



Item 7

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Confirmation Hearing – The PCC's Chief Finance Officer

This paper sets out the process and requirements of the Police and Crime Commissioner and the Police and Crime Panel in relation to a confirmation hearing for the Commissioner's proposed appointment of a Chief Finance Officer.

- 1.1 The Commissioner has to notify the Police and Crime Panel (the Panel) of senior appointments that he makes – this includes the Chief Constable, a Deputy Police and Crime Commissioner and his Chief Finance Officer. **Please see Appendix A.**
- 1.2 The Panel must hold a public Confirmation Hearing prior to making a report to the Commissioner, which includes a recommendation as to whether or not the candidate should be appointed.
- 1.3 Confirmation Hearings are required to take place as quickly as possible with minimal time between notification of the appointment, the hearing and reports and recommendations being made to the Commissioner. (The Act stipulates that a report and recommendation has to be sent within 3 weeks of the day that the Panel receives notification from the Commissioner.)
- 1.4 The Hearing needs to be focused and objective, to enable the Panel to come to an informed decision as to whether or not the candidate meets the criteria.

For the appointment of Chief Finance Officer the Panel is only able to:

- Report and recommendation to appoint
- Report and recommend to appoint with recommendations for further development
- Report and recommendation not to appoint

- 1.5 A recommendation not to appoint would only be used in exceptional circumstances by the Panel if the candidate does not appear to meet the minimum requirements of the post in relation to the individuals' capabilities and expertise, their professional competence or personal independence.
- 1.6 The Commissioner is required to have regard to the report and then notify the Panel whether he accepts or rejects the Panel's recommendation within three working days.
- 1.7 The Commissioner is required to give reasons for his decision. The Commissioner will notify the candidate of the decision.

Publication

- 1.8 The Panel is required to publish the report and recommendation in full. Normal practice would be to publish this on the Panel website.
- 1.9 The report and recommendation will normally be published within five working days of the Commissioner taking a decision whether or not to appoint.
- 2.0 If the Commissioner decides to appoint despite a recommendation from the Panel not to appoint, the Commissioner will also publish the recommendation and the reasons for his/her decision.
- 2.1 If a candidate withdraws after a report and recommendation has been sent to the Commissioner, the report and recommendation will still be published in accordance with the procedure set out above.
- 2.2 If, having regard to the report and recommendations from the Panel, the Commissioner decides not to appoint, the Commissioner will publish details of what he/she is going to do next in relation to the vacancy within five working days.