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MEETING OF HERTFORDSHIRE POLICE AND CRIME PANEL

Thursday 7 November 2024 – 6 pm

Broxbourne Council
Bishops' College,
Churchgate, Cheshunt
Hertfordshire EN8 9XQ

Please note these minutes are a summary of the discussion and are not intended to be verbatim.

MINUTES - CONFIRMATION HEARING

Members Present:	Cllr A Curtis	Broxbourne Borough Council (Chair)
	Dr M Ramsay	Independent Member (Vice Chair)
	Cllr A Scarth	Three Rivers District Council
	Cllr R Ranger	Hertfordshire County Council
	Cllr T Plater	Stevenage Borough Council
	Cllr R Townsend	East Herts District Council
	Dr Julian Hargreaves	Independent Member
	Mr Mark Jackson	Independent Member

Also Present

Mr Jonathan Ash-Edwards, Police and Crime Commissioner
 Mr Gavin Miles, Deputy Chief Executive PCC
 Ian Rooney, PCC Chief Financial Officer
 Mrs Nathalie Boateng, Clerk to the PCP
 Mr Ibrahim Balta, Deputy Clerk to the PCP

1. CONFIRMATION HEARING FOR INTERIM CHIEF EXECUTIVE OF THE PCC.

PCC introduced his report, explaining the recruitment and selection process. CEO is a statutory role, there had been an open recruitment process for the role, there were twenty-four applicants, three candidates were shortlisted for interview. Mr Rafal Hejne demonstrated the highest performance of the candidates matching the criteria.

2. QUESTIONS FROM THE PANEL TO THE PROPOSED CANDIDATE.

Dr Ramsay asked RH about the changing demographics in Hertfordshire.

RH acknowledged he will be learning a lot about Hertfordshire on going into the role. But noted the demographic is becoming more diverse, which is having an impact on crime. Noting that digital crime is increasing which will affect the elderly.

Cllr Curtis asked, what will you do in your first 30 days.

RH, join you on your visit to the control room. Listen and learn, cross checking with the plan. I do a lot of interim roles, aware of the need to set the right priorities. Look into resources, ensure we have the right resources in the right place. Encourage existing and develop further partnerships, utilising expertise from other Police forces. I am great at networking.

Cllr Curtis, you have a lot of experience in local government, do you have any initial thoughts.

RH, digital innovation is important and will free up resources.

Cllr Plater, asked about leadership style around change.

RH, I was at the forefront of a lot of local government change. I have empathy for staff so will ensure there is a clear message to staff, they will have read the inspection report so know that change is needed. Communication is important.

Cllr Scarth commented that Hertfordshire Police is like a family therefore the report is depressing, where do you see your role in lifting the Police force and moving them forward.

RH in my experience people want to do the right thing, it is usually systems that stop them. The important message is not to forget the good work that is being done.

Cllr Townsend asked about Leadership style.

RH, I lead by example, I want to support local communities, however sometimes you need to be directive, but inspiring as well.

Cllr Scarth, you have done a lot of interim roles, are you hoping this will become permanent.

RH, yes, interim roles are good but I'm looking for home.

Dr Hargreaves asked about RHs work history.

RH elaborated on his work history advising he had worked in the States and London.

Cllr Curtis asked about RHs experience in change management, what challenges do you see.

RH, hopefully I demonstrated I can add value, I enjoy working with new people.

Cllr Curtis asked whether he had worked with HR before.

PCC confirmed he had worked with HR for a short time while he was Leader of Mid Sussex Borough Council. He thought he was outstanding.

Cllr Plater, asked about the length of time they had worked together and why he had not mentioned this in the paperwork.

PCC indicated he would not describe it as a previous relationship, the Council employed HR, I was a Councillor so was not involved in the recruitment and did not line manage him. PCC reiterated it was an open and transparent recruitment process but apologised for not mentioning the connection from Mid Sussex.

3. EXCLUSION OF PRESS AND PUBLIC

No press or public present. PCC, PCC staff and RH left the room.

4. CLOSED SESSION

PCP discussion and deliberation regarding the appointment.

5. RECOMMENDATION OF THE PANEL ON INTERIM CEO APPOINTMENT

PCC, PCC STAFF AND RH were asked to come back into the room.

Cllr Curtis confirmed the recommendation of the Panel was to approve the appointment of RH in the role of interim chief executive.

6. MEETING CLOSED