

AGENDA ITEM 5

Essex Police, Fire and Crime Panel	EPFCP/17/18
Date: 19 July 2018	

Review of Confirmatory Hearing Procedure for the Essex Police Chief Constable

Report by Secretary to the Panel

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Purpose of report

In order to comply with the Police Reform and Social Responsibility Act 2011, schedule 8 Part 1, the Panel must make a report to the Essex Police, Fire and Crime Commissioner on the proposed appointment of the Chief Constable. The report must include a recommendation to the Police, Fire and Crime Commissioner as to whether, or not, the candidate should be appointed and be completed within a period of three weeks beginning with the day on which the panel receives the notification from the Commissioner of the proposed appointment.

This report also reviews the procedure used at the last meeting to conduct the confirmatory hearing for the Chief Constable before it is necessary to hold any subsequent hearings.

The paperwork

The Panel was provided with paperwork on the selection process and to provide the Panel with the following information:

- (a) the name of the proposed 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 nature of the intended role; and the terms and conditions on which the candidate is to be appointed.

The Panel were provided with career background information for the Commissioner's preferred candidate; as well as a report from the Independent Assessment Panel member on the appointment process.

Does the Panel have any comment to make on the paperwork provided and any recommendations for a future hearing?

The process

The following provides an outline of how the Hearing was conducted:

1. The Chairman to welcome the Candidate to the meeting and explain the Panel's intention of focussing on satisfying itself as to the Candidate's professional competence and personal independence. He will then clarify the options available to the Panel in terms of approval, refusal or veto of the appointments and emphasise the seriousness of making a recommendation to refuse or veto.
2. The Chairman to give the Candidate and the Commissioner the opportunity to clarify any matters of process before the hearing gets under way.
3. The Commissioner to demonstrate to the Panel the rigor of the selection process and why the Candidate has been selected.
4. The Panel to ask questions of the Commissioner.
5. The Candidate to introduce himself to the Panel and to outline briefly his suitability for the role in terms of professional competence and personal independence.
6. The Panel to ask questions of the Candidate.
7. The Commissioner and the Candidate to be given the opportunity to clarify any answers and ask any questions of the Panel.
8. The Chairman to confirm the next steps of the decision-making process.
9. The Chairman will adjourn the meeting to allow the Panel to consider its recommendation.

Visitors were then asked to leave the meeting whilst the Panel reached its decision and then invited back to be advised of the decision.

Does the Panel or the Commissioner have any comments to make on the procedure followed and any recommendations for a future hearing?

Outcome

Following the recess the Chairman confirmed the Panel had unanimously agreed to confirm the appointment of Mr Ben-Julian Harrington as the Chief Constable of Essex and his happy to recommend the appointment to the Commissioner.