

HAMPSHIRE POLICE AND CRIME PANEL

Report

Date considered:	1 November 2013	Item:	4
Title:	Confirmation Hearing Process for the role of Deputy Police and Crime Commissioner		
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1. Executive Summary

- 1.1. This document explains the process to be followed by the Hampshire Police and Crime Panel (hereafter referred to as 'the Panel') in respect of the proposed appointment of the preferred candidate to the role of Deputy Police and Crime Commissioner.
- 1.2 This document summaries the Confirmation Hearing protocol agreed by the Panel at their 25 January 2013 meeting.

2. Confirmation Hearing for the role of Deputy Police and Crime Commissioner

Prior to the Hearing

- 2.1. The Panel receives notification from the Hampshire Police and Crime Commissioner (hereafter referred to as 'the Commissioner') of the proposed appointment to the role of Deputy Police and Crime Commissioner on 22 October 2013.
- 2.2. In order to assist the Panel in reviewing the suitability of the preferred candidate, the Commissioner will provide the following documentation:
- Name of the preferred candidate;
 - Application form or CV or personal statement of preferred candidate;
 - Statement and Declaration in respect of disqualification criteria
 - Statement/report for PCC stating why the preferred candidate meets criteria of role;
 - Terms and conditions of appointment;

At the Hearing

- 2.3. The first part of the meeting will be conducted in public and structured as follows:
- a. The candidate will be welcomed to the meeting.
 - b. The candidate will have an opportunity to present to the Panel his/her understanding of the role.

- c. The Panel will have the opportunity for to ask questions of the candidate.
 - d. The candidate will be given opportunity to clarify any answers given during the hearing and ask questions of the Panel about the next stage of the process.
- 2.4. The Panel will ask questions of the candidate which relate to his/her professional competence and personal independence, the answers to which will enable the Members to evaluate their suitability for the role. Lines of enquiry will be made available to the Panel from the Chairman prior to the 1 November meeting.

On the Close of the Hearing

- 2.5 Immediately following the Confirmation Hearing, the Panel will hold a closed session in order to decide on its recommendations to the Commissioner regarding the appointment of the preferred candidate to the role of Deputy Police and Crime Commissioner.
- 2.6. The Panel will discuss the following:
- Whether the candidate has the professional competence to exercise the role as set out in the role profile.
 - Whether the Panel feels that the candidate has the personal independence to exercise the role.
- 2.7 Where a candidate meets the standards but there is still cause for concern about his or her suitability, it may be appropriate to outline those concerns in the Panel's response to the Police and Crime Commissioner.
- 2.8 Where a candidate does not meet the minimum standards in the areas described in paragraph 3.6., this would suggest a significant failure in the appointments process undertaken by the Commissioner. If the Panel believes that there has been a significant failure in the appointments process, the Panel may choose to not recommend the candidate to the role of Deputy Police and Crime Commissioner.

Following the Confirmation Hearing

- 2.9. The recommendations relating to the outcomes of the Confirmation Hearing will be communicated to the Commissioner in writing by the next working day. The candidate will be copied into this communication, and the report will be embargoed.
- 2.10. It is suggested that a period of three working days should elapse before the embargo is lifted and the recommendations of the Panel are made public.