissioner

Chief Financial Officer in the Office of the Police and Crime Commissioner

\*the power of veto exists for the Chief Constable appointment.

The purpose of the Hearing is to enable the Panel to evaluate the professional competence and personal independence of the candidate chosen by the Commissioner to fill the vacancy in question.

Today's Hearing is for the Deputy Commissioner post.

Under the Police Reform and Social Responsibility Act this post does not have to be appointed to on Merit – it is entirely for the Commissioner to select the person.

The Panel is required to produce a report/recommendations to the Commissioner on it's views.

Legislation provides for the Hearing itself to be held in public but for the discussions on the report/recommendations to be held in private, hence this agenda is divided into 2 sections.

J Tradewell

Secretary to the Panel

Contact Officers: Julie Plant and Helen Phillips

01785 276135 and 276143

[Julie.plant@staffordshire.gov.uk](mailto:Julie.plant@staffordshire.gov.uk) and [Helen.phillips@staffordshire.gov.uk](mailto:Helen.phillips@staffordshire.gov.uk)





Office of the Police and  
Crime Commissioner  
**STAFFORDSHIRE**

*Please note:* This form will be published on the OPCC website immediately a decision is made unless the author of the report indicates otherwise at sections 7 or 8 below

## **REQUEST FOR DECISION BY POLICE & CRIME COMMISSIONER**

Date decision required by: 17 December 2012

If an urgent approval is required, please state reasons:

### **For completion by OPCC only:-**

Decision Number: OPCC/D/006

Date Received: n/a

Who is empowered to make decision: PCC

If decision to be made by OPCC, at what level (1-6): 1

**Title** | **Appointment of a Deputy Police & Crime Commissioner**

**Summary:** To agree the appointment of a Deputy Police and Crime Commissioner in line with Section 18 and Schedule 1 paragraph 8 of the Police Reform & Social Responsibility Act 2011. The appointment will be subject to a confirmation hearing by the Police & Crime Panel at its meeting on 17 December 2012.

### **Recommendation:**

That the Commissioner approves the appointment of a Deputy Police and Crime Commissioner, as detailed in the attached report.

### **Chief Executive:**

I hereby approve the recommendation for consideration.

Signature

*R.D. Tingle*

Date

*29/11/12*

## **PART I – NON-CONFIDENTIAL FACTS AND ADVICE TO THE PCC**

### **1. Introduction and background**

1. Section 18 of the Police Reform & Social Responsibility Act 2011 provides the Police and Crime Commissioner with the ability to “appoint a person as the deputy police and crime commissioner for that police area”.
2. Paragraph 8 of Schedule 1 sets out the framework by which that appointment should be made.
3. The terms and conditions of a person who is appointed as the deputy police and crime commissioner must provide for the appointment to end not later than the day when the current term of office of the appointing PCC ends.
4. It is important to note that Section 7 of the Local Government & Housing Act 1989 (appointment of staff on merit) does not apply to the appointment of the Deputy Police & Crime Commissioner (DPCC).
5. Paragraph 9 of Schedule 1 requires the Commissioner to notify the Police and Crime Panel of the proposed appointment of the DPCC, including:-
  - their name
  - the criteria used to assess the suitability of the candidate for appointment
  - why the candidate satisfies those criteria; and
  - the terms and conditions on which the candidate is to be appointed.
6. The Panel is required to hold a confirmation hearing, held in public, at which the candidate is requested to appear for the purpose of answering questions relating to the appointment. In this case, the hearing is to be held at a meeting of the Panel on 17 December 2012.
7. The proposed DPCC is required to either attend the Panel in person, or participate in the proceedings in some other way. The Panel is then required to report to the PCC with its recommendation as to whether or not the individual should be appointed. This must be provided to the PCC within 3 weeks of the Commissioner’s notification to the Panel. The Panel will be notified of the proposed appointment on the day this decision is confirmed by the PCC (see approval box at the end of this report).
8. The Commissioner can then accept or reject the Panel's recommendation, notifying the Panel of his decision.

### **Proposed appointment**

9. It is therefore proposed that Sue Arnold be appointed as Deputy Police and Crime Commissioner for Staffordshire. The following criteria has been used to assess the Deputy candidate’s suitability for the role:-
  - the ability to challenge the way services are delivered;

- think strategically;
- experience of scrutinising public service and achieving value for money
- the ability to undertake effective community engagement;
- good mix of public service and business skills;
- effective communication;
- a record of successfully delivering positive outcomes

10. It is therefore recommended that Sue Arnold be appointed as Deputy Police & Crime Commissioner for Staffordshire. Sue Arnold meets the criteria for this appointment, and has a track record which speaks for itself. The candidate meets the above criteria as follows:-

- Immense drive and commitment who is highly motivated, focused and dedicated to making things happen
- Excellent business experience and an enviable record of successful achievement which will bring valuable skills and a keen focus on value for money to the role of Deputy Commissioner
- A track record of working with local communities in her local area to deliver better outcomes for all
- A real enthusiasm for engaging with local communities in more innovative ways
- Will use her engagement skills to further increase the visibility and knowledge of the Office of the Police & Crime Commissioner
- Passionate about providing better services for local people and a strong commitment and drive to assist in the delivery of safer and stronger communities
- Experience of scrutiny and challenge through her role both as a district councillor and through advisory and non-executive capacities

11. The term of the proposed appointment will be until the next election of the Police & Crime Commissioner in May 2016. Remuneration for the post will be on the basis of 33% of the Commissioner's salary, equating to an annual salary of £25,000. It is anticipated that this role will be undertaken on the basis of an average of 3 working days per week, although the role will inevitably be required to be flexible. Expenses will be paid in accordance with the OPCC's allowances and expenses scheme which reflects the Home Secretary's determination.

12. The exact role of the DPCC will need to be determined over the first few months of the operation of the role, however it is expected to be broad and help the PCC fulfil their statutory responsibilities.
13. The DPCC will be a member of staff of the Office of the Police and Crime Commissioner, will be subject to the requirements of the Official Secrets Act, but their post will not be politically restricted.

## **2. Issues for consideration**

The appointment of a Deputy will provide the Commissioner with additional resilience to ensure the effective delivery of the Police and Crime Plan and assist in fulfilling the Police & Crime Commissioner's statutory duties.

## **3. Financial Comments**

The remuneration and allowances for the Police & Crime Commissioner will be contained within the previous budget agreed by the Police Authority which has been carried over into the OPCC.

## **4. Legal Comments**

The process for the appointment of the DPCC is clearly set out in the Police Reform & Social Responsibility Act 2011, the relevant paragraphs of which are referred to in this report.

## **5. Equality Comments**

The appointment of the DPCC is a personal appointment and is not subject to the requirements of Section 7 of the Local Government & Housing Act 1989, which requires appointments of staff on merit.

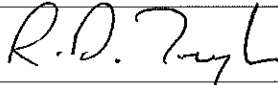


**6. Background/supporting papers**  
Police Reform & Social Responsibility Act 2011

**7. Public access to information**  
This report is not protectively marked and can be made available for public inspection.

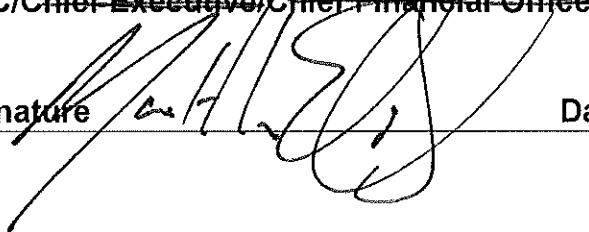
**8. Is the publication of this form to be deferred?**  
No – this decision will be published on the OPCC within 3 working days

**ORIGINATING OFFICER DECLARATION:**

|               |   |
|---------------|---|
| <b>Author</b> | Damon Taylor, Chief Executive, OPCC   |
| <b>Signed</b> |  |
| <b>Date</b>   | 29 November 2012  |

**APPROVAL (for completion by OPCC only)**

**Rationale for decision**  
CONSIDERED THE NEED FOR A PCC & DECIDED THE OPPORTUNITIES & SCALE OF THOSE REQUIRED SOME ADDITIONAL INPUT AT THAT LEVEL TO SUPPORT PCC ROLE

~~PCC/Chief Executive/Chief Financial Officer~~ (delete as appropriate)  
Signature  Date 29/11/12

