



Cambridgeshire  
Police & Crime  
Commissioner

**To:** Business Coordination Board

**From:** Chief Executive

**Date:** 26 May 2016

## **DEPUTY POLICE AND CRIME COMMISSIONER: PROPOSED APPOINTMENT**

### **1. Purpose**

1.1 The purpose of this report is to inform the Business Coordination Board (“the Board”) of the Police and Crime Commissioner’s (“the Commissioner”) proposed appointment of a Deputy Police and Crime Commissioner (“Deputy Commissioner”).

### **2. Recommendation**

2.1 The Board is recommended to note the report.

### **3. Background**

3.1 Under section 18 of the Police Reform and Social Responsibility Act 2011 (“the Act”), the Commissioner may appoint a person as the Deputy Commissioner.

3.2 Schedule 1 to the Act provides for the scrutiny of the proposed appointment by the Police and Crime Panel (“the Panel”). The Panel is able to make recommendations to the Commissioner as to whether or not the candidate (the Deputy Commissioner) should be appointed but has no power of veto over the Commissioner’s proposed appointment.

3.3 The post of Deputy Commissioner is considered a member of the Commissioner’s staff, but is the only post that is not politically restricted. As a result, the Deputy Commissioner can carry out political activity on behalf of the Commissioner.

### **4. Appointment process**

4.1 Under the Act, the Commissioner must formally notify the Panel of the proposed appointment of the Deputy Commissioner. Within three weeks of receiving the

Commissioner's formal notification, the Panel must review the proposed appointment, and hold a Confirmation Hearing. The Commissioner's submission to the Panel must include:

- the name of the person whom the commissioner is proposing to appoint;
- the criteria used by the Commissioner to assess the suitability of the candidate for the appointment;
- why the candidate satisfies those criteria; and
- the terms and conditions on which the candidate is to be appointed

4.2 The proposed Deputy Commissioner has to attend the Confirmation Hearing for the purpose of answering questions relating to the appointment. Following the Hearing, the Panel has to make a report and recommendation to the Commissioner, which the Commissioner then responds to before the Commissioner makes his formal decision regarding the appointment.

4.3 In addition to the legislative requirements for scrutiny within the Act, the Commissioner wishes to involve the Panel further prior to the Confirmation Hearing. The Commissioner has invited the Panel to share their thoughts on the Deputy Commissioner's Job Description and the issues that the Commissioner should be considering to assess the suitability of the proposed candidate. The Commissioner has suggested that a working group of Panel members meet with him and the proposed candidate prior to the submission of the Commissioner's formal report to the Confirmation Hearing. In the spirit of transparency, any responses received as a result of the input from this working group will be put into the public domain.

4.4 The Commissioner is fully cognisant of the fact that the Panel's involvement at this stage must not circumvent nor pre-empt the Panel's formal Confirmation Hearing process.

4.5 The Commissioner intends to formally notify the Panel under the Act of the proposed appointment at the end of May 2016. The Confirmation Hearing is likely to be at the end of June 2016.

## **5. Proposed Appointment**

5.1 The Commissioner is minded to propose Cllr Andy Coles as his Deputy Commissioner. Cllr Coles has 30 years' experience as a Police Officer in the Metropolitan Police Service, and is currently a Councillor for the Fletton and Woodston Wards in Peterborough, and a Cabinet Member for Children's Services at Peterborough City Council.

5.2 The proposed Deputy Commissioner's Terms and Conditions are that he would be required to work flexibly, equating to 2-3 days per week. The role will attract a payment of £28,000 per annum. This payment has been calculated on the basis of 80 per cent of the Commissioner's salary, prorated at 50 per cent. The Deputy Commissioner will be required to travel around Cambridgeshire and beyond as required by the role.

## 6. Recommendation

6.1 The Board is recommended to note the report.

### BIBLIOGRAPHY

<b>Source Document</b>	Police Reform and Social Responsibility Act 2011 <a href="http://www.legislation.gov.uk/ukpga/2011/13/contents">http://www.legislation.gov.uk/ukpga/2011/13/contents</a>
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