

**REPORT TO THE ESSEX POLICE AND CRIME PANEL
BY THE INDEPENDENT MEMBER MR JOHN COOKE OBE
ON THE SELECTION PROCESS FOR THE CHIEF CONSTABLE**

EXECUTIVE SUMMARY

1. AIM

1.1 The aim of this report is to provide an assessment of the extent to which the appointment process has been conducted fairly, openly and based on merit. In addition, it details the extent to which the panel fulfilled their responsibility to challenging and test the candidates' suitability against the requirements of the role.

2. BACKGROUND AND REGULATION

2.1 All published regulations were adhered to during this selection process – see paragraphs 1.1 to 1.2 of main report for full details.

2.2 The Independent Member was drawn from the list held by the College of Policing. In order to become a member of this list I was required to undergo a fair, open and merit-based selection process – see paragraph 1.3 to 1.4 of main report for full details. For clarity, I was not involved in the work around producing the role profile and job specification; however, I am aware that advice was taken from the College of Policing.

3. ADVERTISING POST AND SHORTLISTING

3.1 The closing date for applications was noon 14th January 2013 and shortlisting took place on 16th January 2013. There were 9 application packs distributed and 6 applications returned. On the day of shortlisting Mr Gargan withdrew from the process having been confirmed as the new Chief Constable of Avon & Somerset. The Panel decided to invite all five candidates to the final selection process, for in their view they all met the criteria detailed by the PCC – full details are in the main report at paragraphs 3 to 5.

3.2 In my opinion the preparation of the role profile, the advertising of the post, the selection of the shortlisting panel and the shortlisting were conducted openly, fairly, in accordance with all regulations and guidance and those candidates forwarded to the final selection process were forwarded on merit.

3.3 Post the shortlisting the PCC decided to invite the CE of Essex CC to join the Panel for the final day of selection.

4. FINAL SELECTION

4.1 Prior to the final selection Mr Gilmore withdrew from the process as he had been confirmed in appointment as the new Chief Constable of West Yorkshire. This left four candidates.

4.2 All candidates presented on a pre-notified topic, undertook a media exercise and were then interviewed by the Panel for an hour. The candidates were thoroughly challenged by the Panel across a number of competency areas and against an agreed rating scale – details are at paragraph 6.3 and Annex G of the main report.

4.3 Throughout the final selection the candidates were treated equally and fairly and were assessed on the same rating scale throughout with no weighting given to any particular element of the selection process. I have no hesitation in confirming that the PCC's preferred candidate being forwarded to the PCP was selected on merit.

5. The PCC's preferred candidate is Mr Stephen Kavanagh.

6. FINANCIAL

6.1 Details of the remuneration and benefits package are detailed at paragraph 8 in the main report.

7. ISSUES AND OBSERVATIONS

7.1 There were no issues noted with the selection process. I have one observation. The PCC made a sound decision by inviting Ms Killian to join the final selection panel for her experience and expertise added another dimension to the Panel. The PCC might wish in future to consider bringing in a similar level of expertise at the shortlisting stage and ensure that the same Panel is retained throughout the process.

8. CONCLUSION

8.1 From start to finish the selection process for the future Chief Constable of Essex was open, fair and met all the standards detailed in the regulations – see paragraph 1 of main report. At a time when 18 other police forces were recruiting for chief constables the PCP would wish to know that the post attracted a substantial number of high-calibre candidates. The preferred candidate was selected on merit and was assessed by the whole panel as an outstanding candidate.

8.2 Finally, I wish to place on record my appreciation for the professionalism and hard work that Mr Ian Drysdale has demonstrated throughout this selection process.