



MEETING OF HERTFORDSHIRE POLICE AND CRIME PANEL

Thursday 21 July 2016 - 7PM

Council Chamber, Broxbourne Borough
Council, Bishops' College, Churchgate,
Cheshunt, EN8 9XQ

AGENDA

- 1 INTRODUCTION, APOLOGIES AND WELCOME
- 2 REVIEW AND CONFIRMATION HEARINGS OF PROPOSED APPOINTMENTS OF THE COMMISSIONER'S CHIEF EXECUTIVE AND CHIEF FINANCE OFFICER *(report attached)*
- 3 EXCLUSION OF PRESS AND PUBLIC

The Panel will be invited to resolve:-

That under Section 100 (A) (4) of the Local Government Act 1972 the public be excluded from the meeting for the remaining item of business on the agenda as it involves the likely disclosure of exempt information as defined in Schedule 12A, Part 1, Paragraph 1 of the Act, information relating to an individual, and the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

Exempt information item

- 4 PROPOSED APPOINTMENTS OF THE COMMISSIONER'S CHIEF EXECUTIVE AND CHIEF FINANCE OFFICER – DECISION MAKING



HERTFORDSHIRE POLICE AND CRIME PANEL

REVIEW AND CONFIRMATION HEARING OF THE PROPOSED APPOINTMENTS OF THE COMMISSIONER'S CHIEF EXECUTIVE AND CHIEF FINANCE OFFICER

Tom Hewins,
Broxbourne Borough Council

Item 2

21 July 2016

RECOMMENDATIONS

- 1 That the Panel considers the proposed appointments of the Commissioner's Chief Executive and Chief Finance Officer.
- 2 That the Panel makes a report to the Commissioner on the proposed appointments including a recommendation whether or not to make the proposed appointments.

Purpose of Report

For the Panel to conduct a confirmation hearing in respect of the proposed appointments of the Police and Crime Commissioner's (PCC) Chief Executive and Chief Finance Officer.

Background

The Police Reform and Social Responsibility Act 2011 provides that a PCC must appoint a head of the PCC's staff, referred to in the Act as the PCC's Chief Executive, and also appoint a Chief Finance Officer. Such appointments are senior appointments within the terms of the Act and that means they are subject to review by the Panel. The PCC has

notified the Panel of the proposed appointments and the notifications are attached to this report.

The relevant information that must be provided by the PCC is:

- (a) the name of the person whom the commissioner is proposing to appoint (“the candidate”);
- (b) the criteria used to assess the suitability of the candidate for the appointment;
- (c) why the candidate satisfies those criteria; and
- (d) the terms and conditions on which the candidate is to be appointed.

The Panel must review the proposed appointments. The PCC and the candidates will be present at the meeting to answer questions on the proposed appointments.

The Panel must report to the PCC on the proposals including whether or not the appointments should be made. The PCC will consider the report and may accept it or reject its recommendation. There is no veto on these proposed appointments.

Conduct of the Hearings

The hearings must be held in public. The hearings are for the purpose of the Panel asking the candidates questions relating to the appointments. There is joint Local Government Association and Centre for Public Scrutiny Guidance on confirmation hearings and is available at this link - <http://cfps.org.uk/publications?item=7190&offset=0>.

It is most important that whilst the reviews must be searching with regard to capabilities and expertise of the candidates for the posts and their personal independence, it must also be fair and not go into lines of questioning that are unfair or unreasonable. The hearings, including the questioning of the candidates and PCC and giving the decision and reasons, must be in public but if the Panel wishes to discuss amongst its members personal and professional attributes of the candidates before making its decision it may resolve to exclude the public for this part of the meeting.

Conclusion

The Panel needs to hold confirmation hearings in respect of the proposed appointments of the Commissioner’s Chief Executive and Chief Finance Officer and report to the PCC including whether to confirm the proposed appointments.

8 July 2016

Mr Tom Hewins,
Clerk to the Police and Crime Panel for Hertfordshire
By e mail

Dear Tom

PROPOSED APPOINTMENT OF ROY WILSHER AS CHIEF EXECUTIVE

The Panel will recall that in March 2015 I wrote to advise the panel of my proposal to appoint Roy Wilsher as my Chief Executive. This followed 2 years he had spent as Chief Executive during which I reviewed the role and conducted an open competition for it. I made the appointment until shortly after the election of the PCC was due in May 2016 so that the appointment could be reviewed by the newly elected PCC. I have decided that the appointment works well and so intend to renew it. I have discussed this proposal with Mr Wilsher and the Chief Executive of Hertfordshire County Council, John Wood, and the Hertfordshire County Council Employment Committee have agreed the secondment will continue and will be reviewed in 12 months' time.

Mr Wilsher is suitably qualified and experienced and brings the added perspective of being able to advise me on the extent of collaboration that will be effective with the Hertfordshire Fire and Rescue Service which, as the panel will be aware, is a government priority in legislation going through Parliament currently. I attach the curriculum vitae of Mr Wilsher as provided to the panel previously.

I propose that Mr Wilsher remains my Chief Executive with a review of the position in 12 months' time, when I will advise the panel of my intentions. As before, Mr Wilsher will remain an employee of the County Council and retain the Council's standard terms and conditions for his current role which includes 31 days leave. My office will refund to the County Council the pro-rata cost of his salary, employment and on-costs which will be £72,809 for 2 days per week for the full year.

Mr Wilsher and I will be happy to attend the Panel meeting which will review my proposed appointment.

Yours faithfully



David Lloyd
Police and Crime Commissioner for Hertfordshire.

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Roy Wilsher

- Director for 3 years, leading the strategic direction of the Community Protection Directorate
- Chief Executive to the Police and Crime Commissioner
- Chief Fire Officers Association Director of Operational Response, negotiating and influencing senior fire officers, local politicians and central government on fire service policy
- Leading, managing, coaching multifunctional teams, improving service delivery and performance to achieve substantial savings
- Chief Fire Officer for 10 years including Member of the County Council Strategic Management Board
- Chartered Engineer
- Prominent role in community leadership
- Leading culture and change management programmes
- Awarded OBE in 2007 for services to fire safety
- Awarded Queen's Fire Service Medal 2013

CAREER HISTORY

Director of Community Protection & Chief Fire Officer

April 2011 – to date

A role to bring together similar community protection activities within Hertfordshire, identifying synergies and bring together working practices and identifying efficiencies. Reporting to CEO and Executive Member, responsible for Trading Standards, Resilience, Community Safety Unit and Fire Rescue Service. Fire Service: responding to emergencies, inspecting buildings for fire safety and providing community safety education. Trading Standards: consumer protection. Resilience: emergency planning. Community Safety Unit: crime reduction mainly linked to drugs and alcohol and domestic violence. Responsible for 1100 staff with 5 direct reports including Deputy Chief Fire Officer, 2 Assistants and 2 Assistants Directors. Managing an annual budget of £51m. Member of the County Council Strategic Management Board.

Advisory roles: Chief Fire Officer Association lead for national operational guidance; Fire Control Legacy Projects; Emergency Services Interoperability; National Liaison with Health & Safety Executive; Advisor to National Fire Employers.

- Brought together four separate departments to create a new directorate in order to provide Community Protection Services to a diverse community. This included consultation with key stakeholders, amalgamation of working practices, training and coaching and continuous improvement of the processes and services. Saved £1.1m in the 1st year with total projected saving of over £3m.
- Led and successfully delivered "Project Engage" a programme to involve the whole fire & rescue service workforce in the development of efficiency savings' proposals and implementation.
- Lead for Diversity and Equality for the County Council. Delivered standard approach to diversity across all the County Directorates. Introduced a Hertfordshire Equality Council and led the "Equality Framework for Local Government" assessment, achieving well on the way to excellence. Achieved No. 64 on the Stonewall Top 100 Employers Assessment.
- Led the Asset Management workstream of the County Council transformation programme, identifying £11m in savings, including environmental projects such as "Smart Metering" and photovoltaic cells.
- Improved the capability of the Fire Rescue Service nationally, working with central government to formulate and implement the National Coordination and Advisory Framework (NCAF) to support the response to a national catastrophic incident.
- Lead for the County Councils Operational Response Plans for the Olympics, ensuring that emergency response plans are in place as well as ensuring that the Olympic brand is not compromised. Advising nationally on the UK Fire and Rescue Service response.
- Managed the budget to ensure it comes in on target every year.
- Maintained the high level of performance of the Fire Service and wider directed whilst delivering change and efficiency savings

- Continued development of senior management team, including their involvement in national boards and projects.

Chief Executive to the Police and Crime Commissioner for Hertfordshire

April 2013 – to date

To have overall strategic management responsibility for the support to the Police and Crime Commissioner for Hertfordshire. Overall strategic lead for partnership arrangements, resourcing, planning, scrutiny and compliance required for the Commissioner to discharge their statutory duties.

Chief Fire Officer Hertfordshire Fire & Rescue Service (HFRS) April 2005 – March 2011

Reported to CEO and Executive Member, providing strategic leadership, responsible for all aspects of the service for the County. Fire Service national Strategic Adviser to central Government and member of the County Council Strategic Management Board. Lead on Diversity & Community Cohesion and Asset Management. Managed an annual budget of £43m.

Advisory roles: Chief Fire Officer Association lead for national operational guidance; Fire Control Legacy Projects; Emergency Services Interoperability; Advisor to National Fire Employers.

- Successfully led HFRS through a difficult period of firefighter fatalities, probably Europe's largest peacetime fire, strike action and contested two HSE improvement notices.
 - Provided leadership through a series of enquiries and investigations. Dealing with local and national media in the aftermath of the incident and coroner's inquest and providing support to the families through dedicated Family Liaison Officers
 - Gold Commander for The Buncefield Oil Depot fire, bringing the incident to a successful conclusion and using the learning to develop the "National Coordination and Advisory Framework (NCAF). Providing information to HSE investigation.
 - Led the Fire Service through the first period of fire service strikes that had no military support.
- Improved the external assessment ratings from a low rating to second best in the country. This included redesigning the planning and budget monitoring arrangements.
- Led the UK international search and rescue team, responding to the Japanese tsunami in March 20/11.
- Ensured the service engages in partnerships with the police, district councils and other county council departments and third sector that add value in order to improve service delivery to the people of Hertfordshire.
- Introduced the HFRS Volunteer scheme that now has over 100 volunteers that help deliver community safety within Hertfordshire.

Deputy Chief Fire Officer for Hertfordshire Fire and Rescue Jan 2004 – March 2005

Supported and assisted the Chief Fire Officer, deputising when appropriate. Member of the Service Executive Board, responsible for promotion boards. Represented the Service at County Council, Cabinet, Scrutiny, Panel, Topic Group, regional and national meetings. Managed the Service capital programme and operational performance of the service.

- Completed a review of the service management structure and implemented changes to improve service delivery whilst reducing costs.
- Introduced a new District based structure for Service Delivery which help enhance local partnership working.
- Managed the Service budget and was able to make the business case for the first new wholetime fire station in Hertfordshire against the pressures of school budgets for 30 years.

Assistant Commissioner in London from**June 2002 – Dec 2003**

Responsible for Community Fire Safety (CFS) policy including the delivery of services, including School Liaison Officers and full time fire investigators. Led on community safety and engagement, arson reduction, CFS policy and advertising.

Senior Divisional Officer (SDO)**Sept 1998 – May 2002**

Responsible for 11 boroughs in North and West London, then moved on to Fire Safety Policy. Led the project to re-structure London Fire Brigade from 3 commands to 32 boroughs plus the City of London. Following the successful completion of the project was responsible for Service Delivery in Tower Hamlets, City of London and Westminster. Oversaw the introduction of the first LiFE scheme working with young people to help reduce arson and anti-social behaviour

Early Career

Joined the London Fire Brigade in November 1981 and served in a variety of operational and fire safety roles.

AWARDS

- Long Service and Good Conduct Medal 2002
- Queen's Golden Jubilee Medal - 2002
- *OBE (Officer of the Order of the British Empire)* – New Year Honours 2007
- Queen's Diamond Jubilee Medal - 2012
- Queen's Fire Service Medal - 2013

MEMBERSHIPS AND BOARDS

- Chief Fire Officers Association (CFOA)
- The Institution of Fire Engineers
- Chair National Operational Guidance Programme Board
- Chair Joint Emergency Services Interoperability Project (JESIP) Board
- Vice Chair Fire Service Strategic Resilience Board
- Chair CFOA Operations Committee
- Hertfordshire University Court Member
- Trustee: Herts in Trust Charity

PROFESSIONAL QUALIFICATIONS AND EDUCATION

- Member Institute Fire Engineers exam 1990 (Godiva Award - highest national marks)
- B.Eng(Hons) Fire Safety Engineering 1st Class 1996
- Chartered Engineer 2000
- 9 "O" Levels including English Literature, English Language, History and Mathematics.
- 3 "A" Levels: English Literature, Geography and History.

- Divisional Command Course 1993
- Brigade Command Course 1996
- National School of Government Top Managers Programme – 2008
- European Union Civil Protection High Level Co-ordinator Course – 2010

INTERESTS AND ACTIVITIES

- Play golf occasionally and still play football, especially 5-a-side, general keep fit
- Reading, especially historical novels
- School Governor (2002-2010)

8 July 2016

Mr Tom Hewins,
Clerk to the Police and Crime Panel for Hertfordshire
By e mail

PROPOSED APPOINTMENT OF MIKE COLLIER AS CHIEF FINANCE OFFICER

The Panel will recall that in October 2015 I wrote to advise the panel of my proposal to appoint Mike Collier as my Chief Finance Officer. I made the appointment until shortly after the election of PCC was due in May 2016 so that the appointment could be reviewed by the newly elected PCC. I have decided that the appointment works well and so intend to renew it. I have discussed this proposal with Mr Collier and the Chief Executive of Hertfordshire County Council, John Wood and we have agreed the secondment will continue and will be reviewed in 12 months' time.

Mr Collier is suitably qualified as an accountant. He also has experience as Section 151 officer at East Hertfordshire District Council and Deputy Section 151 officer at HCC. He has filled the position now for over a year and this arrangement is extremely effective and efficient. Mr Collier has been a member of CIPFA since 1984 and was the Deputy Section 151 officer to the former police authority. He has been an active member of the Police and Crime Commissioners' Treasurers' Society.

Responsibilities in his current role as Assistant Director of Environment (Strategic Finance & Performance) include:

- to ensure proper management and leadership of the Environment Department
- to lead for the department on budget monitoring and performance management, ensuring that appropriate processes and procedures are in place and implemented
- to lead on the preparation of the department's revenue and capital returns and ensure that they are submitted to timetable and of appropriate quality
- to ensure that appropriate systems and safeguards are in place to manage the department's revenue and capital accounts
- to carry out the role as HCC appointed director of Hertfordshire Catering Limited & Herts for Learning

The secondment arrangements, in terms of independent advice to me, management of the PCC office budgets, control of grants, scrutiny of the Constabulary budget, effectiveness and efficiency, have been particularly successful.

I propose that Mr Collier remains my Chief finance officer and will review the appointment in 12 months. I will notify the panel of my intentions at that time. As before, Mr Collier would remain an employee of the County Council and retain the Council's standard terms and conditions for his current role which includes 31 days leave. My office will refund to the

County Council the pro-rata cost of his salary, employment and on-costs which will be £30,700 for 1.5 days per week for the full year.

Mr Collier and I will be happy to attend the Panel meeting which will review my proposed appointment.

Yours faithfully

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

David Lloyd
Police and Crime Commissioner for Hertfordshire.

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