

**Summary of the decisions taken at the meeting of the
Northamptonshire Police, Fire and Crime Panel held on
Thursday 7 September 2023**

Agenda Item	Resolution
<p>Agenda Item 5 Scrutiny of decisions by the Police, Fire and Crime Commissioner connected with the appointment of an interim Chief Fire Officer for Northamptonshire</p>	<p>RESOLVED that:</p> <p>a) The Panel notes the error of judgement made by the Police, Fire and Crime Commissioner in respect of a recent appointment. The Panel is disappointed that reputational damage has been done to the Commissioner's office. The Panel recommends actions in the following areas:</p> <ul style="list-style-type: none"> • Improved communications between the Commissioner and the Panel • Training for the Commissioner in relation to the Office of the Police, Fire and Crime Commissioner Code of Conduct • The addition to the Office of the Police, Fire and Crime Commissioner Code of Conduct paragraph 6.3 (Appointment and other Employment Matters) of a specific definition of 'close personal relationships' • The addition to the Northamptonshire Fire and Rescue Service Recruitment and Selection procedures paragraph 6.4 (Exceptions to the requirement to advertise a vacancy) of more precise wording regarding the process for dealing with temporary appointments. • The production by the Commissioner of an action plan dealing with these areas that is reported back to the Panel <p>b) The Panel writes to the Home Office regarding the need for clarity about whether interim appointments by police, fire and crime commissioners to the positions of chief constable, chief fire officer, deputy commissioner, chief executive of the commissioner's office</p>

and chief finance officer of the commissioner's office should be subject to confirmation hearings by the relevant police, fire and crime panel.

- c) The Panel expects interim appointments by the Police, Fire and Crime Commissioner to the positions of Chief Constable, Chief Fire Officer, Deputy Commissioner, Chief Executive of the Commissioner's Office and Chief Finance Officer of the Commissioner's Office to be subject to confirmation hearings in future.
- d) The Panel agrees to hold a future meeting with the Police, Fire and Crime Commissioner and Fire Brigades Union representatives.
- e) The Panel recommends that the Police, Fire and Crime Commissioner recognises and acknowledges the importance of the discussion that has taken place at the current meeting.