

## Sussex Police and Crime Panel

4 April 2013 – at a meeting of the Panel held at 11.15 a.m. at County Hall, Lewes.

Present:

Len Brown (1)	Arun DC
Alan Robins (2)	Brighton and Hove CC
Nigel Boxall	Crawley BC
David Elkin (Vice-Chairman)	East Sussex CC
Rosalyn St Pierre	East Sussex CC
Brian Donnelly	Horsham DC
Andy Smith	Lewes DC
Christopher Snowling	Mid Sussex DC
Robin Patten	Rother DC
Claire Dowling	Wealden DC
Andrew Smith	West Sussex CC
Brad Watson (Chairman)	West Sussex CC
Tom Wye	Worthing BC
Graham Hill	Independent
Sandra Prail	Independent

(1) Substitute for Paul Wotherspoon

(2) Substitute for Warren Morgan

Apologies for absence were received from David Simmons (Adur DC), Paul Wotherspoon (Arun), Warren Morgan (Brighton and Hove CC) and John Ungar (Eastbourne BC).

In attendance: Katy Bourne, Sussex Police and Crime Commissioner; Steve Waight, Deputy Police and Crime Commissioner; Mark Streater (Candidate for Chief Executive and Monitoring Officer of the Office of the Sussex Police and Crime Commissioner (OSPCC)); John Eagles (Candidate for Chief Finance Officer of the OSPCC) and Diane Henshaw, Ninesh Edwards and Matthew Evans (Host Authority - West Sussex CC).

77. The Chairman opened the meeting and informed the Panel that Matt Follett had been appointed by Brighton and Hove City Council as a principal, standing member of the Panel in place of Ben Duncan.

### Declarations of Interest

78. In accordance with the code of conduct, the following personal interests were declared:

Nigel Boxall	Chairman of Crawley CDRP
Andy Smith	Chairman of Lewes Community Safety Partnership
Brad Watson	Member of Horsham Safety Partnership
Robin Patten	Member of Rother Safety Partnership
Graham Hill	Member of Horsham Safety Partnership Senior Service Delivery Manager for Victim Support charity Member of Crawley Community Safety Partnership Board
Tom Wye	Member of Adur and Worthing Safety Partnership

Christopher Snowling	Member of Mid Sussex Safety Partnership
Brian Donnelly	Member of Horsham Safety Partnership
Claire Dowling	Chairman of Safer Wealden
David Elkin	Member East Sussex Safety Partnership
Len Brown	Member of Safer Arun Partnership

## Minutes

79. Resolved – That the minutes of the meeting of the Sussex Police and Crime Panel held on 7 February 2013 be confirmed as a correct record.

## Part II Matters

80. The Panel was asked to consider if any item on the Part II agenda should be brought into Part I. The Panel agreed that the grounds for exemption for each of the items on the Part II agenda still applied and it was agreed that each of the items would be considered in the closed session.

81. Resolved – That the exemptions applied to the items on the Part II agenda remain valid and no item should be brought into Part I for consideration.

## Procedure to be followed at Confirmation Hearings

82. The Panel received and noted the procedure to be followed at confirmation hearings of the Police and Crime Panel (copy appended to the signed version of the minutes).

## Confirmation Hearing for Chief Executive Officer

83. The Chairman introduced the confirmation hearings and explained that the Panel would question the candidate for Chief Executive and Monitoring Officer first and then the candidate for Chief Finance Officer. The Panel would then be asked to agree to go into closed session at the end of questioning of the candidates to determine its recommendations to the Commissioner. The Chairman welcomed the candidate for Chief Executive and Monitoring Officer.

84. The Panel asked the proposed candidate for Chief Executive and Monitoring Officer the following questions:

- The OSPCC had a very different remit to the old Police Authority with a number of non-policing elements. The candidate was asked what he could offer in terms of the non-policing and non-operational aspects of the role and provide examples of work with Community Safety Partnerships (CSPs) and other third parties? *The candidate had worked in political and sensitive environments with partners such as health, education and CSPs in Sussex and at a regional level. The candidate possessed scrutiny and oversight skills to ensure that the decisions made by the Commissioner were transparent and legitimate. As District Commander in West Sussex the candidate had led the formation of CSPs and was involved in the establishment of safeguarding groups and Crime and Disorder Reduction Partnerships and led on the formation of the Drug and Alcohol Action Team. In*

*London the candidate had led an initiative to introduce the automatic number plate vehicle recognition system.*

- The Panel questioned how the candidate would cope with the move from an operational to a strategic role and how he would work alongside the Chief Constable? *A challenge for the candidate would be to demonstrate he was undertaking the role of Chief Executive with impartiality and objectivity; principles that had been evident throughout his career. In terms of the strategic role the candidate would bring broader executive skills to the role to engage effectively with other agencies and partners.*
- The candidate was asked what would be the key challenges of the Monitoring officer function and what relevant experience he possessed for the role. *A key function of the Monitoring Officer function would be the managing and handling of complaints against the Commissioner, determining the seriousness of complaints and identifying action that was required; whether that involved working with the Panel to undertake informal resolution of complaints or escalation to the IPCC. The candidate had relevant experience of police officer and police staff tribunals which he had chaired and for which he had conducted investigations.*
- The candidate was asked: how he would seek to develop new skills required for the role; any areas he felt he had only limited experience; and how he would address any skills deficit? *The candidate explained that he would seek to learn from other Chief Executives and best practice nationally and to develop his knowledge of the guidance and legislation that defined the relationship between the Commissioner, the Panel and the Chief Constable.*
- The Panel queried how the candidate would seek to engage the voluntary sector and include voluntary organisations in the development of the Police and Crime Plan? *Whilst in West Sussex the candidate had used the voluntary sector in an initiative to establish a victim care and support charter. Victim support was one of the four priorities in the Police and Crime Plan and it was essential to engender the support of volunteers in police services.*
- The Panel queried how the candidate would bring dynamism to the OSPCC and encourage staff to be innovative and creative? *The candidate would draw on leaderships skills and qualities that he had demonstrated during his career to lead staff to translate the Police and Crime Plan into action.*
- The candidate was asked what would represent success in the role. *Safer communities and the perception of safety would be indicators of success which would be assessed through constant feedback and appraisal.*
- To ascertain personal independence skills the Panel asked the candidate what he would do if he was aware that the Commissioner was about to undertake an unwise action? The Panel asked for an example of how the candidate had challenged an undertaking of a superior? The Panel further asked for an example of when the candidate's ideas had been strongly opposed and what his reaction had been? *The candidate would initially determine if the Commissioner's actions were legal, misguided or inconsistent with policy objectives. If unlawful it was a key role of the Chief Executive to ensure the Commissioner complied with the law but if misguided the*

*candidate would ensure that the Commissioner had all necessary guidance and advice. An example of challenging a superior involved the composition of a report at the request of a superior that the candidate ensured contained relevant findings from national reports. The candidate had been involved in the composing of business cases for the configuration of forces across the South East region that had not received universal agreement.*

- The candidate was asked how he would look to develop the relationship between the OSPCC and the Panel with a particular emphasis on effective communication. *The candidate would seek to facilitate good communication and build strong relationships between the Panel, the Commissioner and the Chief Constable.*
- The candidate was asked what had motivated him to apply for the position. *The candidate explained that he had a passion to deliver the role in his home county of Sussex and would utilise transferable skills to undertake the job to a high level.*
- The candidate was asked how he intended to address the fear of crime in local communities. *The candidate explained that a priority of the Police and Crime Plan was to increase public confidence and ensure user satisfaction. This was seen not just as the responsibility of the Police but also the broader Criminal Justice system. The candidate was keen to engage the CSPs and voluntary sector to improve victim satisfaction and deliver public confidence.*
- The Panel referred to the prospective reviews of funding for CSPs based on measures of effectiveness. How would the candidate help the Commissioner establish best practice across the CSPs? *Funding for CSPs would be evidence-based and take account of where the greatest risk existed and where funding would be of greatest benefit. Monitoring of CSPs would focus on how the groups addressed local risks and how dynamic they were in responding to newly emerging priorities.*

85. The Chairman thanked the candidate and the Panel adjourned for five minutes from 11.55 a.m. to 12.00noon.

### **Confirmation Hearing for Chief Finance Officer**

86. The Chairman welcomed the candidate for Chief Finance Officer. Prior to the start of the confirmation hearing for the Chief Finance Officer the Panel asked the Commissioner how many of the eight applicants for the post were shortlisted. The Commissioner confirmed that three candidates were shortlisted during the selection procedure.

87. The Panel asked the proposed candidate for Chief Finance Officer the following questions:

- The Panel asked the candidate how he would handle current and future financial challenges. *The candidate explained that he worked with Sussex Police since the comprehensive spending review in 2010 to identify savings which currently totalled £31m. Strategies had been produced such as the new ways of working and the review of estate holdings with the intention of realising further savings in future years.*

- The candidate was asked about the main differences in financial management under the old regime and under the new arrangements and how he would address any challenges this produced. *The main difference was that the old regime was focused on the police, under new arrangements the focus was on police and crime. The greatest challenge was the coordination of wide range of funding streams into financial management arrangements including the assimilation of funding streams for areas such as community safety and criminal justice.*
- The Panel asked the candidate to confirm what he would do if he was aware of the Commissioner undertaking a course of action he felt was unwise. *The candidate explained that he had a fiduciary responsibility to the taxpayers of Sussex to raise any illegal activity committed by the Commissioner with the Office of the Commissioner, the Chief Constable and the external auditor.*
- The candidate was asked to confirm what courses he had undertaken to keep his knowledge up to date. *The candidate had undertaken various CIPFA courses including: day-to-day accounts; treasury management process; and end of year/closing the accounts process.*
- The candidate was asked how changes to income resulting from the Local Government Finance Act 2012 had impacted on funding and been included in budget planning. *The candidate confirmed that liaison with East and West Sussex Finance Officers Association had taken place and scenario planning had been undertaken to take account of income affected by the Act.*
- The Panel asked about the structure of the new police governance arrangements and if the candidate had identified any changes he felt were desirable? *The new structures were still relatively new and the candidate did not feel that such an assessment could be made at such an early stage.*
- The candidate was asked how he would define success in his role. *The candidate explained that enabling the Commissioner and Chief Constable to provide value for money and to deliver sound financial management would be indicators of success.*
- The Panel asked about arrangements for presenting the budget and precept for 2014/15 to the Panel. *The candidate explained that a greater level of detail would be available to the Panel for the 2014/15 budget and in the autumn a report would be presented containing details of the precept assumptions for the Panels consideration.*

88. The Chairman thanked the candidate and the meeting adjourned at 12.15 p.m. and reconvened at 12.30 p.m.

### **Exclusion of Press and Public**

89. Resolved – That under Section 100(4) of the Local Government Act 1972, the public be excluded from the meeting for the following item of business on the grounds that it involves the likely disclosure of exempt information as defined in Part I, of Schedule 12A, of the Act by virtue of the paragraph specified under the item and that, in all the circumstances of the case, the public interest in maintaining the exemption of that information outweighs the public interest in disclosing the information

## **Determination of recommendations to the Police and Crime Commissioner**

Exempt: paragraph 1, Information about individuals

90. The Panel considered the appointments of the proposed Chief Executive and Monitoring Officer and Chief Finance Officer and agreed to recommend that the proposed candidates were appointed. The Panel was content that the professional competence and personal independence of the candidates had been established.

Chairman