

Tom Hewins
Clerk to the Hertfordshire Police and Crime Panel

By e mail only

9 May 2016

Dear Tom,

PROPOSED APPOINTMENT OF DEPUTY POLICE AND CRIME COMMISSIONER

As indicated to the panel at its previous meeting, I intend to appoint my Deputy during the past 3 years, David Gibson, to be my Deputy for the new term.

I have not carried out a new selection exercise but the panel will recall that at the confirmation hearing for David in July 2013, I explained that I had used an open selection process at that time which attracted 14 applications. I explained fully, and the panel explored fully, the reasons for the appointment at that time. Now that David is well experienced and has performed well in the post I see no reason to make any change and given the extended role the government proposes for Police and Crime Commissioners, the role is certainly needed.

Both David and I will be present at the meeting which the panel kindly scheduled for 26 May in order to deal with this issue expeditiously if I were re-elected, and we look forward to answering any questions the panel may have regarding the proposal.

The terms proposed for the appointment remain the same as previously; a full time appointment, terms and conditions aligned to police staff terms and conditions and a requirement to agree abide by a code of ethical conduct as well as the oath of office required of me. In addition the role will be subject to vetting and (if required) being bound by the Official Secrets Act. However, after 3 years in the role, I will increase the salary to £55,000 for the second term and the salary will then be subject to annual review in line with other police and OPCC staff.

Yours sincerely,



David Lloyd
Police and Crime Commissioner