



<b>CAMBRIDGESHIRE AND PETERBOROUGH POLICE AND CRIME COMMISSIONER DECISION RECORD – CPCC 2024-015</b>	
<b>Subject</b>	<b>Appointment of Interim Chief Executive Officer</b>
<b>Decision</b>	To appoint Jack Hudson into the role of Interim Chief Executive Officer and Monitoring Officer.
<b>Decision Summary</b>	<p>It is a statutory requirement that a Police and Crime Commissioner appoints a Chief Executive as Head of Paid Service and Monitoring Officer for the Office of the Police and Crime Commissioner. From May 2020 to date, Jim Haylett has fulfilled those roles.</p> <p>Shortly prior to the election Jim Haylett gave notice of his resignation. As such the Police and Crime Commissioner must appoint a replacement having conducted a recruitment process.</p> <p>Typically, a recruitment process can take in excess of 6 months, given the need for an advert, the actual selection process itself, vetting, confirmation hearing and any requisite notice period for the successful candidate.</p> <p>In the current year the PCC must develop, consult upon, and publish a Police and Crime Plan. The Plan will inform the policing priorities for the area and the work of the OPCC for the coming term of office. This is a significant undertaking and there are several factors that indicate that a deferral of the selection process for a new CEO would be beneficial:</p> <ul style="list-style-type: none"> <li>a) A general election is due and the government’s plans for policing will inform the Plan</li> <li>b) Stability of the OPCC during its busiest year in the PCC election cycle</li> <li>c) Pragmatically, when the Plan is in its draft form, the PCC will know the leadership requirements for the OPCC going forward to inform the selection process.</li> </ul> <p>Given the above, the PCC must determine whether to initiate a selection process now or defer it until a later more suitable date and therefore appoint an interim CEO. There is significant precedence for this in other OPCCs.</p> <p>The current Deputy Chief Executive and Deputy Monitoring Officer, Jack Hudson, has a wealth of policing experience at a senior level and has led on the governance of the OPCC since 2021. In terms of leading and maintaining stability of the OPCC at this critical time, Jack is ideally placed.</p>
<b>Recommendations</b>	<ol style="list-style-type: none"> <li>1. Recommendation for the Commissioner is to defer the selection process for a replacement CEO and appoint an interim CEO.</li> <li>2. Recommendation for the Commissioner is to appoint Jack Hudson as the interim CEO and Monitoring Officer from 29<sup>th</sup> July 2024.</li> </ol>

<b>Officer Approval</b>	Chief Executive/Monitoring Officer I have been consulted, and consulted others about the decision and I am satisfied that this is an appropriate request to be submitted to the Police and Crime Commissioner.
	  James Haylett, Chief Executive Tel: 0300 333 3456 Email: <a href="mailto:cambs-pcc@cambs.police.uk">cambs-pcc@cambs.police.uk</a>

<b>Darryl Preston, Police and Crime Commissioner for Cambridgeshire and Peterborough</b>	
I confirm that I have reached the above decision after consideration of the facts. I confirm that I do not have any personal or prejudicial interests in this matter and take the proposed decision in compliance with the Code of Conduct for the Cambridgeshire Police and Crime Commissioner.  I approve the recommendations above.	
<b>Signature:</b> 	<b>Date:</b> 22/05/2024