

NOT CONFIDENTIAL – for public release

**POLICE AND CRIME COMMISSIONER (PCC) FOR LINCOLNSHIRE  
REQUEST FOR DECISION**

REF: 001/2014

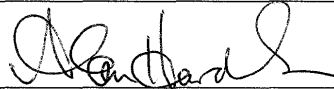
DATE: 14 January 2014

<b>SUBJECT</b>		<b>APPOINTMENT OF CHIEF CONSTABLE</b>
<b>REPORT BY</b>	<b>CHIEF EXECUTIVE</b>	
<b>CONTACT OFFICER</b>	<b>JOHN KING, CORPORATE ADMINISTRATION OFFICER</b>  <b>TEL 01522 947227</b>	
<b>EXECUTIVE SUMMARY AND PURPOSE OF REPORT</b> To provide an overview of the process for the recent selection and appointment of a new Chief Constable for Lincolnshire Police.		
<b>RECOMMENDATION</b>	<i>That an overview of the process for the recent selection and appointment of a Chief Constable for Lincolnshire Police be published.</i>	

**POLICE AND CRIME COMMISSIONER FOR LINCOLNSHIRE**

I hereby approve the recommendation above, having considered the content of this report.

Signature:



Date: 14/01/14

**A. NON-CONFIDENTIAL FACTS AND ADVICE TO THE PCC**

**A1. INTRODUCTION AND BACKGROUND**

1. Mr Neil Rhodes was appointed as Temporary Chief Constable in April 2012 by the former Lincolnshire Police Authority following the retirement of the previous Chief Constable Richard Crompton. At the time the Police Authority sought Ministerial permission to make a permanent appointment which was refused. The reason given to Lincolnshire (and to a number of other Forces in a similar position) was that the Government believed decisions over the appointment of permanent Chief Constables should be left to the incoming Police and Crime Commissioners.
2. Within three months of the election of the Police and Crime Commissioner for Lincolnshire, Mr Rhodes was subject to a serious allegation that required investigation. The conduct of that investigation and related legal processes delayed the recruitment of a permanent Chief Constable.

3. When all processes related to the allegation were complete the Commissioner directed his office to develop a process to recruit a new Chief Constable.
4. In line with the Police Reform and Social Responsibility Act 2011, the Commissioner has the power to appoint a Chief Constable, but this must be subject to a Confirmation Hearing by the Police and Crime Panel for Lincolnshire.
5. The Commissioner commissioned the College of Policing to manage the design and delivery of the recruitment and appointment process. The independence of the College of Policing served to reinforce that the process would visibly be based on the three principles of merit, fairness and openness.
6. The advertisement for the role of Chief Constable was based on the key criteria and requirements for the role incorporated within the job description and person specification. A specially designed and dedicated recruitment website was set up to provide potential applicants with more detailed information about the role, the appointment process, Lincolnshire Police and the county of Lincolnshire.
7. The College of Policing maintains a list of Independent Members who are trained assessors from the College's assessor bank and have experience of working and selection within, and outside, the policing context. Carolyn Dhanraj MBE JP was selected from this list to form part of the Appointments Panel.
8. The following people were also selected alongside Carolyn Dhanraj to work with the Commissioner as part of the Appointments Panel:
  - Steve Gelder – Owner and Managing Director of the Gelder Group
  - David Millar – Chair of Just Lincolnshire Equality & Human Rights Council and current Chair of Lincolnshire Police Independent Advisory Group
  - Cllr Barry Young – Executive member for Crime Reduction of Lincolnshire County Council

These Panel members were selected in order to provide a diverse range of perspectives from across Lincolnshire and to help identify which candidate best met the criteria for the role.

9. The dedicated recruitment website received 655 visits of which 430 were unique, though it is difficult to ascertain how many were from potential candidates. Three potential candidates were in contact with the Commissioner's Chief Executive. At the closing date of 12 noon on 1 November 2013, one application had been received this being from Mr Rhodes.
10. Lincolnshire is not unique in receiving only one application. Since the election of Police and Crime Commissioners, there have been 16 Chief Constable appointment processes, four have been appointed following only a single application. The previous Chief Constable of Lincolnshire was also appointed by the former Police Authority from an applicant pool of one.

11. Following consultation with the College of Policing and discussions with all members of the Appointment Panel, the Commissioner concluded that the selection process should continue as planned with one candidate.
12. Mr Rhodes attended an Assessment Day on 18 November 2013. The key components of the Assessment Day included; a briefing session that provided information on the candidate's Personality Report, Stakeholder Panel Discussion and a Presentation / Interview with the Appointment Panel.
13. Taking account of the ratings in each of the competencies assessed and the overall rating for the candidate against the competencies set out in the person specification and all the other information collected throughout the recruitment and appointment process, the Appointment Panel concluded unanimously that Mr Rhodes should be appointed as the next Chief Constable of Lincolnshire Police.
14. The Commissioner was entirely satisfied that the candidate was suitable as the next Chief Constable. Accordingly the Commissioner formally proposed to the Police and Crime Panel that Mr Rhodes be appointed as Chief Constable.
15. The Confirmation Hearing for Mr Rhodes was conducted by the Police and Crime Panel on 6 December 2013. The Panel received a comprehensive report from the Commissioner providing an overview of the appointment process as well as details of the reasons why the proposed candidate had been selected. The Panel also considered an Independent report on the process provided by Carolyn Dhanraj.
16. During the Hearing the Panel asked Mr Rhodes a range of questions in order that members could satisfy themselves as to his suitability for the role. Following consideration of the documentation provided and the responses given by Mr Rhodes, the Panel was unanimous in endorsing the Commissioner's choice for the position of Chief Constable.
17. Mr Rhodes took up the substantive role of Chief Constable in Lincolnshire Police on 9 December 2013 for a fixed term of four years on an initial salary of £139,500 per annum. The terms and conditions of appointment have been made in accordance with the provisions of the Police Acts, Regulations and Determinations.

## **A2. LINKS TO POLICE AND CRIME PLAN AND PCC'S STRATEGIES/PRIORITIES**

None.

## **B. FINANCIAL CONSIDERATIONS**

The College of Policing charged for 16 days work at a cost of £6,349 (+VAT). Members of the Appointments Panel were entitled to claim travelling and other reasonable expenses in accordance with the Police and Crime Commissioner's Scheme of Allowances.

**C. LEGAL AND HUMAN RIGHTS CONSIDERATIONS**

*[This should include the legal powers the PCC has for making the decision]*

As set out in the report.

**D. PERSONNEL AND EQUALITIES ISSUES**

As set out in the report.

**E. REVIEW ARRANGEMENTS**

None required.

**F. RISK MANAGEMENT**

None.

**G. PUBLIC ACCESS TO INFORMATION**

Information in this form along with any supporting material is subject to the Freedom of Information Act 2000 and other legislation. Part 1 of this form will be made available on the PCC's website within one working day of approval. However, if release by that date would compromise the implementation of the decision being approved, publication may be deferred. An explanation for any deferment must be provided below, together with a date for publication.

Is the publication of this form to be deferred? No


Any facts/advice/recommendations that should not be made automatically available on request should not be included in Part 1 but instead on the separate part 2 form.

Is there a part 2 form? No

**ORIGINATING OFFICER DECLARATION**

	Tick to confirm
Originating Officer: The Chief Executive recommends this proposal for the reasons outlined above	✓
Financial advice: The PCC's Chief Finance Officer has been consulted on this proposal	✓
Monitoring Officer: The PCC's Monitoring Officer has been consulted on this proposal	✓
Chief Constable: The Chief Constable has been consulted on this proposal	✓

**OFFICER APPROVAL**

<p><b>Chief Executive</b></p> <p>I have been consulted about the proposal and confirm that financial, legal and equalities advice has been taken into account in the preparation of this report. Consultation outlined above has also taken place. I am satisfied that this is an appropriate request to be submitted to the Police and Crime Commissioner for Lincolnshire.</p> <p><b>Signature:</b>  <b>Date:</b> 14/1/14</p>
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