

## **CUMBRIA POLICE AND CRIME PANEL**

Minutes of a Meeting of the Cumbria Police and Crime Panel held on Monday, 15 October 2018 at 2.30 pm at Large Conference Room, Barrow Police Station, Andrews Way, Barrow-in-Furness, LA14 2UE.

### **PRESENT:**

Mr W McEwan (Cumbria County Council) (Chair)

Mrs J Cooke, Independent Co-opted Member  
Miss HJ Fearon, Cumbria County Council (Vice-Chair)  
Mr KR Hamilton, Barrow Borough Council  
Mr P Kendall, Allerdale Borough Council  
Mr J Mallinson, Cumbria County Council  
Mr G Sunderland, Copeland Borough Council  
Miss L Vance, Independent Co-opted Member

### **Also in Attendance:-**

Mr H Cox	-	Policy and Scrutiny Officer
Mr T Gale	-	Senior Policy and Scrutiny Project Officer
Mrs L Harker	-	Senior Democratic Services Officer
Mr R Marshall	-	Joint Chief Finance Officer, Office of the Police and Crime Commissioner
Mr P McCall	-	Police and Crime Commissioner (PCC)
Mrs G Shearer	-	Head of Communications and Business Services - Office of the Police and Crime Commissioner
Mr B Spencer	-	Solicitor
Ms V Stafford	-	Chief Executive, Office of the Police and Crime Commissioner

## **PART 1 – ITEMS CONSIDERED IN THE PRESENCE OF THE PUBLIC AND PRESS**

### **28 APOLOGIES FOR ABSENCE**

Apologies for absence were received from Mr R Bingham, Mr J Lynch and Mr P McSweeney.

## **29 DECLARATIONS OF INTEREST**

There were no declarations of interest on this occasion.

## **30 EXCLUSION OF PRESS AND PUBLIC**

**RESOLVED,** that that in accordance with Paragraph 1 of Part 1 of Schedule 12A of the Local Government Act 1972 the press and public be excluded during consideration of agenda item 5 (Appointment of Chief Executive) while the Panel discuss and agree a recommendation to the Police and Crime Commissioner regarding his proposed appointment of a Chief Executive.

## **31 PROPOSAL FOR THE PERMANENT REPLACEMENT OF THE CHIEF EXECUTIVE**

The Panel received a report from the Office of the Police and Crime Commissioner regarding a proposal for the permanent replacement of the Chief Executive role within the Office of the Police and Crime Commissioner.

Members noted that a temporary arrangement to cover the Chief Executive role within the Office of the Police and Crime Commissioner had been in place since the retirement of the Chief Executive in September 2017. The report gave notice of the Commissioner's proposal to make the current appointments permanent and provided the statutory information required and requested by the Police and Crime Panel.

The Panel were informed that the Commissioner's Chief Executive and Monitoring Officer retired at the end of September 2017. It was explained that since that time, the Commissioner's Head of Partnerships and Commissioning and Head of Communications and Business Services had fulfilled the role on an interim basis, in addition to their existing responsibilities, on a six month rotation. It was noted that when not undertaking the Chief Executive role they had acted as Deputy Chief Executive. It was the Commissioner's opinion that the arrangement had operated successfully over the last year, provided essential resilience in a small office, had flattened the hierarchy making it more effective and delivered savings to the public purse. The Commissioner, therefore, intended to make the existing arrangements permanent.

Members then asked the proposed candidates, Ms V Stafford, Head of Partnerships and Commissioning and Ms G Shearer, Head of Communications and Business Services a number of questions. They both highlighted that over the past 12 months they had strengthened

their leadership skills through enhanced working at a both regional and national level. It was explained that their ability to bring partners together to co-commission and joint commission services had contributed to an increase in better value for money across the county.

It was acknowledged that they both had the ability to respond to pressures through their close working relationships with the Executive Team and Commissioner which gave them the ability to discuss and solve issues together.

In reflecting on their temporary joint role over the last year they both felt it had led to an enhancement of the skills, experience and resilience within the Office of the Police and Crime Commissioner, highlighting the advantages of their existing portfolio responsibilities.

A discussion took place regarding change management and the most significant change or challenge that would need to be addressed within the next 12 months. They both felt that the Police Funding Formula would be challenging.

In conclusion both candidates acknowledged it was necessary to maintain appropriate independence in their role. They highlighted that they were both in a politically restricted post and both took their role and responsibility as Monitoring Officer very seriously

The Commissioner explained to members that in his opinion the previous 12 months had been successful, highlighting that both officers had demonstrated that they had the capability to undertake the role, which they had done effectively and without detriment to the working of the office.

## **PART 2 - ITEM CONSIDERED IN THE PRESENCE OF THE PUBLIC AND PRESS**

### **32 APPOINTMENT OF CHIEF EXECUTIVE**

The Panel moved into a closed session following discussions with Ms Shearer and Ms Stafford.

Members discussed the evidence which they had heard and

**RESOLVED**, that Ms Shearer and Ms Stafford be recommended for the joint appointment as the Chief Executive of the Office of the Police and Crime Commissioner.

### **33 DATE OF NEXT MEETING**

It was noted that the next meeting of the Panel would be held on Monday 21 January 2019 at 10.30 am in Conference Room A/B, Cumbria House, Botchergate, Carlisle, CA1 1RD.

The meeting ended at 2.35 pm