

AGENDA ITEM 8

Essex Police and Crime Panel	EPCP/12/13
Date: 1 August 2013	

Confirmatory Hearings: Paperwork to be requested

Report by the Secretary to the Panel

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Purpose of report

To consider whether any changes would be beneficial to the paperwork provided by the Commissioner's Office in support of a Confirmatory Hearing.

Background

The Panel has held three Confirmatory Hearings in quick succession in relation to appointments made by the Commissioner. The Panel has agreed a process for undertaking the Hearings based on guidance issued by the LGA. At the last two Hearings there has been concern expressed about whether the Panel has the right papers available to it make a considered judgement on the competence of the candidates to undertake the role and to understand their reasons for applying for the post.

Section 9 (2) of Schedule 1 to the Police Reform and Social Responsibility Act states that the commissioner must also notify the panel of the following information –

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

The Commissioner satisfies this requirement by providing the following information:

- An information pack covering the following points:
 - Scoping the role and requirements
 - The advertisement
 - Interview and selection
 - Statutory requirements
 - Terms and Conditions

- Job Description
- Advert
- Application Pack
- Career Summary of the candidate
- A copy of Schedule 1 of the Act

The Commissioner is certainly complying with the requirements of the Act by providing all of this information: however, the Panel feel that there is something missing in being able to come to a reasoned judgement on the Candidate's suitability without being able to see the information provided to the Commissioner on the candidate's application form. With this information the Panel can see the candidate's response to the supplementary questions and form a better understanding as to their suitability for the role and why they have applied.

Hopefully there should not be a need for another Confirmatory Hearing in the near future, but the Panel would wish the Commissioner to consider for the future making this additional information available to it in such a way as to avoid putting personal information about the candidate into the public arena.