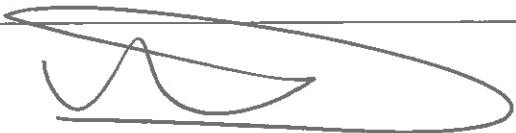


**POLICE AND CRIME COMMISSIONER (PCC) FOR LINCOLNSHIRE
REQUEST FOR DECISION**

REF: 002/2017

DATE: 31 January 2017

SUBJECT		APPOINTMENT OF CHIEF CONSTABLE
REPORT BY	CHIEF EXECUTIVE	
CONTACT OFFICER	MALCOLM BURCH, CHIEF EXECUTIVE TEL 01522 947192	
EXECUTIVE SUMMARY AND PURPOSE OF REPORT		
To provide an overview of the process for the recent selection and appointment of a new Chief Constable for Lincolnshire Police.		
RECOMMENDATION	<i>That an overview of the process for the recent selection and appointment of a Chief Constable for Lincolnshire Police be published.</i>	

POLICE AND CRIME COMMISSIONER FOR LINCOLNSHIRE	
I hereby approve the recommendation above, having considered the content of this report.	
Signature:	 Date: 31/1/17

A. NON-CONFIDENTIAL FACTS AND ADVICE TO THE PCC

A1. INTRODUCTION AND BACKGROUND

1. In August 2016 Chief Constable Neil Rhodes announced his intention to retire at the end of January 2017. As a consequence, the Police and Crime Commissioner (PCC) started putting arrangements in place to recruit a new Chief Constable for Lincolnshire Police.
2. In line with the Police Reform and Social Responsibility Act 2011 (the Act), the PCC has the power to appoint a Chief Constable, but this must be subject to a Confirmation Hearing by the Police and Crime Panel (PCP).
3. The legislation is supported by Home Office Circular 20/2012, the Guidance for the Appointment of Chief Officers as well as the Amendment to the Guidance for the Appointment of Chief Officers developed by the College of Policing. These are discretionary, with the exception that any appointment must adhere to legal

requirements and be underpinned by the three principles namely that the process is open and fair and the appointment is based on merit.

4. The circular does not specify the detail of the process to be used, but it does highlight:

“It is for the Commissioner to decide how they wish to run their appointment process and it’s their decision about which candidate to appoint. There are a series of processes which the PCC will need to consider putting in place prior to the decision-making stage. Although the PCC may not put all these processes in place personally, he or she should have oversight and hold responsibility for ensuring these are done.”

5. The guidance developed by the College of Policing builds upon the circular and suggests that the PCC may wish to engage professional support or advice from an individual or organisation with expertise in selection and assessment.
6. The PCC commissioned Pertemps Professional Development (PPD) to manage the design and delivery of the recruitment and appointment process (including expert Occupational Psychology advice and support). The independence of PPD would serve to reinforce that the selection process would be designed to be based on the three principles of merit, fairness and openness.
7. The PCC agreed an approach to the appointment process with PPD including advertising and encouraging applications from approved countries and suitably qualified candidates from overseas. A bespoke job description and person specification for the role of Chief Constable for Lincolnshire Police were developed.
8. The behavioural competencies detailed in the new Policing Competency and Values Framework (CVF) at the Executive Level were used as key criteria to define expectations for the new role holder. The CVF is the new national behavioural competency framework designed specifically for the Police Service which outlines what effective behaviour looks like at different levels within policing.
9. In line with effective selection and assessment practice, the job description and person specification were used to form the basis for the content and format of the selection and appointment process including; the advertisement, application form, shortlisting criteria, the presentation topic, interview questions and assessment criteria.
10. The advertisement for the role of Chief Constable was developed based on the key criteria and requirements as detailed in the job description and person specification. A specially designed and dedicated recruitment website (“Leading Lincolnshire Police”) was set up to provide potential applicants with detailed information about the role, the appointment process, Lincolnshire Police and county of Lincolnshire.
11. In keeping with the PCC’s desire to attract and find the best candidate, adverts were designed and placed through various channels in the four countries approved by the Home Secretary; Australia, Canada, New Zealand and United States of America.
12. Because of the outcome of the first shortlisting process the advertising campaign had to be run twice. The first campaign went ‘live’ on 19 September 2016 and the

deadline for applications was 12 noon on Friday 14 October 2016. The second campaign was launched on Wednesday 26 October and applications had to be submitted by 12 noon on Monday 21 November.

13. The second campaign followed the same format as the first but was supplemented by a personal email from the PCC's Chief Executive to all Assistant and Deputy Chief Constables in the UK bringing the vacancy and advert to their attention.
14. The advertising timelines along with the range of advertising channels were chosen to maximise the opportunity for a full and diverse pool of eligible applicants to apply and find the best candidate for Lincolnshire Police.
15. PPD provided a list of independent members who were trained assessors and had experience of working and selection at the executive level within and outside of policing. Kamjit Sandhu was selected from the list to be part of the Appointments Panel.
16. The following people were selected alongside Kamjit Sandhu to work with the PCC as part of the Appointments Panel:
 - Anna Graves - Chief Executive of South Holland and Breckland District Councils
 - Stephen Mould - Police and Crime Commissioner for Northamptonshire
 - Julia Mulligan - Police and Crime Commissioner for North Yorkshire
17. During the first advertising campaign the Leading Lincolnshire Police website received 685 visits as follows:

UK	- 280 visits
Canada	- 270 visits
Australia	- 65 visits
New Zealand	- 36 visits
USA	- 20 visits
Germany	- 4 visits
Other	- 10 visits

The Chief Executive received three enquiries about the role. Two formal applications were received by the deadline (14 October), one overseas and one UK based applicant.

18. During the second advertising campaign the Leading Lincolnshire Police website received 295 visits as follows:

UK	- 147 visits
Canada	- 91 visits
USA	- 15 visits
Australia	- 12 visits
New Zealand	- 10 visits
Others	- 20 visits

The Chief Executive received five enquiries. By 12 noon on 21 November, five applications were received; one overseas and four UK based applicants.

19. The shortlisting stage for the first advertising campaign was held on 18 October 2016. An initial review of the applications confirmed that only one of the applicants met the eligibility / legal requirements spelt out in the Appointment of Chief Officers of Police (Overseas Police Forces) Regulations 2014. As a consequence one of the applicants was removed from the shortlisting stage and the panel was only required to consider and formally evaluate one application. The panel was unanimous that the applicant had provided insufficient evidence against the criteria to be invited to the Assessment Day. The panel was also unanimous that the post should be re-advertised as soon as possible.
20. The independent evaluations for the second shortlisting session of the five applications received by the deadline was undertaken remotely with members of the panel using the same assessment criteria, rating scale and process used for the first shortlisting exercise. Panel members then either convened at the PCC's offices or dialled in via teleconference on 25 November 2016 to share their independent ratings, agree the final ratings and make recommendations. At the end of this shortlisting session the panel agreed that four out of the five applicants should be invited to the Assessment Day. Whilst the overseas applicant met the eligibility criteria, the set assessment standard was not met.
21. The Assessment Day was held on 1 December 2016. Key components included; an initial briefing session for the Appointments Panel, a Stakeholder Meeting and a Presentation and Interview.
22. Taking account of the ratings in each of the competencies assessed and the overall rating along with all the other information collected throughout the selection process, the Appointments Panel came to a unanimous decision that Deputy Chief Constable Bill Skelly (Devon and Cornwall Police) should be recommended for appointment.
23. The Confirmation Hearing for Mr Skelly was held by the PCP on 19 December 2016. The Panel received a comprehensive report from the PCC on the selection process and proposed appointment of Mr Skelly. The Panel also considered an independent report from Kamjit Sandhu.
24. During the Hearing the PCP asked Mr Skelly a range of questions in order that members could satisfy themselves as to his suitability for the role. Following consideration of written submissions and the responses given by Mr Skelly, the PCP unanimously endorsed the PCC's choice for the position of Chief Constable.
25. Mr Skelly will commence as Chief Constable of Lincolnshire Police on 1 February 2017 for a fixed term of four years on an initial salary of £148,857 per annum. The terms and conditions of appointment have been made in accordance with the provisions of the Police Act, Regulations and Determinations.

A2. LINKS TO POLICE AND CRIME PLAN AND PCC'S STRATEGIES/PRIORITIES

None.

B. FINANCIAL CONSIDERATIONS

PPD have charged £20,054.55 (+VAT) to manage the design and delivery of the recruitment and appointment process (including expert Occupational Psychology advice and support). Members of the Appointments Panel were entitled to claim travelling and other reasonable expenses in accordance with the Police and Crime Commissioner's Scheme of Allowances.

C. LEGAL AND HUMAN RIGHTS CONSIDERATIONS

[This should include the legal powers the PCC has for making the decision]

As set out in the report.

D. PERSONNEL AND EQUALITIES ISSUES

As set out in the report.

E. REVIEW ARRANGEMENTS

None required.

F. RISK MANAGEMENT

None.

G. PUBLIC ACCESS TO INFORMATION




Information in this form along with any supporting material is subject to the Freedom of Information Act 2000 and other legislation. Part 1 of this form will be made available on the PCC's website within one working day of approval. However, if release by that date would compromise the implementation of the decision being approved, publication may be deferred. An explanation for any deferment must be provided below, together with a date for publication.

Is the publication of this form to be deferred? No

Any facts/advice/recommendations that should not be made automatically available on request should not be included in Part 1 but instead on the separate part 2 form.

Is there a part 2 form? No

ORIGINATING OFFICER DECLARATION

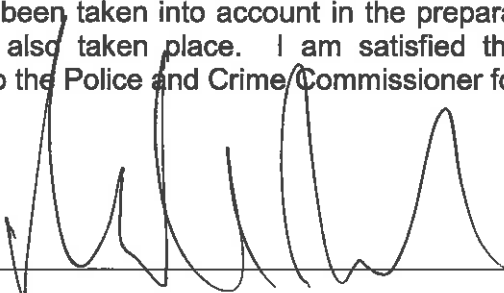
	Initial to confirm
Originating Officer: The Chief Executive recommends this proposal for the reasons outlined above	
Financial advice: The PCC's Chief Finance Officer has been consulted on this proposal	
Monitoring Officer: The PCC's Monitoring Officer has been consulted on this proposal	

OFFICER APPROVAL

Chief Executive

I have been consulted about the proposal and confirm that financial, legal and equalities advice has been taken into account in the preparation of this report. Consultation outlined above has also taken place. I am satisfied that this is an appropriate request to be submitted to the Police and Crime Commissioner for Lincolnshire.

Signature:



Date:

27/1/17