

Appendix 1

A REPORT FOR THE
**DEVON AND CORNWALL
POLICE AND CRIME PANEL**
CONFIRMATION HEARING
ON 8 FEBRUARY 2013

**TO CONSIDER THE POLICE AND CRIME COMMISSIONER'S
RECOMMENDATION FOR APPOINTMENT AS**

CHIEF CONSTABLE OF DEVON AND CORNWALL POLICE

Prepared by Geoff Pears
Independent Panel Member
16 January 2013

BACKGROUND

Devon and Cornwall Police has had a Temporary Chief Constable since March 2012 when the previous Chief Constable relocated to a national role. The recruitment of a substantive Chief Constable has been delayed pending the election of the first Police and Crime Commissioner (PCC) in November 2012.

The post was advertised on 5 December 2012 on the Devon and Cornwall PCC website and on the ACPO and APCC Intranet with a closing date of 31 December. The selection panel met on 8 January 2013 to shortlist the applications. Panel interviews were held on 15 January 2013. There were five applications; four candidates were invited for interview.

RECOMMENDATION

As a result of these interviews the Police and Crime Commissioner for Devon, Cornwall and the Isles of Scilly, Tony Hogg, is pleased to recommend the appointment of Shaun Sawyer as Chief Constable.

Mr Sawyer has been Temporary Chief Constable since March 2012. The selection panel was unanimous in reaching this decision and supporting this recommendation.

SUITABILITY FOR APPOINTMENT

Mr Sawyer satisfied all the selection criteria and was a clear 'first choice' for all five selection panel Members. In particular he provided a very clear vision for the future of policing in Devon and Cornwall, and the best strategic analysis of how to get there. He provided the panel with excellent evidence of his experience leading strategic change and managing performance. He demonstrated excellent communication and decision making skills, good interpersonal skills, and an impressive enthusiasm and commitment for ensuring that Devon and Cornwall becomes the safest place to live and work in the UK through the combined efforts of all public service organisations.

THE SELECTION PANEL

National guidance recommends that the Police and Crime Commissioner should convene a selection panel of 4-5 people including a senior representative of the principal local authorities in the force area and an independent member with experience of public appointments processes. The selection panel for this appointment comprised

- Tony Hogg, PCC
- Lady Jan Stanhope, Adviser to the PCC
- Kevin Lavery, Chief Executive, Cornwall County Council
- Tony Melville, Professional Policing Adviser (ex Chief Constable)
- Geoff Pears, Independent member

SELECTION PROCESS

All applicants completed a competency based application form which panel members scored individually. The panel met on 8 January to discuss who to call for interview and other details of the selection process.

At interviews on 15 January 2013 candidates were given 45 minutes to prepare a 10 minute presentation on the following topic:

My vision for policing in Devon, Cornwall and the Isles of Scilly and key strategic decisions to achieve it

This was followed by 10 - 15 minutes of questions on issues raised by the presentation and a competence based interview lasting around 50 minutes.

SELECTION CRITERIA

All candidates were asked questions looking for evidence of their competence and experience in the following areas:

1. Leading strategic change, looking for examples where they had led significant change programmes and their views on possible changes to the policing model
2. Working with others, particularly partnership working, looking for examples where they have developed relationships with partner agencies for public benefit
3. Public service and community and customer focus, looking in particular for their experience of building public confidence, dealing with anti-social behaviour, and managing community expectations
4. Leading the workforce, looking in particular at their experience of building effective teams and communicating effectively at all levels throughout their force area
5. Professionalism and operational resilience, looking at their experience of handling serious incidents, making difficult operational decisions, and upholding professional standards and ethics, in their current role
6. Managing and improving performance in the face of continuing cuts in policing budgets

Panel members also had access to references nominated by each candidate. Reference check report attached at Appendix 5.

TERMS & CONDITIONS OF APPOINTMENT

Appointment

The appointment of Chief Constable will be made in accordance with the provisions of the Police Acts, regulations and determinations. The appointment will be subject to the approval of the Police and Crime Panel.

The appointment will be subject to satisfactory references, vetting checks and medical clearance.

Term

The appointment will be for a fixed term of five years. Any extensions to this term shall require the approval of the Police and Crime Commissioner. The written notice period for termination of the appointment is three months by either party.

Salary

The salary for this appointment will be £151,215 per annum.

The Post

The nature of the post will require the postholder to work outside normal office hours and at weekends on a regular basis.

Car Allowance

The Chief Police Officer is provided with an unmarked operationally equipped vehicle which is fully maintained and insured. The business use of costs of the vehicle will be fully covered. The Chief Police Officer will make a one off contribution to the capital value of the vehicle if it is above the authorised limit and will pay for the private use of the vehicle via payroll. An agency fuel card is provided and all private fuel use is paid by the Chief Officer.

Further details are available upon request to the Office of the Police and Crime Commissioner.

Holiday

The postholder is entitled to leave in accordance with Police Regulations.

Housing Allowance

Transitional rent allowance is payable (for those officers so entitled) at the level set by regulations.

Home Security

This will be assessed on a case by case basis and details are available upon request to the Office of the Police and Crime Commissioner.

Private Medical Scheme

The Police and Crime Commissioner will provide access to a private medical scheme. Full details are available on request.

Removal/Relocation Expenses

The Office of the Police and Crime Commissioner will pay removal/relocation expenses in accordance with Regulation 35. In that regard, the overall limit on the total value of reimbursements is £50,000 (excluding any recoverable VAT.) It should be noted that personal tax liability will be incurred on amounts received above the current HMRC limit of £8,000 and that any tax due above that limit will be reimbursed within the overall limit detailed above.

Superannuation

Superannuation contributions will be deducted at the rate specified in the Police Pension Regulations.

Pre-employment Checks

Any conditional offer of employment will be subject to successful completion of various pre-employment checks including a medical assessment, security and reference checks. These must all be deemed as satisfactory the Force. A formal offer of appointment will not be made until **all** of the above pre-employment checks are satisfactorily completed.

Whole-time Service

The successful candidate will be required to devote his/her whole-time service to fulfilling the duties of the office of Chief Constable and shall not take up any other additional appointment or undertake a business interest without the prior written consent of the Police and Crime Commissioner.

PERSONAL STATEMENT

Following a career in senior HR and diversity roles I have been self employed since 2005. For most of this period I worked part time as an Independent Public Appointments Assessor accredited by the Commissioner for Public Appointments. In the last two years I have been the independent on panels to select Chairs for seven NHS trusts, non executive directors and audit chairs for two Strategic Health Authorities and numerous primary care and acute trusts.

Until December 2010 I was the independent panel member for four police authorities for the recruitment of independent members.

Earlier this month I was the independent panel member for the appointment of the Chief Constable for Wiltshire Police.

I confirm that all panel members have been involved in this selection process to appoint a Chief Constable for Devon and Cornwall Police from the very early stages.

I am entirely satisfied that this selection process, and the decision arising from it, has been based on the principles of merit, openness and fairness.

Geoff Pears
Independent Panel Member
16 January 2013