

**Confirmation Hearing**

**of the**

**Police and Crime Panel for Essex**

**into**

**The proposed appointment of Lindsay Whitehouse as  
Deputy Police and Crime Commissioner for Essex**

**Thursday 9<sup>th</sup> May 2013**

**2.30pm**

**The process to appoint the Deputy Police and Crime Commissioner for Essex**

1. Scoping the Role and Requirements

2. Advisement
3. Interview and Selection
4. Statutory Requirements
5. Terms and Conditions
6. List of Attachments

Annex A ----- Job Description

Annex B ----- Advert

Annex C ----- Application Pack

Annex D ----- Career Summary of Lindsay Whitehouse

Annex A ----- Schedule 1, Police Reform and Social Responsibility Act 2011

## **1. Scoping the Role and Requirements**

In November 2012 the Police and Crime Commissioner for Essex (PCC) replaced the Essex Police Authority under the Police Reform and Social Responsibility Act 2011. The PCC has identified a need to appoint a Deputy to assist in the delivery of his objectives and in particular, to provide expertise which complements that of the Commissioner.

The PCC determined that he would take sufficient time to consider whether such a post was necessary and would offer value for money. It was apparent that the right candidate could offer real benefits to the residents of Essex and would provide excellent value for money. The PCCs budget for 2013/14 allows for a Deputy PCC who will support the PCC to improve engagement with the public, to perform his statutory duties and effectively work in partnership with other bodies across Essex.

From early January, working in conjunction with the Essex and Kent Human Resources Department, a profile of work was developed for the Deputy which aligned with the PCC's requirements of the post.

## **2. Advertisement**

In considering his decision to appoint a Deputy Police and Crime Commissioner, the PCC made it a condition from the outset that this would be an open, transparent and competitive process to attract the best possible candidates to the role and to ensure the process had the highest integrity

The advert was widely circulated online through partner organisations and in local papers on Thursday 21<sup>st</sup> February. The closing date was Friday 8<sup>th</sup> March.

## **3. Interview and Selection**

Following the close of the advertisement, the PCC conducted a sifting and selection process of suitable candidates against the published job criteria.

At the end of the initial sifting process four candidates were selected for initial interview. Following the first round, two candidates were invited to a final interview. The candidates were required to give a short presentation of their vision and suitability to aid the PCC in delivering the Police and Crime Plan for Essex.

Simon Wootton, a former senior manager at Lloyds Bank and Assistant Chief Officer in the Essex Special Constabulary, assisted in the final interviews to provide a relevant external perspective at the final selection process.

## **4. Statutory Requirements**

The Police and Crime Commissioner for Essex, pursuant to section 9(2) of Schedule 1 to the Police Reform and Social Responsibility Act 2011 provides the following information:

Name of proposed appointment:

Lindsay James Whitehouse

### Criteria used to assess suitability and assessment of those criteria

The Commissioner advertised for the role, interviewed and selected the candidate against the published criteria in the Job Description and Advert (Annex A and B)

In particular, the Commissioner assessed the competence of the candidates in the following areas:

- Knowledge of the criminal justice system
- Press relations and public speaking
- Financial management
- Political awareness
- Knowledge of partner organisations in Essex and nationally

### **5. Terms and Conditions**

Due to the unique role of the appointment and seniority of the levels of work the Deputy will be required to perform, the PCC has set a salary of £55,000 and subject to satisfactory performance, rising to £60,000 after the first year. The position has been designated as full time employment. The DPCC will be paid reasonable expenses to cover the costs of standard class travel and business mileage.

Under statute, the Deputy Police and Crime Commissioner's employment will last no longer than the last day of the appointing PCC's term of office, currently to May 2016.