

LEICESTERSHIRE POLICE AUTHORITY



Meeting **POLICE AUTHORITY**
Date **MONDAY 28 JUNE 2010 – 2.00 P.M.**
Report of **CHIEF EXECUTIVE**
Subject **INDEPENDENT MEMBER SELECTION 2011**

Purpose of Report

1. This report outlines the process to appoint an Independent Member with effect from 1 April 2011.

Commentary

2. The terms of office of Mr Greaves, Mrs Martin and Mrs Newton end on 31 March 2011.
3. The procedure for appointing an Independent Member to the Authority is laid down in regulations which have recently been amended. It involves two stages. The first stage is given to a Selection Panel which must comprise
 - Two Police Authority appointees (2 Members to be selected on this occasion).
 - A person appointed from a Home Office list of appropriate people (usually those who are members of the Office of the Commission for Public Appointments – OCPA). Mr Peter Norledge acts for us in this role. This person is now required to Chair the first stage Selection Panel.
4. The function of the first stage Selection Panel is to advertise the vacancy, sift the applications received and select a list of candidates, which equates to twice the number of vacancies, to present to the Police Authority.
5. The second stage in the process is for the Police Authority to appoint the candidate from the Selection Panel's list. On the last two occasions the Authority has agreed to delegate this task to a smaller Appointments Committee. Indeed it has agreed that the Appointments Committee shall comprise the Police Authority Members who sit on the first stage Selection Panel. This enabled the same persons to deal with the short-listing and the final interviews. This practice worked very well on the last three occasions of Independent Member appointments. However, two members cannot form a Committee. In the light of the changes, a third Authority member could be appointed to make up the Appointments Committee. That member would not participate in the initial meetings of the first stage Selection Panel, but would take part in the interview of candidates. The 3 people on the first stage Selection Panel would then formally submit the names and the 3 members of the Appointments Committee would choose the successful candidate on behalf of the Authority.
6. Members will also be aware of the Government's intention to replace police authorities with directly elected individuals (formerly known as elected police commissioners). 31 March 2011 marks the end of many independent members' terms of office nationally

and normally in the preceding Autumn the APA would hold events, advice on publicity and provide a support programme to help ensure a wide range of people came forward for the role. It may be that the Government will simply extend the terms of office of existing members if the advent of police authority abolition is to occur in 2011/12. It is unlikely we shall have news on the detailed proposals before Autumn 2010.

7. So, as a contingency, it is suggested that the Authority prepares for independent member appointment as usual. A draft timescale for the recruitment process is set out in the Appendix. However this is indicative only, as the Members of the first stage Selection Panel will determine the dates according to their availability at each stage of the process.
8. Nominations are therefore sought for two Members to participate in the first stage Selection Panel plus an extra member to observe at first stage but make up the third place on the Appointments Committee for the purposes of this appointment. It is suggested either the Chairman or the Vice Chairman should take up one of the two places on the first stage Selection Panel.

Recommendation

9. Members are requested to
 - (i) appoint three Members to an Appointments Committee for the purpose of filling this vacancy;
 - (ii) make nominations to serve on that Appointments Committee;
 - (iii) agree that two of those three same Members serve on the first stage Selection Panel together with Mr Norledge; and
 - (iv) authorise the Chief Executive in consultation with the Chairman or Vice Chairman to undertake all the necessary steps relating to the appointment.

Implications

Financial: Members of the first stage selection panel are entitled under the Allowances Scheme to claim a special daily rate; any advertising and publicity costs for the vacancy will need to be undertaken within budget. Legal: contained within the report. Diversity: recruitment processes must be, and be seen to be, fair to all persons entitled to apply for the position. Risk Management: failure to attract and retain quality candidates for Police Authority roles is mentioned as Risk 216 in the Police Authority Risk Register.

Background Papers

None.

Officer to Contact

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DRAFT TIMELINE FOR INDEPENDENT MEMBERS**APPOINTMENTS FOR 1 APRIL 2011**

Approximate Date – to be agreed by first stage selection panel	Item
October 2011	First stage Selection Panel Members meet to undertake a gap analysis of the skills and needs for the role and to determine the key features of the competencies. Also to address any publicity plans for the vacancy.
1 November 2010	Application pack documents prepared.
Week commencing 16 November 2010	Collation of application packs.
18 November 2010	Advertisement appears for the vacancy.
21 December 2010	Closing date for applications.
Late January 2011	First stage selection panel meets to short-list candidates.
End of February 2011	Interviews of candidates by first stage Selection Panel and decision by Appointments Committee.
1 April 2011	Appointed persons take up role as Independent Members in the Leicestershire Police Authority.