

Mr R Hirst (by email)  
Essex Police, Fire and Crime  
Commissioner

Our Ref: SC/EPFCP  
Date: 29 October 2021

Dear Mr Hirst

**Re: Essex Police, Fire and Crime Panel – Confirmation Hearing re Proposed Appointment of the Chief Fire Officer / Chief Executive**

I am writing to thank you for attending the Confirmation Hearing of the Essex Police, Fire and Crime Panel on the 29 October 2021 to review the proposed appointment of the Chief Fire Officer / Chief Executive.

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 Mr Hylton. Drawing on the submission you provided and Mr Hylton's own personal statement, the Panel asked the candidate a series of questions to assist it in establishing whether he met the minimum standards for the role.

Mr Hylton provided a highly credible account of his professional background and experience and the Panel were impressed by his obvious commitment to the Fire Service and his desire to improve outcomes for the people of Essex.

The Panel was satisfied that Mr Hylton's previous experience gave him 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 Mr Hylton to the post of Chief Fire Officer / Chief Executive. The Panel wishes Mr Hylton well in his new role.

Yours sincerely



John Gili-Ross  
Chairman, Essex Police, Fire and Crime Panel