

## **MINUTES OF A MEETING OF THE ESSEX POLICE AND CRIME PANEL HELD AT COUNTY HALL, CHELMSFORD, ON 18 JULY 2013**

Present:

### **Councillor**

Graham Butland

Jeffrey Stanley

Bob Shepherd

Tim Young

Gary Waller

John Jowers

Paul Sztumpf

Penny Channer

Jo McPherson

Peter Halliday

Angie Gaywood

Robert Chambers

### **Representing**

Braintree District Council

Castle Point Borough Council

Chelmsford City Council

Colchester Borough Council

Epping Forest District Council

Essex County Council (Chairman)

Harlow District Council

Maldon District Council

Rochford District Council

Tendring District Council

Thurrock Borough Council

Uttlesford District Council

### **Apologies for Absence**

Malcolm Buckley

Chris Hossack

Godfrey Isaacs with

Jeffrey Stanley as

his substitute

Ann Haigh

Basildon Borough Council (Vice-Chairman)

Brentwood Borough Council

Castle Point Borough Council

Co-opted Member

The following Officers were in attendance throughout the meeting:

Colin Ismay, Governance Team Manager, Essex County Council, Secretary to the meeting

Paul Warren, Chief Executive, Rochford District Council

### **1. Declarations of Interest**

There were no declarations of interest.

### **2. Confirmatory Hearing for the Post of Executive Director of the Office of the Police and Crime Commissioner**

The Panel considered a report by the Secretary to the Panel setting out the arrangements for the Panel to review the proposed appointment of the Executive Director of the Office of Police and Crime Commissioner before she was confirmed in her post.

### **The paperwork**

The Commissioner provided the following documents to the Panel:

- Information Pack
- Job Description

- Job Advert
- Sample Application form
- Candidate's Career Summary
- Schedule 1 of the Police Reform and Social Responsibility Act 2011.

The documents were intended to meet the requirement to provide the Panel with the following information:

- (a) the name of the candidate;
- (b) the criteria used to assess the suitability of the candidate for the appointment;
- (c) why the candidate satisfies those criteria; and
- (d) the terms and conditions on which the candidate is to be appointed.

The Commissioner's preferred candidate was Susannah Hancock, currently Assistant Chief Executive of Victim Support.

The Panel followed the procedure for dealing with Hearings agreed at the March meeting.

The Chairman welcomed Susannah to the meeting.

The Commissioner explained the selection process. This was the second attempt at recruitment to the post following a first unsuccessful attempt. It was a national process attracting 22 candidates from whom a shortlist of five was selected. The Commissioner was supported in the final stages of the interview process by Mr Adam Hunt, Essex Police Force Solicitor, and Mrs Catherine Crawford, former Chief Executive of the Metropolitan Police Authority. From a diverse range of candidates Susannah Hancock emerged as an outstanding candidate. Coincidentally, she is another Essex resident. The Commissioner took soundings on Susannah's working relationship with the Police. She brings to the role her strong academic achievements; her management experience; her third sector experience; her understanding of the Chief Executive role; and her professional expertise. The Commissioner considered that "Executive Director" was the right title for the role as he envisaged it working with a small staff in the Office and no additional responsibilities in the Office. This allowed him to make a 30% reduction on the salary of the former role of Chief Executive.

The Panel questioned the Commissioner to satisfy itself that he had been objective in his selection process and as to the professional competence of Susannah Hancock asking questions in relation to the Commissioner's relationship to the Police; Susannah's ability to deal effectively with the Police; the role of the specialist recruitment company in ranking candidates and how this matched up with the Commissioner's own assessment; understanding how the role will develop and undertaking the Monitoring Officer role; the distinction between the roles of Deputy Commissioner and Executive Director; obtaining

appropriate legal advice; and the reasons for advertising using the Sunday Telegraph.

The point was made that the Panel had not been able to see Susannah's application without which it was difficult to understand her reasons for applying for the post in the first place.

The Panel was reassured as to the rigour of the selection process.

Susannah Hancock then introduced herself to the Panel setting out her extensive experience in Community Safety and Youth Offending. The Panel tested Susannah's professional competence by confirming her responses to the supplementary information part of the application form; and asking questions on her experience of holding the Police to account; providing advice on legal matters; developing performance outcomes; working relationships with the Police; developing partnership working; setting meaningful performance targets; political awareness; and managing the relationship between the Commissioner, the Chief Constable and the Panel.

The Chairman then adjourned the meeting to enable the Panel to consider its view. The question was raised as to whether in future it would be appropriate for the Panel to have sight of a candidate's completed application form and under what circumstances. It was agreed that the discussion should be continued at the next meeting.

The Panel having reconvened unanimously supported Susannah Hancock's appointment as Executive Director of the Police and Crime Commissioner's Office without qualification or comment. The Chairman congratulated Susannah on her appointment.

### **3. Update on On-going Issues**

The Commissioner provided the Panel with a brief update regarding on-going issues he wished to bring to its attention.

### **4. Item for next meeting**

The Commissioner agreed to provide the Panel with comparative figures relating to the budget for his office to a future meeting.

The Panel requested that it receive an update on the allocation of Community Safety Grants at its next meeting.

Chairman

18 July 2013

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1 August 2013