

**SURREY POLICE AND CRIME PANEL****RECRUITMENT OF CHIEF CONSTABLE  
4<sup>TH</sup> FEBRUARY 2016****SUMMARY**

Former Chief Constable of Surrey Police, Lynne Owens, left the Force on 3<sup>rd</sup> January 2016 to take up her new role as Director General of the National Crime Agency. By operation of law, Deputy Chief Constable Nick Ephgrave has assumed the role of Temporary Chief Constable until such time as a substantive Chief Constable is appointed.

The appointment of a Chief Constable is the responsibility of the Police & Crime Commissioner. PCC Kevin Hurley has announced that, in the interests of democracy and fairness to whomever the PCC may be post-May, he will delay any selection and appointment until after the PCC elections.

However, the PCC also recognises that, given the critical importance of the role, it is sensible to ensure that the appointment can be made as swiftly after the elections as possible.

The PCC will initiate the beginning of the recruitment process in advance of the election, leaving the short-listing and selection to be concluded post-5<sup>th</sup> May.

This report sets out details of the recruitment process and likely timescales.

**RECOMMENDATIONS**

That the Panel notes the report.

**EQUALITIES AND DIVERSITY IMPLICATIONS**

None raised.

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## **1. Introduction – Process of Recruitment**

- 1.1 Section 38 of the Police Reform and Social Responsibility Act requires that the selection and appointment of Chief Constables is made by Police & Crime Commissioners (PCCs). Whilst it is for the PCC to make the decision about who to appoint (subject to the power of the Panel to veto the first candidate proposed), there are a series of processes that the PCC must consider putting in place prior to any decision being made.
- 1.2 These include developing a role profile and person specification; ensuring there is a sufficient pool of candidates; convening an appointments panel (which must include one ‘independent member’ – see para 3.1 below); shortlisting candidates and holding an assessment/interview process.
- 1.3 Once at the stage of a proposed appointment, the PCC must notify the Police & Crime Panel which must then hold a confirmation hearing within three weeks. The Panel has the power to veto, with a two-thirds majority, the proposed appointment.
- 1.4 All those responsible for the selection and appointment of Chief Constables must observe the principles of merit, fairness and openness.
- 1.5 More detail on the process of recruitment and the legal requirements are set out in Home Office Circular 01/2012 and in the College of Police’s ‘Guidance on the Appointment of Chief Officers’, available on the College’s website.

## **2. PCC’s proposal for Surrey’s recruitment**

- 2.1 Elections for the Police & Crime Commissioner are due to take place on Thursday, 5<sup>th</sup> May with any new PCC taking up office one week later. There are several factors that have led the PCC to conclude that whoever is PCC post-May should be in a position to make a substantive appointment as soon as practicable.
- 2.2 T/Chief Constable Ephgrave took up his appointment on 19<sup>th</sup> December 2015. He has subsequently appointed Gavin Stephens and Helen Collins as temporary Deputy Chief Constable and temporary Assistant Chief Constable respectively. These appointments have resulted in further temporary promotions in the next tiers of management.
- 2.3 Members will be aware of the Policing in Your Neighbourhood Project, set to launch in April 2016. This will see a realignment of local policing services to meet with its reducing budget and changes to crime types and demand. It is a large-scale programme of change for the Force.
- 2.4 Appointing a substantive Chief Constable will secure stability in the Force’s leadership at a time of significant change.

### 3. Timescales for the Recruitment Process

3.1 There are a number of steps the PCC can take prior to the elections without unreasonably fettering the ability of any new PCC to make the final selection. These include:

- **Developing a role profile and person specification.** These will be the documents against which assessment of candidates will be made.
- **Placing a job advertisement.** There is a requirement to advertise the post for a minimum of three weeks.
- **Convening an Appointments Panel.** The PCC must convene a panel that will support the PCC in making the appointment and provide challenge and impartiality to the process. The panel must include at least one independent member, who will produce a written report for the Police & Crime Panel to verify the robustness of the process. This independent member cannot be a PCC, member of the Police & Crime Panel, MP or MEP, local councillor, serving or retired police officer or member of staff, civil servant, or staff from HMIC, the IPCC or College of Policing. This does not preclude people from these groups being on the panel in other roles.

The Panel will need to convene before the short-listing of candidates has taken place.

The PCC has decided to secure the services of an accredited independent member, drawn from the list maintained by the College of Policing. Although any new PCC will wish to appoint his or her own panel, an independent person in place could allow short-listing to take place expediently.

3.2 If an advert is placed prior to the elections, an incoming PCC will be in a position to short-list soon afterwards. He or she will also be able to have an input into what form a selection process should take.

3.3 The table overleaf shows a possible timeframe for the recruitment process.

**Draft Timetable for Chief Constable recruitment**

Agreement of role profile and person specification	February 2016
Appointment of independent member of the appointments panel	March 2016
Advert out	Thursday, 24 <sup>th</sup> March until Friday, 15 <sup>th</sup> April
Closing date for applications	Friday, 29 <sup>th</sup> April
<b>PCC elections</b>	5 <sup>th</sup> May 2016
<b>New PCC takes office</b>	12 <sup>th</sup> May 2016
Short-listing with independent panel	w/c 16 <sup>th</sup> or 23 <sup>rd</sup> May
Panel interviews	w/c 30 <sup>th</sup> May or 6 <sup>th</sup> June
Notify panel of proposed candidate	By Friday, 10 <sup>th</sup> June
Police & Crime Panel confirmation hearing	By Friday, 1 <sup>st</sup> July