

**Devon and Cornwall Police Authority**

**29 September 2006**

Open for the purposes of FOI

Report of the Chief Executive & Clerk

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**Appointment of a Chief Constable (PA/06296)**

**Recommendation** that a panel comprising the Chairman and 4 members be appointed with delegated powers to appoint a Chief Constable.

As Members will be aware Nigel Arnold has been appointed as Acting Chief Constable and there is now a need to undertake a selection process to appoint a new Chief Constable.

The formal process for appointment is set down within Police Regulations and in accordance with those Regulations the following timetable has been agreed with Her Majesty's Inspector.

Friday 1 September	Advertisement in Police Review
Friday 22 September 2006	Closing Date
Tuesday 10 October 2006	Applications considered by Senior Appointments Panel chaired by Chief HMI.
Thursday 12 October 2006	Shortlisting
Thursday 19 October 2006	Force Familiarisation day for shortlisted candidates
Wednesday 25/Thursday 26 Friday 27 October 2006	Interviews

It is hoped that the candidate appointed will be able to start in post with effect from 2 January 2007.

There is now a need to appoint the panel to deal with the selection process. The Authority has previously adopted a protocol for appointments made by the Authority. That protocol – a copy of the relevant section is attached - provides that the panel for appointing a Chief Officer will comprise 5 members – 3 councillors, 1 magistrate and 1 appointed member. The normal expectation is that a member will not serve on two consecutive appointment panels. The Home Office guidance in relation to the selection process is clear that a panel larger than 5 is not considered appropriate.

Any member appointed to the panel would need to be available on 12 October the evening of 25 October and all day on 26 and 27 October.

With the appointment of the previous Chief Constable arrangements were made for the opportunity for all members of the Authority to meet with candidates. Clearly this does not

form any part of the formal process. Members are asked to indicate whether they would wish the same arrangements to be made during this selection process. If this is agreed the intention would be to hold a buffet evening on 25 October.

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## Panels

### Selection of Chief Officers

- The selection panel will comprise 5 members – 3 councillors, 1 magistrate and 1 appointed member.
- Members appointed to serve on a panel must have undergone appropriate APA accredited training.
- The normal expectation would be that a member would not serve on two consecutive appointment panels.
- In accordance with the Home Office guidelines the Chairman of the Police Authority will be an automatic member of the panel and will chair the selection panel. The Vice-Chairman in his/her own right is eligible for appointment by his/her own group
- The member groups will select their own nomination(s). The councillor group will make their nominations without regard to:-
  - political group
  - geographical representation