

**OFFICE OF THE POLICE AND CRIME COMMISSIONER
FOR HUMBERSIDE
DECISION RECORD**

Decision Record Number: 6/2012

Title: Appointment of Deputy Police and Crime Commissioner

Executive Summary: The Police Reform and Social Responsibility Act 2011 established the Office of the Police and Crime Commissioner for Humberside.

By virtue of s.18 of the 2011 Act, the Police and Crime Commissioner may appoint a person to be the Deputy Police and Crime Commissioner and to arrange for them to exercise any of the functions of the Commissioner other than those functions prohibited by s.18 (7) (a), (e) or (f).

It is proposed that the Commissioner appoints Paul Robinson as Deputy Police and Crime Commissioner for Humberside.

Any appointment to this role is required to be subject to a Confirmation Hearing by the Police and Crime Panel. A report outlining the role, criteria and terms and conditions has therefore been prepared and is attached.

Recommendation(s):

- (a) To agree to appoint Mr Paul Robinson as Deputy Police and Crime Commissioner for Humberside, and
- (b) To submit the attached report to the Police and Crime Panel for the required Confirmation Hearing.

Police and Crime Commissioner for Humberside

I confirm I have considered whether or not I have any personal or prejudicial interest in this matter and take the proposed decision in compliance with my code of conduct. Any such interests are recorded below.

I know Paul Robinson in a professional capacity. My decision to appoint him has been based on his suitability for the role.

The above request has my approval.

Signature

Matthew Grove

Date 03/12/12

HUMBERSIDE POLICE AND CRIME PANEL

DATE	XX December 2012
REPORT OF	The chief executive of the police & crime commissioner
SUBJECT	Confirmation hearing of the appointment of the deputy police and crime commissioner for Humberside
STATUS	Open

1 EXECUTIVE SUMMARY

The purpose of this report is for members of the panel to give consideration to the proposed appointment of the deputy police and crime commissioner.

2 RECOMMENDATION(S)

That members confirm the proposed appointment of Paul Robinson as deputy police and crime commissioner for Humberside.

3. PANEL ROLE AND RESPONSIBILITIES

- 3.1 The legislation specifically allows for the police and crime commissioner to appoint a deputy and to arrange for him to exercise the majority of the commissioner's functions¹. It also requires that any proposed appointment for a deputy shall be subject to a confirmation hearing by the police and crime panel².
- 3.2 The secretariat for the panel has previously circulated guidance³ on confirmation hearings, which highlights the need for members to review the

¹ Police Reform and Social Responsibility Act 2011, section 18 (1).

² Police Reform and Social Responsibility Act 2011, schedule 1, 10 (2).

³ Local Government Association – Guidance on confirmation hearings 2012.

proposed appointment and make a report to the commissioner with a recommendation as to whether or not the candidate should be appointed.

- 3.3 The guidance confirms that the confirmation hearing will be in public and that it is an integral, but independent, part of the appointments process. It states that the focus of the questioning will rest on the **professional competence** of the candidate and their **personal independence** and that questioning will need to rely on the documentation provided to members⁴
- 3.4 The information to be provided to the panel is prescribed in the legislation⁵ namely:
- name of the person being proposed for appointment,
 - the criteria used to assess suitability,
 - why the candidate satisfies the criteria,
 - the terms and conditions of appointment.
- 3.5 This paper therefore provides members with all the information necessary to undertake this confirmation hearing.

4. SCALE OF THE COMMISSIONER'S STATUTORY FUNCTIONS

- 4.1 The mandate for the commissioner is to represent the views of nearly 900,000 people, who live in urban or rural communities across an area of 1350 square miles. Over 70,000 crimes are committed each year mainly by offenders who live in the same neighbourhoods.
- 4.2 One of the statutory roles of the commissioner is to ensure the Humberside Police remains efficient and effective. With a budget of over £180 million and over 4,000 police officers, staff, community support officers, special constables and volunteers, this will require substantial capacity and capability to perform the duty properly.
- 4.3 Those members previously involved with the police authority and community safety partnerships will be aware of the enormity of the task, particularly in light of the emerging challenges:
- the police and crime plan to be issued by 1st April,
 - the financial challenges facing the force and partners are significant and although sound plans are in place, further reductions in funding is anticipated following the chancellor's autumn statement,
 - substantial changes to the force, including the need to appoint a new chief constable,
 - the diverse social, economic and geographic nature of our area,
 - the need to balance the local issues with the national strategic policing requirement, and finally
 - the need to consolidate the new governance arrangements for policing.

⁴ Local Government Association – Guidance on confirmation hearings, page 12

⁵ Police Reform and Social Responsibility Act 2011, schedule 1, 9 (2)

4.4 Therefore in summary, this is a demanding local role previously undertaken by 17 members of the police authority. The role of commissioner is unique in that the responsibility falls to one elected individual. However, the legislation provides the option of appointing a deputy to increase the capacity and capability, but with ultimate accountability to the electorate remaining with the commissioner.

5. *ROLE OF DEPUTY POLICE AND CRIME COMMISSIONER* **Legislation**

5.1 The legislation states that:

- the commissioner may appoint a deputy,
- certain functions of the commissioner can be delegated to the deputy,
- the deputy will be a member of the commissioner's staff,
- the deputy may not be appointed under certain conditions i.e. under 18 years of age, disqualified from appointment or if still an elected member of specified bodies,
- the appointment is to end not later than the term of office of the commissioner.

5.2 One of the unique elements of the appointment of deputy is that section 7 of the Local Government Act 1989 does not apply (appointment of staff on merit)⁶. However, as stated above, any appointment needs to incorporate criteria for selection, along with reasons why the candidate meets the criteria⁷.

5.3 The legislation does not specify the actual role of deputy, as the intention is for this to be developed locally.

5.4 At the time of writing a significant number of commissioners are looking to appoint a deputy, some having done so already.

Criteria for selection - role profile

5.5 The chief executive has developed a role profile in conjunction with the commissioner and it is attached at appendix 1. It sets out the work to be undertaken along with the specification of experience, skills and qualities required of the individual to perform it.

5.6 The key tasks and lead responsibilities to be undertaken by the deputy are outlined in the profile, but the core elements are:

- it is a unique and direct relationship with the commissioner,
- a requirement to deputise for all the eligible statutory functions of the commissioner,
- lead on specific areas of work, required by the commissioner such as enhancing joint working and relationships in; community safety and criminal justice sectors; the media; local authorities.

⁶ Police Reform and Social Responsibility Act 2011, schedule 1, 8(4).

⁷ Police Reform and Social Responsibility Act 2011, schedule 1, 9(2).

- work in conjunction with the chief executive in ensuring the commissioner's aspirations are driving the work of the Force, the Office and partners.

5.7 The person specification section of the profile sets out the key criteria for selection, the core elements of which include:

- good understanding and experience of organisations e.g. challenges, business change and accountability,
- experience of working across different agencies and partnerships at strategic and operational levels,
- experience in translating strategic objectives into operational change,
- sound experience of working with a range of communities,
- good leadership and management skills,
- shares the commissioner's aspirations, values and commitment for being the voice of local people to make their area safer,
- is able and confident to take personal responsibility for success or failure of leading projects.

6. WHY PAUL ROBINSON SATISFIES THE CRITERIA FOR APPOINTMENT

6.1 The role profile is the criteria for selection. In assessing its requirements alongside the experience, skills and qualities of Paul Robinson I and the commissioner Matthew Grove, are certain that he satisfies the requirements for the critical role of deputy police and crime commissioner for Humberside.

6.2 As a consequence the commissioner wishes to appoint Paul Robinson as his deputy and I support his selection in my role as head of paid services. In reaching this conclusion in conjunction with the commissioner, I considered the following evidence:

Experience

6.3 Paul Robinson completed his education at Doncaster College and was then employed as a mechanical engineer for ten years, working hands on in the engineering and construction industry. This period gave him a professional technical background, which was then further developed when he moved to the Gambia in 1988.

6.4 This international work started as a voluntary role, delivering education in a rural secondary technical school. Here Paul developed a multi regional training programme to enhance the skills of young people. This followed with him developing project proposals and budgets, working as a team leader across a range of agencies and bodies, including the government in West Africa.

6.5 In 1992 he returned to England and established a company which has operated successfully for 20 years. It required the application of a variety of skills including business strategy, financial management. Throughout the development of this family business Paul has employed and managed staff, sub contractors and worked through all the associated areas of business such

as ensuring the development of approaches to health and safety, training, marketing and risk management.

- 6.6 In addition to creating this business, for the past 12 years Paul has served the interests of the local community through holding various positions such as parish councillor, school governor. It culminated in becoming the elected representative of Howdenshire on the East Riding of Yorkshire Council.
- 6.7 During this service to the community, he has been:
- the chairman of Gilberdyke parish council,
 - the chairman of school governors,
 - the chair of the Howdenshire police and partners community forum,
 - the chair of Goole and Howdenshire community partnership,
 - a member of both the safer and stronger communities, and corporate communities overview and scrutiny committees,
 - a member of various council committees, including licensing and review panel for anti social behaviour.
- 6.8 This background has provided Paul with a broad range of experience, working from strategic level to frontline services, planning through to scrutiny, project management and accountability. It has also demonstrated his exposure to a wide and varied assortment of partnerships, bodies and agencies in the private, public, government and voluntary sectors.

Knowledge and skills

- 6.9 The above background also demonstrates evidence of Paul's leadership and management skills, in particular an ability to:
- develop costed project proposals,
 - communicate with a wide range of people from various backgrounds, both young and old, strategic and frontline, vulnerable and confident,
 - properly and appropriately scrutinise service deliverers to secure improved outcomes for local people,
 - engage with various community interest groups and individuals and being a community champion to resolve their issues and problems,
 - to work jointly with partnerships and other bodies to achieve the same outcomes,
 - operate with a variety of business skills, including marketing, budgeting and risk management,
 - develop sound relations with the local and regional media,
 - influence and negotiate with a range of stakeholders,
 - work closely with politicians from different parties and areas to make sound apolitical decisions,
 - inspire, motivate and lead individuals and teams.

Commissioner's personal perspective

- 6.10 The commissioner recognises that his statutory duties are significant (as described in section 4) and that he is person who is solely responsible. As a consequence he wants to appoint a deputy who can provide extra support to him, but particularly someone who:
- *he has absolute confidence in,*
 - *he knows and believes he can do what is needed,*
 - *understands the challenges, his aspirations and manifesto commitments,*
 - *shares the same values and ambitions,*
 - *has a proven track record of making a difference,*
 - *has a personal commitment to the role of police and crime commissioner.*
- 6.11 Over several years, as fellow councillors they have forged a constructive, professional working relationship, which came to the fore during the recent campaign for the election of police and crime commissioner.
- 6.12 Paul was an integral part of the team and was instrumental in supporting Matthew in developing the manifesto commitments. Throughout the campaign he provided direct support to him, he improved his knowledge and understanding of the diverse challenges facing the area and had an obvious and palpable passion for driving improvements in the safety of the area.
- 6.13 Matthew Grove is therefore totally satisfied that Paul shares the same beliefs, aspirations and vision for improving the safety of our area for local people.
- 6.14 In discussions with the commissioner, Paul has expressed his desire not to give up his ward councillor duties if he were to be appointed as deputy police and crime commissioner. He would wish to continue taking forward a whole variety of local issues, which are of importance to his community and which he has a personal commitment to continue with.
- 6.15 The commissioner recognises this dilemma and has agreed that four days support per week would be an acceptable level of support for him. Although, he would wish to review the position after a year in office.
- 6.16 The East Riding of Yorkshire Council has not raised objections to this proposal. Furthermore any potential conflicts of interest can be properly managed with an appropriate formal declaration as part of the contract of employment.

7. TERMS AND CONDITIONS

- 7.1 The Act stipulates that the deputy will be a member of staff. Therefore the deputy will have employment status and will form part of the existing organisational structure for the office of the commissioner. The legislation does not specify any prescribed salary or other terms and conditions as the intention is that these are determined locally.

- 7.2 Against this backdrop, the latest known position is that each area is considering the deputy's terms and conditions. Many are indicating that the salary will be set as a percentage of the commissioner's salary, predominantly 75% to 80%.
- 7.3 However, due to the employment status of the deputy and the alignment and integration with existing staff in the commissioner's office, the terms and conditions for the role of deputy, were in the first instance developed using the existing arrangements that apply when posts are established with the existing secretariat.
- 7.4 The terms and conditions of staff in the commissioner's office are those which were previously approved by the police authority in 2006. In terms of evaluation of remuneration for each post, a consistent methodology has been applied over the years, namely:
- role profile developed and then subject to objective independent evaluation using 'Hay' principles,
 - the 'Hay' points score is then benchmarked against the Hull City Council pay scale,
 - the pay is then assimilated to the police staff council pay scales.
- 7.5 The role profile for deputy police and crime commissioner has been evaluated using the above methodology and could be assimilated onto a pay scale of £59,528 on a full time basis (pro rata reduction for a four day per week being £47,622)
- 7.6 The commissioner was apprised of these findings and felt that it would be more appropriate to follow the principles applied locally, whereby deputy leaders of councils receive 75% of the leader's 'allowance'. The commissioner's national set salary is £75,000 and 75% of his salary is £56,250 (pro rata reduction for a four day per week being £45,000).
- 7.7 In view of the nature of the post, it has been agreed that the following specific provisions will be applied:
- spot salary (no annual increments, same as the commissioner and chief executive),
 - no payment for overtime, but with the expectation of working long and unsocial hours, including over weekends.
- 7.8 Other key terms and conditions would follow the principles that apply to the commissioner's professional officers, who report to the head of paid service (chief executive).
- 7.9 Other than the post not being politically restricted and subject to a contract fixed to the tenure of office of Matthew Grove, there are no special terms for the post of deputy police and crime commissioner. As with all employees of the commissioner, the deputy will be accountable to the head of paid service (chief executive), who will also in conjunction with the commissioner, oversee his performance.

7.10 Subject to confirmation of appointment, the deputy will be issued with a contract of employment and he will be required to sign both a declaration of office and code of conduct.

8. BACKGROUND PAPERS

Police Reform and Social Responsibility Act 2011.

9. CONTACT OFFICERS

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**KEVIN SHARP
CHIEF EXECUTIVE OF THE OFFICE OF
POLICE AND CRIME COMMISSIONER FOR HUMBERSIDE**