

**THE POLICE & CRIME COMMISSIONER FOR
CLEVELAND**
DECISION RECORD FORM

REQUEST: Police and Crime Commissioner for Cleveland
Title: Proposed appointment of a Chief Executive for the Office of the Police and Crime Commissioner for Cleveland.
Executive Summary: The purpose of this paper is to record the decision on the proposed appointment of Ed Chicken as Chief Executive Officer.
<p>Decision:</p> <p>1. The Police Reform and Social Responsibility Act 2011 provides, under schedule 1 (9) that the Police and Crime Commissioner must notify the relevant police and crime panel of each proposed appointment by the commissioner of the Commissioner's Chief Executive.</p> <p>2. For the purposes of Schedule 1 a 'Confirmation Hearing' must be held. A confirmation hearing is a panel meeting, held in public, at which the candidate is requested to appear for the purpose of answering questions relating to the appointment.</p> <p>The Panel must:</p> <ul style="list-style-type: none"> • Review the proposed senior appointment • Make a report to the Commissioner on the proposed senior appointment and include a recommendation as to whether or not the candidate should be appointed. • Undertake the above within a three week period beginning with the day on which the panel receives the notification from the commissioner of the proposed senior appointment. • Publish its report. <p>3. The Police and Crime Commissioner may accept or reject the panel's recommendation under paragraph 10 of schedule 1 as to whether or not the candidate should be appointed.</p> <p>4. The Police and Crime Commissioner must notify the panel of the decision whether or not to accept or reject the recommendation.</p> <p>5. Making use of the power in schedule 1, I have decided to appoint</p>

Ed Chicken as the Commissioner's Chief Executive. A Chief Executive is required in the Act to be a member of my staff. The Chief Executive for the Officer of the Police and Crime Commissioner for Cleveland will be subject to a contract of employment which will generally reflect the terms and conditions applied to the PCC's staff.

6. I will notify the Police and Crime Panel for Cleveland of this decision, in accordance with the Act and provide them with the following information:

- the name of the person I propose to appoint, who for the purposes of the legislation is known as the candidate
- the criteria used to assess the suitability of the candidate for the appointment
- why the candidate satisfies those criteria and
- the terms and conditions on which the candidate is to be appointed.

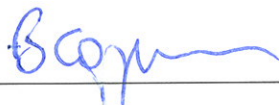
7. Ed Chicken will then be subject to the confirmatory hearing process required by schedule 1 of the Act. I understand that the confirmation hearing will take place on Friday 7th December 2012.

8. The Cleveland Police and Crime Panel are required to publish a report to me on the proposed appointment in which they must include a recommendation as to whether or not the candidate should be appointed. I will consider the report once published and decide whether to accept or reject the panel's recommendation on Ed Chicken's proposed appointment. Until the conclusion of this process, Ed Chicken remains the candidate for the appointment.

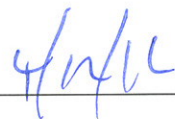
Barry Coppinger, Police and Crime Commissioner:

My decision is as I have recorded in this paper.

Signature:



Date:



Barry Coppinger
Police and Crime Commissioner for Cleveland
Cleveland Police
Police Headquarters
Ladgate Lane
Middlesbrough
Tel: 01642 301424

Cllr Norma Stephenson
Cleveland Police and Crime Panel
Stockton Borough Council

24th November 2012

Dear Norma,

Chief Executive Confirmation Hearing

I am writing to request a meeting to deal with the confirmation of my nomination to the post of Chief Executive.

The criteria I have used to determine my nomination is

- 1) Ability to complement my own experience and background in geographic terms and complimentary skill set.
- 2) Shared values in respect of the role of the police service and its accountability to the community.
- 3) Experience of community safety and partnership/wider criminal justice landscape.
- 4) Understanding of operating in a directly elected individual model environment.

I believe Ed Chicken fully meets the criteria.

1) Ed has considerable experience at the practical and policy level of community safety and its public interface. He developed the first major alleygate programme in the area, introduced street wardens, "talking CCTV" and a landlord licensing scheme. I require the support that this experience brings, to enable me to translate my manifesto commitments into action.

2) Ed has managed large parts of a complex organisation (Middlesbrough Council) at a time of great change. His focus on performance and budget management is highly valued.

3) Ed has worked at a national level with the Home Office, initially in developing the "respect" agenda to tackle anti social behaviour and more recently the "troubled families" programme.

4) Ed has worked alongside Cleveland Police for many years at both a local and Cleveland level, e.g. with regard to "contest" and the local resilience forum.

5) Finally it is important to explain why I felt it essential to have a person I can rely on totally in place from day one of my term of office, even though this meant displacing the Chief Executive of the former Police Authority. I am only too well aware that I must make some very significant decisions very quickly. The budget position is pressing and a restructure is needed that matches available resources to my priorities. A plan must be produced which you expect to see in January and a Chief Constable must be recruited. I therefore felt that the course of action I took was the only practical way forward.

Immediately following my election I negotiated with Middlesbrough Council so that Ed Chicken could be seconded for me under a one year contract.

The role of PCC is designed to be decisive, to cut bureaucracy, and to provide clear accountability. I hope that my explanation to this panel satisfies these criteria.

Barry Coppinger
Police and Crime Commissioner for Cleveland