**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**

**15th September 2017**

**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 Mrs Jayne Sykes 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 Mrs Jayne Sykes to the role of Interim Chief Executive of the OPCC for West Yorkshire for a period of approximately 18 months to 2 years.

1.4 The Panel would like to thank Mrs Sykes for her attendance at the Confirmation Hearing on 15th September 2017.

**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 Geraldine Carter Calderdale
* Cllr Steve Sweeney Calderdale
* Cllr Linda Wilkinson Kirklees
* Cllr Amanda Carter Leeds
* Cllr Steve Tulley Wakefield
* Roger Grasby Independent Member
* Jo Sykes Independent Member

In attendance were also:

* Mark Burns-Williamson Police & Crime Commissioner
* Sharon Fraser City Solicitor’s Office - WMDC
* Samantha Wilkinson Police & Crime Panel Officer

**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 OPCC for West Yorkshire on 4th September 2017.

4.2 The Confirmation Hearing was held at 10.00 am on 15th September 2017 in the Old Court Room, Wakefield Town Hall. 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 understanding of the role and of her relationship with the Panel

* The transition from working alongside the Police Chief Officer Team to supporting the Commissioner to hold the Chief Constable and the force to account
* 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 Mrs Jayne Sykes 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 Mrs Sykes’ appointment:**

* **That the PCC ensures that Mrs Sykes develops close links with the Panel, including quarterly meetings with the Police and Crime Panel Officer, to ensure that there is a close working relationship between the Panel and the OPCC.**
* **That Mrs Sykes takes up the offer of spending some time with the Monitoring Officer of Wakefield Council or one of her team to provide her with some insight into the nuances of the legislative framework in which the OPCC and Panel works.**
* **Panel welcomed that Mrs Sykes had already established a suitable experienced OPCC Chief Executive mentor to help with her professional development.**