

**CONFIRMATION HEARING ON THE
APPOINTMENT OF RACHEL COOK AS CHIEF
EXECUTIVE AND MONITORING OFFICER OF THE
OFFICE OF THE POLICE AND CRIME
COMMISSIONER**

**REPORT AND RECOMMENDATIONS TO THE
POLICE AND CRIME COMMISSIONER FOR
HUMBERSIDE**



1. EXECUTIVE SUMMARY

- 1.1 This document constitutes the report and recommendations of the Humberside Police and Crime Panel in respect of the proposed appointment of Rachel Cook as Chief Executive and Monitoring Officer of the Office of the Police and Crime Commissioner. The report is submitted to the Police and Crime Commissioner for Humberside (PCC) in accordance with the requirements of Schedule 1 to the Police Reform and Social Responsibility Act 2011 (the Act).
- 1.2 The report recommends that Rachel Cook be appointed Chief Executive and Monitoring Officer of the Office of the Police and Crime Commissioner.
- 1.3 In submitting its report, the Panel would like to thank Ms Cook for her attendance at the Confirmation Hearing and to congratulate her on her appointment.
- 1.4 Finally, the Panel would also like to place on record their thanks, best wishes and appreciation to Martin Scoble for his valuable and dedicated service to the Commissioner's Office and would like to wish Martin all the best in his new role.

2. CONFIRMATION HEARING

- 2.1 On 10 October 2016, the Secretariat to the Panel received the PCC's formal notification of Ms Cook's proposed appointment. By law, the Panel is required to hold a confirmation hearing (a meeting of the Panel held in public at which the candidate for appointment is requested to appear for the purpose of answering questions relating to the appointment) in sufficient time to enable it to submit its report and recommendations in respect of the appointment to the Commissioner within 3 weeks of the day on which it received notification.

2.2 The confirmation hearing was held at 12 noon on Tuesday 25 October 2016 at Hull City Council, Guildhall, Kingston-upon-Hull. The following Panel Members were present:-

- Councillor J Evison (Chairman) and R Hannigan, North Lincolnshire Council
- Councillors J Barrett, J Cracknell and M Stathers, East Riding of Yorkshire Council
- Councillors A Gardiner, L Tock and M Thompson, Hull City Council
- Councillor M Patrick and T Walker, North East Lincolnshire Council
- Mrs S Whittaker, Independent Member

The following officer from the Panel's Host Authority (North Lincolnshire Council) were also present to support the Panel in conducting the hearing:-

Mr M Nundy Democratic Services

2.3 The Chairman welcomed the PCC and Ms Cook, before outlining the order of business and explained the process and powers of the Panel. Ms Cook was invited to ask any procedural questions before the hearing commenced. All Panel Members introduced themselves and stated the local authority they were representing.

2.4 The Chairman invited Ms Cook to provide a short precis of her previous employment and to explain why she met the 'minimum standards' of professional competence and personal independence.

2.5 Members of the Panel then questioned Ms Cook in relation to her proposed appointment and, having considered her responses to their questions and other information supplied to the Panel by the PCC in accordance with the requirements of Schedule 1 to the Act, agreed unanimously that the PCC should be recommended to proceed with Ms Cook's appointment.

2.6 In reaching this conclusion, the Panel commented in particular that:-

- Ms Cook has a detailed knowledge of the area and she was committed to engaging with local councils and building greater links and working closer with the area's diverse community.
- The Panel were impressed by the confident and engaging manner of Ms Cook who demonstrated a background of innovation and achievement in a number of previous roles.
- They felt that although Ms Cook's experience of operating as an executive officer in the public sector was limited, she had the potential to successfully fulfil this role.

- The Panel acknowledged that the role of Chief Executive and Monitoring Officer of the Office of the PCC is challenging and wide ranging and as such the proposed candidate would benefit from the support of a coach and/or mentor to enable her to reach her full potential.

3. RECOMMENDATION

- 3.1 That the appointment of Rachel Cook to the post of Chief Executive and Monitoring Officer for the Office of the Police and Crime Commissioner for Humberside, on the terms and conditions set out in the report submitted to the Panel, be confirmed.
- 3.2 That Ms Cook be provided with the support of a coach and/or mentor during the first year of her office, as well as accessing any appropriate training, to enable her to reach her full potential.
- 3.3 The Panel are looking forward to working with Ms Cook and would like to wish her well in her new role.

Councillor J Evison
Chairman of the Humberside Police and Crime Panel

27 October 2016