

Marc Jones
Police and Crime Commissioner for
Lincolnshire
Deepdale Lane
Nettleham
Lincoln
LN2 2LT

By email: lincolnshire-pcc@lincs.pnn.police.uk

Dear Mr Jones,

Re: Confirmation Hearing - Proposed appointment of Stuart Tweedale to the office of Deputy Police and Crime Commissioner

In accordance with Schedule 1 of the Police Reform and Social Responsibility Act 2011, I write to inform you of the Lincolnshire Police and Crime Panel's recommendation with regard to your proposed appointment of Stuart Tweedale to the office of Deputy Police and Crime Commissioner (Deputy PCC).

The Panel held a public Confirmation Hearing on 3 June 2016 and had the opportunity to ask questions of you and of Stuart Tweedale. The Panel was grateful that you both made yourselves available for questions. The Panel noted that you had provided a personal statement in relation to the proposed appointment. However, the Panel had additionally requested a job description for the Deputy PCC role and a copy of the candidate's CV and whilst recognising that there is no legal obligation to provide this information, the Panel expressed its disappointment that the documents were not provided to assist the Panel with the Confirmation Hearing.

The Panel considered if the candidate demonstrated the professional competence and personal independence requirements necessary to undertake the Deputy PCC role and found as follows:

- i) Professional Competence – The Panel recognised that the candidate has a range of experience, knowledge and skills but at the Hearing did not demonstrate how he could transfer these to the role of the Deputy PCC.
- ii) Personal Independence – Whilst the Panel was impressed with the candidate's knowledge of the Nolan Principles it found that at the

Hearing the candidate did not demonstrate an understanding of the principle of personal independence required to undertake the role as described by the PCC in the Hearing.

As a result the Panel unanimously agreed to recommend that you do not appoint Stuart Tweedale to the office of Deputy PCC.

The Panel recognises that it is your decision as to whether to accept or reject its recommendation.

Noting the above recommendation and findings the Panel further recommends that you agree a job description for the post of Deputy PCC which clarifies the Deputy PCC's specific responsibilities in order to provide clarification for any post holder.

I look forward to receiving your response.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Norman Norris', with a horizontal line underneath it.

Norman Norris JP
Chairman - Lincolnshire Police and Crime Panel

Cc Stuart Tweedale