

Mr R Hirst  
Essex Police, Fire and Crime  
Commissioner

Our Ref: VF/EPFCP  
Date: 11 December 2020

Dear Mr Hirst

**Re: Essex Police, Fire and Crime Panel – Confirmation Hearing re Proposed appointment of the PFCC’s Head of Finance**

I am writing to thank you for attending the Confirmation Hearing of the Essex Police, Fire and Crime Panel on the 10 December 2020 to review the proposed appointment of Julia Berry as the PFCC’s Head of Finance.

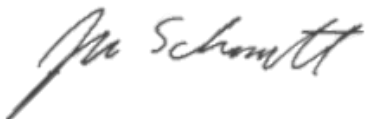
In accordance with the provisions of the Police Reform and Social Responsibility Act 2011, it is my duty to confirm the outcome of that Confirmation Hearing meeting in writing.

During the Confirmation Hearing, you outlined the recruitment process that was followed and put forward your justification for appointing Ms Berry. Drawing on the submission you provided and Ms Berry’s own personal statement, the Panel asked the candidate a series of questions to assist it in establishing whether she met the minimum standards for the role.

Ms Berry exemplified her skills and experience and her interest in further developing her knowledge. The Panel was satisfied that Ms Berry’s previous experience gave her the professional competence and personal independence required of the postholder.

On the basis of the information you provided, the discussions held in the Confirmation Hearing, and our examination of the evidence in both the public meeting and the closed session, the Panel is pleased to endorse the recommendation to appoint Ms Berry to the post of the PFCC’s Head of Finance. The Panel wishes Ms Berry well in her new role.

Yours sincerely



Councillor Wendy Schmitt  
Chairman, Essex Police, Fire and Crime Panel