

**Report of the West Yorkshire Police and Crime Panel** 

Confirmation Hearing for the Role of Interim Chief Executive to the Office of the Police and Crime Commissioner

7<sup>th</sup> October 2016

# 1. Executive Summary

- 1.1 This document constitutes the report and recommendations of the West Yorkshire Police and Crime Panel (hereafter referred to as 'the Panel') in respect of the proposed appointment of Ms Susan Field to the role of Interim Chief Executive to the Office of the Police and Crime Commissioner (OPCC) for West Yorkshire.
- 1.2 This report is submitted to the West Yorkshire Police and Crime Commissioner (PCC) in accordance with the requirements of Paragraph 10, Schedule 1 of the Police Reform and Social Responsibility Act 2011.
- 1.3 The report endorses the appointment of Ms Susan Field to the role of Interim Chief Executive of the OPCC for West Yorkshire.
- The Panel would like to thank Ms Field for her attendance at the Confirmation Hearing on 7<sup>th</sup> October 2016.

## 2. West Yorkshire Police and Crime Panel

2.1 The Membership of the Panel for the Confirmation Hearing was as follows:

•	Cllr Alison Lowe	Leeds (Chair)
•	Cllr Tariq Hussain	Bradford
•	Cllr Andrew Mallinson	Bradford
•	Cllr Steve Pullen	Bradford
•	Cllr Mumtaz Hussain	Kirklees
•	Cllr Linda Wilkinson	Kirklees
•	Cllr Josephine Jarosz	Leeds
•	Cllr Steve Tulley	Wakefield
•	Cllr Alan Wassell	Wakefield

- Roger Grasby Independent Member
- Jo Sykes Independent Member

In attendance were also:

•	Mark Burns-Williamson	Police & Crime Commissioner
•	Bernadette Livesey	Service Director, Legal and Governance - WMDC
•	Emma Duckett	Police & Crime Panel Officer
•	Samantha Wilkinson	Police & Crime Panel Officer

•	Lauren Wray	OPCC
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Robert Tinsley OPCC

## 3. Powers of the West Yorkshire Police and Crime Panel

- 3.1 The Panel has the functions conferred by Schedule 1 Paragraph 10 of the Police Reform and Social Responsibility Act 2011 (*Scrutiny of senior appointments*). This requires the Panel to:
  - (i) Hold a confirmation hearing to review the proposed senior appointment
  - (ii) Make a report to the PCC on the proposed senior appointment;
  - (iii) Include a recommendation to the Commissioner as to whether or not the candidate should be appointed;
  - (iv) Publish the report to the Commissioner within the period of three weeks beginning with the day on which the panel receives the notification from the commissioner of the proposed senior appointment.
- 3.2 The position of Chief Executive to the OPCC undertakes the duties of the head of the PCC's staff as set out in Schedule 1 Paragraph (1) (a).
- 3.3 The PCC may accept or reject the Panel's recommendation as to whether or not the candidate should be appointed. There is no duty for the PCC to give reasons for their decision.

# 4. Confirmation Hearing for the Role of Interim Chief Executive for the Office of the Police & Crime Commissioner of West Yorkshire

- 4.1 The Panel received notification from the OPCC of the proposed appointment to the role of Interim Chief Executive for the OPCC for West Yorkshire on 22<sup>nd</sup> September 2016.
- 4.2 The Confirmation Hearing was held at 10.00 am on 7<sup>th</sup> October 2016 in the Pontefract Suite, Wakefield One. The Hearing was held in public.
- 4.3 The Panel asked questions of the candidate which focussed on her competency to undertake the role of Interim Chief Executive based on the criteria contained within the job specification provided by the PCC. This line of questioning was used to enable Panel Members to evaluate her suitability for the role.
- 4.4 The candidate was offered the opportunity to introduce herself to the Panel and elaborate on her skills and experience which made her suitable for the post.
- 4.5 The candidate was asked a series of questions covering the following themes:
  - Her relevant experience which evidences her capability to be a Chief Executive
  - Her experience working in a political environment
  - Her understanding of the role and of her relationship with the Panel
  - How she would undertake the duties of Monitoring Officer and provide advice and challenge to the PCC

• What she saw as immediate tasks and what are the key challenges over the next twelve months

# 5. Conclusions and Recommendation

5.1 On the basis of the information provided by the PCC and the discussions held within the Confirmation Hearing, the Panel considered their recommendation to the PCC in relation to the appointment to the role of Interim Chief Executive of the OPCC for West Yorkshire.

## **RESOLVED:**

5.1.1 Panel endorsed the appointment of Ms Susan Field to the role of Interim Chief Executive to the Office of the Police and Crime Commissioner for West Yorkshire.

The Panel made the following recommendations relating to Ms Field's appointment:

- That the PCC ensures Ms Field receives a thorough period of formal induction, including time with a range of partners
- That the PCC secures an appropriate experienced OPCC Chief Executive "buddy" who can meet with Ms Field and mentor her on a regular basis
- That the PCC ensures that a clear development plan with specific objectives is set for Ms Field with regular periods of review