

BEDFORDSHIRE POLICE AND CRIME PANEL

REPORT AND RECOMMENDATIONS TO THE POLICE AND CRIME COMMISSIONER FOR BEDFORDSHIRE

ON THE APPOINTMENT OF MS CLARE KELLY
AS CHIEF OF STAFF OF THE OFFICE OF THE POLICE AND CRIME COMMISSIONER OF BEDFORDSHIRE

12 MARCH 2018

1 EXECUTIVE SUMMARY

- 1.1 This document constitutes the report and recommendations of the Bedfordshire Police and Crime Panel in respect of the proposed appointment of Ms. Clare Kelly to the post of Chief Of Staff of the Office of the Police and Crime Commissioner of Bedfordshire and is submitted to the Commissioner in accordance with the requirements of Schedule 1 of the Police Reform and Social Responsibility Act 2011.
- 1.2 The report recommends that Ms. Clare Kelly be appointed as Chief Of Staff of the Office of the Police and Crime Commissioner of Bedfordshire.
- 1.3 In submitting its report, the Panel would like to thank Ms. Kelly for her attendance at the Confirmation Hearing on 12 March 2018 and to congratulate her on her appointment.

2 CONFIRMATION HEARING

- 2.1 On 13 February 2018 the Panel's Host Authority (Bedford Borough Council) received notification from the Commissioner's Office of Ms. Kelly's proposed appointment. By law the Panel is required to hold a Confirmation Hearing (a meeting of the Panel held in public at which the candidate for appointment is requested to appear for the purpose of answering questions relating to that appointment) in sufficient time to enable it to submit its report and recommendations in respect of the proposed appointment to the Commissioner within three weeks of the day on which it received notification.
- 2.2 The Confirmation Hearing for this appointment had been pre-arranged between the Office of the Police and Crime Commissioner and the Police and Crime Panel and was held at 10.00am on 12 March 2018 at Borough Hall, Bedford. The

following Panel Members were present:

PRESENT

Mr P Cain, Independent Member - Chair
Cllr P Downing, Central Bedfordshire Council – Vice Chair
Cllr A Foster, Bedford Borough Council
Cllr S J Holland, Bedford Borough Council
Cllr I Dalgarno, Central Bedfordshire Council
Cllr P Hollick, Central Bedfordshire Council
Mr D Warburton, Independent Member

The following officers of the Panel's Host Authority were also present to support the Panel in conducting the hearing:

Mr K Simmons, Chief Officer for Democratic and Registration Services
Ms S Lyons, Business Manager for Legal Services
Mr. J Welch, Democratic Services Officer

- 2.3 Members of the Panel questioned Ms. Kelly and the Police and Crime Commissioner in relation to the proposed appointment and considered their responses to their questions and other information supplied to the Panel by the Commissioner in accordance with the requirements of Schedule 1 of the Police Reform and Social Responsibility Act 2011. This information comprised:
- the criteria used to assess the suitability of the candidate for the appointment;
 - why the candidate satisfies those criteria;
 - the terms and conditions on which the candidate is to be appointed.
- 2.4 During the hearing and in response to questions from the Panel, Ms. Kelly stated that she had demonstrated her dedication to the role through 13 years' commitment to the Bedfordshire Force. She had also demonstrated her ability to carry out the role of Chief of Staff by acting up to this role on an interim basis on two previous occasions for a total of 11 months.
- 2.5 In response to a further question from the Committee the Commissioner commented that the salary for the role was the same as for the previous incumbent. The Commissioner considered that the proposed appointee had the required skills, knowledge and qualifications to justify this salary. Before advertising the position she had compared the salaries of similar roles in offices of other Commissioners and had set the salary below that of the same positions in Cambridgeshire and Hertfordshire and below the salary of the Deputy Chief of Staff in Hertfordshire.

2.6 The Panel then considered the responses from Ms. Kelly and the Commissioner.

3 RECOMMENDATIONS

3.1 That Commissioner Holloway be recommended to proceed with the appointment of Ms. Clare Kelly to the post of Chief Of Staff of the Office of the Police and Crime Commissioner of Bedfordshire

4 REPORT PUBLICATION ARRANGEMENTS

4.1 The Police Reform and Social Responsibility Act 2011 requires the Panel to publish this report in such manner as the Panel determines.

4.2 The Panel wishes to allow the Commissioner time to receive and consider this report, convey its contents to the candidate and consider the response she wishes to make to the report, before it is published. This reflects the guidance on Confirmation Hearings provided by the Local Government Association, which envisages a time lapse between a Hearing and the release of information about the Panel's recommendations.

4.3 In recognition of this, the Panel will not publish this report or provide any comment on the outcome of the Hearing until noon on Monday 19 March 2018, following which a press release may be issued and the report will be published on the Panel's webpages at: www.bedford.gov.uk/bedspcp

Mr. Paul Cain
Chair, Bedfordshire Police
and Crime Panel

Philip Simpkins
Clerk, Bedfordshire Police
and Crime Panel