



# HERTFORDSHIRE POLICE AND CRIME PANEL

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## APPOINTMENT OF CO-OPTED MEMBERS

Gavin Miles, Head of Legal Services,  
Broxbourne Borough Council

**Item 6**

**25 October 2012**

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### RECOMMENDATION

That the Panel endorses the decisions made by the recruitment panel to appoint Mr Ian Laidlaw-Dickson, Ms Annabel Francis and Dr Marc Verlot as independent members of the panel.

### Purpose of Report

For the Panel to approve the appointment of independent co-opted members as required by the law and additional member(s) to meet the balanced appointment objective.

### Background

The PCP has to appoint a minimum of two independent co-opted members to meet the balanced appointment objective so far as reasonably practicable. That means the panel must represent all parts of the police area, reflect the political balance of the relevant authorities in the area and have the skills knowledge and experience necessary for the panel to discharge its functions effectively. The panel decided at its meeting in July that it was appropriate to seek a nominee from the county Labour group to meet the requirement for political balance. In addition it delegated to a panel of four members the appointment of the two additional members required by law, and up to two others if additional skills were available that would assist the panel to carry out its functions.

## **Selection Process**

The county Labour group was asked to nominate someone to act as a co-opted member and has nominated Mr Ian Laidlaw-Dickson.

An advertisement for the other co-opted posts was placed on web sites of the member authorities with information and conditions of eligibility inviting applications with a curriculum vitae. Twelve applications were received. The applicants were of high quality and from various backgrounds and localities within Hertfordshire. The four members nominated by the panel (with the exception of Councillor Sharon Taylor who was unavailable and requested the chairman Councillor Ray Hannam to replace her) considered the applications and produced a short list of five for interview. Following interview the panel decided to appoint Ms Annabel Francis and Dr Marc Verlot. One candidate was unavailable for interview so the panel agreed to interview that candidate later and make a further decision whether to appoint any additional members after that interview. That decision will be notified at the meeting. The background of the candidates appointed will be provided at the meeting. The appointments are subject to approval of the panel at its inaugural meeting in public in December. The political balance appointment and any to be made above the two required by law will have to be approved by the Home Secretary. The Home Office has indicated that political balance appointments are likely to be approved.

## **Conclusion**

The panel must appoint a minimum of two independent co-opted members in addition to the 11 appointed members. The total membership of the panel must not exceed 20. There remains room for the panel to appoint later should a gap in skills or experience be considered necessary to fill. It is appropriate to consider the membership of the panel each year in any event to ensure the political balance objective is met after the elections in May. It is proposed that the panel reconsider the membership of the panel at its June meeting. The independent co-opted members are appointed initially for four years. The political balance appointment needs to be reconsidered each year.