



## Report of the West Yorkshire Police and Crime Panel

### Confirmation Hearing for the Role of Chief of Staff to the Office of the Police and Crime Commissioner

17<sup>th</sup> December 2020

#### 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 Janine Nelson to the role of Chief of Staff 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 Janine Nelson to the role of Chief of Staff to the OPCC for West Yorkshire for a 12 month fixed term period.
- 1.4 The Panel would like to thank Janine for her attendance at the Confirmation Hearing on 17<sup>th</sup> December 2020.

#### 2. West Yorkshire Police and Crime Panel

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

- Cllr Mohammed Iqbal                      Leeds (Chair)
- Cllr Tariq Hussain                         Bradford
- Cllr Russell Brown                         Bradford
- Cllr Sophie Whittaker                     Calderdale
- Cllr Amanda Carter                        Leeds
- Cllr Peter Gruen                            Leeds
- Cllr Jacqueline Williams                 Wakefield
- Jo Sykes                                        Independent Member

In attendance were also:

- Mark Burns-Williamson                 Police & Crime Commissioner
- Katherine Johnson                        OPCC
- Sharon Fraser                                Legal Officer – WMDC
- John Ward                                    HR Adviser - WMDC
- Samantha Wilkinson                      Police & Crime Panel Officer
- Caitlin Beever                                Police & Crime Panel Support 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 of Staff 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 Chief of Staff to the Office of the Police & Crime Commissioner of West Yorkshire**

4.1 The Panel received notification from the PCC of the proposed appointment to the role of Chief of Staff to the OPCC on 3<sup>rd</sup> December 2020.

4.2 The Confirmation Hearing was held at 10.00 am on 17<sup>th</sup> December 2020 via video conference. The Hearing was live-streamed for the public.

4.3 The Panel asked questions of the candidate which focussed on her competency to undertake the role of Chief of Staff to the OPCC 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 Chief of Staff
- Her understanding of the role and of her relationship with the Panel
- The transition of PCC functions to the West Yorkshire elected Mayor
- Her role in ensuring delivery on the outcomes of the Police and Crime Plan
- 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 Chief of Staff to the OPCC for West Yorkshire.

**RESOLVED:**

- 5.1.1 Panel endorsed the appointment of Janine Nelson to the role of Chief of Staff to the Office of the Police and Crime Commissioner for West Yorkshire.**