

## INDEPENDENT MEMBERS APPOINTMENTS 2011

### Recommendation:

- i. that the Authority appoint two people to complete the membership of the Selection Panel responsible for agreeing a shortlist of applicants to put forward to the Police Authority for interview and selection as Independent Members of the Police Authority;
- ii. that a panel of Members be appointed to interview the shortlist of applicants for recommendation to the full Police Authority for selection as Independent Members.

### Background

1. The Authority will need to commence a round of independent member appointments later this year. It is proposed that advertisements will appear in September 2010 with the intention that appointments will be made in April 2011 when 4 of the 9 Independent Members' terms of office expire.
2. Under the Police Authority Regulations 2008 there is a requirement to appoint to a Selection Panel, which has the responsibility of considering the process by which applications will be judged and agreeing a shortlist of applicants to put forward to the Police Authority for interview and selection.

### Appointment of a Selection Panel

3. Under current legislation, Selection panels comprise three people appointed by the Police Authority (who can be Police Authority Members or community members), one person appointed by the Home Secretary and an Independent Assessor appointed jointly by the other panel members. A Selection Panel was established in 2008 for the last recruitment round, however two of the three people appointed by the Authority are standing down and will not be available for the 2011 selection process. The Authority must therefore appoint two people either from its membership, or from within the community to complete the Selection Panel membership. Appointments are for a period of 5 years (or in the case of Members of the Authority appointment can be until they cease to be a member of the Police Authority) and must not otherwise be disqualified under the rules of the regulations.
4. It is likely that in the next few months new legislation will be put in place that will alter the composition of Selection Panels for the appointment of Independent Members, and membership may reduce from a panel of five to a panel of three.
5. The current Selection Panel has recommended that regardless of this, two replacement people are appointed to the Selection Panel as soon as possible so that initiatives identified as a result of the review of the previous recruitment round can be progressed and the new recruitment process planned. It is proposed that any appointment is such that it satisfies the current legislation but

would necessarily expire if legislation were to be enacted which affected the composition of the Selection Panel. In this event, the Authority shall be asked to appoint a new Selection Panel in-line with the new regulations.

### **Appointment of an Interview Panel**

6. In accordance with the Police Authority Regulations 2008, the Selection Panel shortlist to 8 candidates as there are four places to be filled.
7. In recent recruitment rounds, the Authority has appointed a panel of three Members from its membership to interview the shortlisted candidates and make recommendations to the full Authority for the appointment of the required number of Independent Members. The intention is that these interviews should be held in January 2011, and the full Authority asked to approve the appointment of the preferred 4 candidates at its meeting in February 2011.
8. In addition to appointing two people to the Selection Panel, the Authority is asked to appoint an interview panel for the 2011 appointments.

### **Contact: for further information:**

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### **Background papers**

- The Police Regulations 2008
- Selection and appointment of independent members of police authorities in England and Wales – joint guidance from the Association of Police Authorities and the Home Office.
- The Police Authority (Community Engagement and Membership) Regulations 2010 (draft)