

Police and Crime Commissioner

for Hertfordshire

17.07.13

Gavin Miles
Clerk to the Police and Crime Panel
Broxbourne Borough Council

Dear Gavin

Deputy Police and Crime Commissioner for Hertfordshire

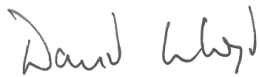
I am writing to you in your role as Clerk to the Police and Crime Panel to alert you that I wish to propose a Deputy Police and Crime Commissioner following the selection procedure presented to the 20 June PCP. As you know I am required to provide the panel with certain information to enable them to hold an appointment hearing and to provide any recommendations.

I am minded to appoint David Gibson as Deputy Police and Crime Commissioner (DPCC) for Hertfordshire.

When considering this appointment of DPCC I used the selection process outlined to the PCP on 20th June; attached as appendices to this letter. I was assisted in this process by the Chief Executive. The position was advertised on the Commissioner's website and highlighted in both media releases and social media. There were fourteen applications which were assessed for evidence against the four key responsibilities and the essential skills and experience. Four candidates were then shortlisted for interview; one candidate withdrew at short notice so three candidates were interviewed by the Chief Executive and I. The interview was used for further exploration of the candidates' reasons for applying, their skills and experience, suitability and understanding. The candidates performed well with the Chief Executive and I agreeing that David Gibson demonstrated the best overall fit to the Job description and requirements for a DPCC.

I am minded to appoint David Gibson following the July PCP on a full time basis at £50,000. The contract will be aligned to the Hertfordshire Senior Police staff contract except in relation to pay and will be finalised following confirmation of appointment. Mr Gibson will be expected to adhere to the same conduct standards that I am and he will have to sign the Official Secrets Act.

Yours sincerely

A handwritten signature in black ink that reads "David Lloyd". The signature is written in a cursive style with a large initial 'D' and a long tail on the 'y'.

David Lloyd

Police and Crime Commissioner for Hertfordshire