



Bedford Borough Council and Central  
Bedfordshire and Luton Borough Council

## Bedfordshire Police and Crime Panel

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*Clerk: P. J. Simpkins*

The Police and Crime  
Commissioner for Bedfordshire  
  
(by email)

Please ask for: Jeremy Welch  
Direct line: 01234 228903  
E-mail: [Jeremy.welch@bedford.gov.uk](mailto:Jeremy.welch@bedford.gov.uk)  
Your ref:  
Our ref:  
Date: 18 November 2020

Dear Commissioner

### **Recommendations in relation to the process adopted in the recruitment of a new Chief Finance Officer**

On 17 November 2020 the Police and Crime Panel held a confirmation hearing to consider the proposed appointment of Mr Gavin Chambers to the position of Chief Finance Officer for the Office of the Police and Crime Commissioner of Bedfordshire. Following its deliberation the Panel was unanimous in approving the appointment of Mr Chambers and accompanying this letter is the official report of the Panel confirming that appointment.

While congratulating both you and Mr Chambers on the appointment the Panel had concerns that the recruitment process adopted could be open to challenge on grounds of lack of robustness, independence and transparency. The Panel notes that previous appointments have followed good practice in having a selection panel and at least one independent observer to ensure that the appointment was fair, transparent and merit based. The Panel therefore makes the recommendation as set out below.

### **RECOMMENDATION**

**That future recruitment should be carried out by a selection panel of at least 3 persons and that an independent observer be allowed access to the recruitment process in order that they may present an independent report to the Panel in relation to that appointment.**

Note: this recommendation will be published on the Panel's website and the Panel requests the Commissioner to publish her written response within one month.

Yours sincerely

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**Cllr Ian Dalgarno (Chair)**  
Bedfordshire Police and Crime Panel