



HERTFORDSHIRE POLICE AND CRIME PANEL

Thursday 14 March 2013
Campus West
Welwyn Garden City

MINUTES

Present

Cllr R G Hannam, Broxbourne Borough Council (Chairman)
 Cllr M Alexander, East Herts District Council
 Cllr Mrs A Brewster, St Albans City and District Council
 Cllr J Dean, Welwyn Hatfield Borough Council
 Ms A Francis, Co-opted Member
 Cllr C Goldstein (substitute), Hertsmere Borough Council
 Cllr N Harden, Dacorum Borough Council
 Mr I Laidlaw-Dickson, Co-opted member
 Cllr Lynda Needham, North Hertfordshire District Council
 Cllr P Ruffles, Hertfordshire County Council
 Cllr R Seabourne, Three Rivers District Council
 Cllr D Scudder (substitute), Watford Borough Council

Also Present

Mr D Lloyd, Police and Crime Commissioner
 Ms D Currie, PCC Deputy Chief Executive
 Mr R Wilsher
 Cllr A Franey (substitute), Welwyn Hatfield Borough Council
 Mr G Miles, Broxbourne Borough Council
 Mr M J Walker, Broxbourne Borough Council

Three members of the public and press attended.

1 APOLOGIES

Cllr M Bright, Hertsmere Borough Council
 Cllr Ms S Taylor, Stevenage Borough Council
 Mayor D Thornhill, Watford Borough Council

2 MINUTES OF THE MEETING HELD ON 14 FEBRUARY 2013

Agreed.

3 **MATTERS ARISING**

Cllr Seabourne wished to discuss the complaint raised by a member of the public at item 6 of the notes of the previous meeting. The Chairman indicated that he had not in fact made the statement to the Panel attributed to him by that member of the public in a subsequent email to members of the Panel. The Chairman noted Cllr Seabourne's request, but had no further comments to make on the matter and as this was a special meeting of the Panel, the Chairman suggested the Panel proceed with the specific business on the agenda. Cllr Seabourne requested the issue be considered at the next scheduled meeting. The Chairman agreed.

Cllr Dean suggested that on future occasions the minutes of programmed meetings of the Panel should go to the next programmed meeting of the Panel for approval.

4 **REVIEW AND CONFIRMATION HEARING OF PROPOSED APPOINTMENT OF POLICE AND CRIME COMMISSIONER'S CHIEF EXECUTIVE OFFICER**

Mr Lloyd introduced Mr Roy Wilsher to the Panel. The Commissioner explained that the role of the Commissioner's Chief Executive Officer has changed significantly from that of the CEO to the Police Authority. This new role is very different. In making this appointment, the Commissioner said he has taken a ground-breaking approach. Mr Wilsher fully understands 'blue light' industry. There will be a saving from combining two roles and this arrangement also facilitates closer working with Hertfordshire County Council services. This is a good appointment.

Questions to the Commissioner

In relation to the legal powers of the Panel, Mr Miles confirmed that this is a senior appointment, subject to the Panel's formal review. The Panel has no veto on the appointment but the Panel is required to make a report to the Commissioner including a recommendation whether to make the appointment or not. The three weeks available expires on 19 March.

Cllr Harden asked if the Commissioner had a view on merging the emergency services facilitated by Mr Wilsher's appointment. Mr Lloyd indicated that whilst he was interested in other Commissioners' thoughts on this, he did not feel such an amalgamation was likely to happen in the foreseeable future. The CEO's role is about support given to the Commissioner. Mr Wilsher would not be involved in operational policing.

Cllr Alexander expressed concern about the possible politicisation of the police force, with the County Council in the background. The Commissioner reassured the Panel that this is not a HCC takeover. Use of a secondee from the County Council makes sense. In HR terms, it is also better for the candidate. To 'buy in' this service is clean and certain. The appointment gives both 'sides' an opportunity to review matters in a year's time.

Based on the practice of police officers, Cllr Brewster expressed concern about the possibility Mr Wilsher might move on after a short time in this role. The Commissioner believed this unlikely and, if it proved successful, the arrangement could extend for more than a year.

Cllr Laidlaw-Dickson sought confirmation of the Commissioners' adherence to equality and to Nolan Report principles in the recruitment. Mr Lloyd explained that the proposed secondment is not the same as an open competition appointment, but he had looked at combining the posts first and then the individual in post and was convinced both were appropriate.

Cllrs Seabourne and Goldstein asked if the Commissioner could reassure the Panel that a secondment for two days a week will be enough to meet the needs of the role. The Commissioner felt two days a week would be appropriate. Behind the CEO there is a full team with a deputy, an assistant CEO, etc. The Commissioner's office will work through the detailed working arrangements. It is not unusual in local government to have a shared CEO. The Commissioner indicated that he had taken legal and HR advice on the arrangement.

Cllr Alexander asked if the Commissioner could please let the Panel have an organogram of the Commissioner's organisation, to be circulated with the minutes of this meeting.

Statement by Mr Wilsher

Mr Wilsher explained that he joined the fire service in 1981. He served in London for a prolonged period before Hertfordshire. In the past eighteen months he has been Director of Community Protection at Hertfordshire County Council. He has worked with police throughout his career, in various roles, and brings extensive experience in strategic leadership, partnership and safety.

Cllr Harden asked how can the fire service survive without a head for two days a week? Mr Wilsher indicated he will free up his national roles and he will give up some HCC roles to free up time. He has a good team back at the County Council. He is confident the arrangement can be made to work.

Cllr Alexander asked can Mr Wilsher serve two masters? Mr Wilsher was confident that resolution of the two sets of priorities could be achieved successfully.

In the context of the Commissioner's new Policing Plan, Cllr Brewster asked Mr Wilsher what he could bring to the role. Mr Wilsher indicated that he would bring the capability to get things done.

Mr Laidlaw-Dickson asked how the candidate will address the key responsibilities set out in the role description. In reviewing each of these requirements, Mr Wilsher felt he could add value to all the facets of the role.

In summation, the Commissioner felt Mr Wilsher will be a key support to his office, able to think on his feet, who will support the crime reduction agenda effectively.

It was MOVED, SECONDED and AGREED that the Panel support Mr Wilsher's appointment.

Cllr Laidlaw-Dickson indicated that while he was happy to support the proposed arrangement, he wished to put down a marker that if it were a substantive appointment, he would expect national guidelines and best practice to be followed. Cllr Harden noted

that there will be an opportunity to review Mr Wilsher's progress in a few months. The Commissioner gave a reassurance that an appropriate process would be in place for any future permanent appointment.

It was indicated that a report would be prepared to reflect the Panel's decision.

MJW/LP
15/03/13