

LEICESTERSHIRE POLICE AUTHORITY



Meeting **POLICE AUTHORITY**

Date **TUESDAY 3 NOVEMBER 2009 – 2.00 P.M.**

Report of **CHIEF EXECUTIVE**

Subject **CHIEF CONSTABLE RECRUITMENT**

Purpose of Report

1. This report deals with the recruitment process for Leicestershire's next Chief Constable.

Commentary

2. Members received a report regarding this matter at the Authority meeting on 27 August 2009. Members will find a revised recruitment timeline as an Appendix to this report which shows the steps that have been taken since the last report. It also shows that dates have been fixed.
3. The advert for the position was placed in the Police Review on 25 September 2009 and the closing date for applications was 16 October 2009. Shortlisting can occur after the Senior Appointments Panel meeting on 5 November 2009. Shortlisting has been set for 23 November 2009 with two interview days on 14 and 18 December 2009. On 14 December the candidates will make presentations to external and possibly internal stakeholders. The precise arrangements are being worked up at present. On 18 December each candidates will answer questions from the members of the Appointments Committee.
4. The candidates also have the opportunity of attending a Familiarisation Day in force on 10 December 2009.

Recommendation

5. Members are invited to note the report.

Implications

Financial: advert cost £2680 + VAT. Legal: within the report. Diversity: it is important the recruitment process is fair for all potential applicants. Risk Management: appointment of ACPO officers is a crucial task.

Background Papers

None.

Officer to Contact

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LEICESTERSHIRE POLICE AUTHORITY**Chief Constable Recruitment Timeline**

ITEM	DATE	COMPLETED ?
Appointments Committee membership fixed	TBA	Members decided on 27 August 2009 to retain a pool and fix the specific panel of 7 nearer the time. The Chief Executive has delegated power (SPCX7) for this in consultation with the Chairman of the Authority and Chairman of Human Resources Committee
Chief Executive prepares draft application pack and advert and distributes to committee members for comment	4 September 2009	Completed
Committee members meet informally to agree the appointment process in detail, the advert, application pack documents, and interview days	15 September 2009	Completed
Collate and print application pack; arrange any external help for any tests on interview days	17 September 2009	Completed. Application pack placed on web on Thursday 24 September for applicants to download. Interview days arrangements still being settled
Advert placed	22 September 2009	Completed
Advert appears	25 September 2009	Completed
Closing date for applications	16 October 2009	Achieved
Senior Appointments Panel meeting	5 November 2009	
Minister's decision given to PA	Circa 12 November	
Short listing meeting for Appointments Committee	23 November 2009 at 2pm	
Familiarisation day in force for candidates (and medical screening)	10 December 2009	
Interview days	Monday 14 Dec Friday 18 Dec	
Letter of offer	21 December 2009	
Acceptance	Circa 5 January 2010	
Start in post	5 April or sooner	

