

Your ref:  
Our ref: EMC/

If telephoning or calling please ask for: Mrs Conolly  
Tel (01472) 324016  
e-mail: Liz.conolly@nelincs.gov.uk



Mr Matthew Grove,  
Humberside Police and Crime Commissioner,  
Pacific Exchange  
40 High Street  
Hull  
HU11PS

27th December 2012

Dear Mr Grove,

**CONFIRMATION HEARING: PROPOSED APPOINTMENT OF COUNCILLOR PAUL ROBINSON TO THE OFFICE OF DEPUTY POLICE AND CRIME COMMISSIONER**

In accordance with Schedule 1 to the Police Reform and Social Responsibility Act 2011, I write to inform you of the Humberside Police and Crime Panel's recommendation with regard to your proposed appointment of Councillor Paul Robinson to the office of Deputy Police and Crime Commissioner (Deputy PCC).

The Panel held a public Confirmation Hearing on 21st December 2012 and had the opportunity to ask questions of you, your Chief Executive Officer and of Councillor Robinson in relation to the proposed appointment to the office of Deputy PCC. The Panel was grateful that you made yourself available for questions and that you indicated you were willing to take the Panel's views into account when considering the proposed appointment.

The Panel reviewed the proposed senior appointment. It was recognised that it was within your discretion as to whether or not you appointed a Deputy PCC, but there was disappointment that you had not made it known during the election campaign that your intention was to appoint a Deputy PCC and that your appointee would be Councillor Robinson, although you indicated your intent to make this appointment shortly after your election. In addition there was some concern that the post of Deputy PCC might be full-time.

**The Panel agreed to recommend that you do not appoint Councillor Paul Robinson to the office of Deputy PCC.**

The reasons for this recommendation are as follows:

- (a) Whilst recognising that Section 7 of the Local Government and Housing Act 1989 (appointment of staff on merit) does not apply to the post of Deputy PCC, the Panel did not have confidence in the appointment process undertaken. The Panel expressed disappointment and dissatisfaction at the lack of transparency and openness in the selection

process undertaken, and that you had not gone through a competitive process to select a Deputy PCC. and not taken account of the 'Nolan' principle of 'selflessness'.

- (b) The criteria you applied to assess the suitability of the candidate were limited and lacked detail. Limited justification was put forward as to why the candidate satisfied those criteria. Of the criteria specified, the Panel considered that the proposed appointee did not complement your skills and experience as PCC, particularly given that you both have similar backgrounds as Councillors of the East Riding. The Panel was concerned that the proposed appointee did not demonstrate an appropriate knowledge of public finance which would be advantageous for the Deputy PCC post.
- (c) The Panel considered that Councillor Paul Robinson did not meet the minimum standards as set out in the role profile.
- (d) The panel felt that Councillor Paul Robinson demonstrated during the questioning a lack of understanding of the role.
- (e) The Panel also considered that Councillor Paul Robinson lacked the appropriate experience in order to fulfil the roles and responsibilities.

The Panel recognised that it was your decision whether to accept or reject its recommendation as to Councillor Robinson's appointment.

I look forward to receiving your decision.

Yours faithfully



for Strategic Director Governance & Transformation