

**THE OFFICE OF POLICE AND CRIME COMMISSIONER
FOR DERBYSHIRE
DECISION RECORD**

Request for PCC Decision	Received in OPCC Date: 23rd November 2016	OPCC Ref: 43/16
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The appointment of the of the Deputy Police & Crime Commissioner for Derbyshire and the Treasurer/Section 151 officer.

Executive Summary: To be completed by PCC Specialist lead

- 1.1 Section 18 of the Police Reform and Social Responsibility Act 2011 (the PRSRA) allows the Commissioner to appoint a deputy PCC. The process for making this appointment is outlined within Schedule 1 of the PRSRA.
- 1.2 Unlike any other appointments into the Commissioner's office, the role of Deputy does not have to be appointed on merit. That said, the PCC for Derbyshire chose to appoint following an open and transparent recruitment process.
- 1.3 Following a competency based interview and a presentation on how the applicant would contribute towards the delivery of the Police & Crime Plan, Mr Kevin Gillott was proposed as the preferred candidate.
- 1.4 The PRSRA requires senior appointments, of which the Deputy PCC is deemed to be one, to be subject to a confirmation hearing before the Police and Crime Panel.
- 1.5 The Confirmation hearing took place at a public meeting at County Hall on Thursday 17th November and Mr Gillott appointment was unanimously endorsed by the Police & Crime Panel.
- 1.6 The PRSRA requires the Commissioner to appoint a head of paid staff/Chief Executive and a Chief Finance Officer/Treasurer.

- 1.7 The current Treasurer is made it known that she wishes to retire at the end of December 2016.
- 1.8 Unlike the Deputy PCC role the role of Treasurer, like all other OPCC roles, must be appointed on merit.
- 1.9 Following an extensive competency based interview and a presentation on how the applicant saw the role of Treasurer supporting the PCC and his officer, the panel proposed the appointment of Mr Andrew Dale.
- 1.10 The PRSRA requires senior appointments, of which the Treasurer is deemed to be one, to be subject to a confirmation hearing before the Police and Crime Panel.
- 1.11 The Confirmation hearing took place at a public meeting at County Hall on Thursday 17th November and Mr Dale appointment was unanimously endorsed by the Police & Crime Panel.

Decision

Resolved that

- i That Mr Kevin Gillott is appointed as the new Deputy Police & Crime Commissioner for Derbyshire
- ii That Mr Andrew Dale is appointed as the Chief Finance Office/Treasurer of the Office of the Police & Crime Commissioner for Derbyshire

Declaration

I confirm that I have considered whether or not I have any personal or prejudicial interest in this matter and take the proposed decision in compliance with the Code of Conduct for the Police and Crime Commissioner for Derbyshire. Any such interests are recorded below.

(Recorded interests: None)

The above request has my approval.

Signature HARDYAL DHINDSA	Date 28th November 2016
PUBLICATION SCHEME CONSIDERATIONS	
Is the related Section B report to be published Yes	
If no, please indicate relevant exemption	

Is the publication of this approval to be deferred No
If Yes, provide reasons below
Date to be deferred to –
NB Statutory Instrument 2011/3050 (as amended by SI 2012/2479) states that: <i>all decisions made by a PCC are in the types of information that must “be published as soon as practicable after it becomes available to the elected local policing body”.</i>

OFFICER APPROVAL
Chief Executive or Nominee:
I have been consulted about the proposal and confirm that financial, legal and equalities advice has been taken into account in the preparation of this report. I am satisfied that this is an appropriate request to be submitted to the Police and Crime Commissioner
Name David Peet
Date 28.11.2016

STRATEGIC GOVERNANCE BOARD
28 NOVEMBER 2016
REPORT OF THE CHIEF EXECUTIVE

**7A: RECRUITMENT OF DEPUTY POLICE & CRIME COMMISSIONER AND
TREASURER/SECTION 151 OFFICER**

1. PURPOSE OF THE REPORT

- 1.1 To provide outline the process undertaken to recruit into two key vacancies within the Police & Crime Commissioner's office and the outcome of the two processes.

2. DEPUTY POLICE & CRIME COMMISSIONER

- 2.1 Section 18 of the Police Reform and Social Responsibility Act 2011 (the PRSRA) allows the Commissioner to appoint a deputy PCC. The process for making this appointment is outlined within Schedule 1 of the PRSRA.
- 2.2 Unlike any other appointments into the Commissioner's office, the role of Deputy does not have to be appointed on merit. That said, the PCC for Derbyshire chose to appoint following an open and transparent recruitment process.
- 2.3 Having advertised the role via the Commissioner's website, and following coverage by sections of the local media, the Commissioner received eight applications for the role, from which a shortlist of six candidates were taken forward to interview.
- 2.4 During the election campaign for the role of PCC, Hardyal Dhindsa had signed up to a series of hallmarks raised by the Committee on Standards in Public Life which included the inclusion of an independent person on the interview panels for any senior appointments. With this in mind Professor Kevin Bampton, Director of the International Policing and Justice Institute at the University of Derby was invited to join the Commissioner and the former

PCC, Mr Alan Charles to make up an interview panel. The Chief Executive was also present in an advisory capacity.

- 2.5 Following a competency based interview and a presentation on how the applicant would contribute towards the delivery of the Police & Crime Plan, Mr Kevin Gillott was proposed as the preferred candidate.
- 2.6 The PRSRA requires senior appointments, of which the Deputy PCC is deemed to be one, to be subject to a confirmation hearing before the Police and Crime Panel.
- 2.7 The Confirmation hearing took place at a public meeting at County Hall on Thursday 17th November and Mr Gillott appointment was unanimously endorsed by the Police & Crime Panel.
- 2.8 It is anticipated that Mr Gillott will take up office at the start of 2017, though an exact date has yet to be agreed.

3. TREASURER/S.151 OFFICER

- 3.1 The PRSRA requires the Commissioner to appoint a head of paid staff/Chief Executive and a Chief Finance Officer/Treasurer.
- 3.2 The current Treasurer is made it known that she wishes to retire at the end of December 2016.
- 3.3 With this in mind the Commissioner's office advertised for a replacement Treasurer and initially attracted six applications for the role, four of whom were interviewed. It was not, however, considered possible to recruit after the first round of interviews and so a second advertisement was placed and a field of 24 applicants applied of which three were interviewed.
- 3.4 Unlike the Deputy PCC role the role of Treasurer, like all other OPCC roles, must be appointed on merit.
- 3.5 Following an extensive competency based interview and a presentation on how the applicant saw the role of Treasurer supporting the PCC and his officer, the panel proposed the appointment of Mr Andrew Dale.

- 3.6 During the election campaign for the role of PCC, Hardyal Dhindsa had signed up to a series of hallmarks raised by the Committee on Standards in Public Life which included the inclusion of an independent person on the interview panels for any senior appointments. With this in mind for the first round of interviews Mr Terry McDermott, Chief Fire Officer, joined the panel. (The other panellists were the PCC, Mr David Peet (Chief Executive), Mrs Helen Boffy (Treasurer) and Mr Terry Neaves (Force Director of Finance)). For the second set of interviews Mr Alan Goodwin QPM, Derbyshire Deputy Chief Constable (retired), joined the panel.
- 3.7 The PRSRA requires senior appointments, of which the Treasurer is deemed to be one, to be subject to a confirmation hearing before the Police and Crime Panel.
- 3.8 The Confirmation hearing took place at a public meeting at County Hall on Thursday 17th November and Mr Dale appointment was unanimously endorsed by the Police & Crime Panel.
- 3.9 Mr Dale will start working in the Commissioner's office from 12th December 2016 which will allow for a handover period with the outgoing Treasurer, Mrs Boffy. Mr Dale will take over the full responsibilities of the role from 1st January 2017.

4. RECOMMENDATIONS

- i That the process for the recruitment of the two senior roles be noted, and assurance gained that the processes were fully compliant with the requirements of the PRSRA
- ii That Mr Kevin Gillott is appointed as the new Deputy Police & Crime Commissioner for Derbyshire
- iii That Mr Andrew Dale is appointed as the Chief Finance Office/Treasurer of the Office of the Police & Crime Commissioner for Derbyshire

5. IMPLICATIONS

All implications are assessed and scored to the table below.

HIGH – supporting explanation and narrative required and to be contained within the report

MEDIUM – narrative to be contained within the report at the discretion of the author

LOW – no narrative required

	LOW	MEDIUM	HIGH
Crime & Disorder	X		
Environmental	X		
Equality & Diversity	X		
Financial	X		
Health & Safety	X		
Human Rights	X		
Legal			X
Personnel			X

Contact details in the event of enquiries	Name: David Peet External telephone number: 0300 122 6007 Email address: david.peet.16406@derbyshire.pnn.police.uk
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