

AVON AND SOMERSET POLICE AND CRIME PANEL

MONDAY 10 DECEMBER 2012

REPORT OF THE AVON AND SOMERSET POLICE AND CRIME COMMISSIONER

CHIEF CONSTABLE APPOINTMENT PROCESS

PURPOSE

The purpose of this report is to advise the Police and Crime Panel of the requirement to run a Chief Constable appointment process. Under Schedule 8 of the Police Reform and Social Responsibility Act 2011, the Police and Crime Panel hold a confirmation hearing to consider the proposed appointment.

BACKGROUND

The Chief Constable's contract is due to expire on 26 January 2013. As the current Chief Constable has served for 8 years, under current regulations, the contract can only be renewed on an annual basis unless a full recruitment process is carried out. The Police and Crime Commissioner has therefore stated her intention to run a public recruitment process. As Panel Members will be aware, the Chief Constable has confirmed that he will be retiring from the police service on 26 January 2013 at the end of his fixed-term appointment. The Deputy Chief Constable will be Acting Chief Constable, pending the outcome of a recruitment process.

TIMESCALES

An outline of the appointment process is set out below for Panel Members' consideration:

Month	Activity
November 2012	Launch recruitment campaign
December 2012	Closing date for applications (following 3 week statutory period) Appointments Panel – Shortlisting

January 2013	Selection Process – to include a Briefing Day and Stakeholder session
February 2013	PCP Confirmation Hearing Confirmation of appointment

A provisional date (Wednesday 6 February 2013) has been included on the Panel Work Plan for the Panel to hold a Confirmation Hearing.

ROLE OF THE PANEL

The formal role of the Panel is to hold a Confirmatory Hearing at the conclusion of the appointment process. However it is important to ensure that the Panel is sighted on the process and has the opportunity to input as appropriate. Feedback from the Panel is welcome in shaping the selection process, in particular the proposed stakeholder session.

The Panel may wish to consider joint training to prepare for their formal role in holding a confirmation hearing. There is potential to hold joint regional training with Police and Crime Panel members in other Force areas given the current position in all five Forces in the South West.

NEXT STEPS

The Commissioner's Office will keep the Panel informed of progress on the recruitment process and will bring a report to the next meeting of the Panel on 9 January 2013.

John Smith
Chief Executive and Monitoring Officer