



**Formal Notification to the Northamptonshire Police, Fire and Crime Panel of the Proposed Appointment to the Position of Chief Constable for Northamptonshire Police as required under Schedule 8 of the Police Reform and Social Responsibility Act 2011 (“the Act”) and Part 3 of the Police and Crime Panels (Precepts and Chief Constable Appointments) Regulations 2012 (“the Regulations”).**

**1. Introduction**

- 1.1 The Police, Fire and Crime Commissioner has determined that it is in the best interests of Northamptonshire Police to offer the current Chief Constable, Nick Adderley, an extended contract with a break for the purpose of pension abatement.
- 1.2 Nick Adderley will take a five week break from 27 February 2023 to 2 April 2023 inclusive, during which time the Police, Fire and Crime Commissioner proposes the appointment of Paul Gibson, his preferred candidate, to the position of Chief Constable.
- 1.3 The Police, Fire and Crime Panel is required to undertake a confirmation hearing to review and endorse the appointment of a Chief Constable.
- 1.4 In line with Schedule 8 of the Police Reform and Social Responsibility Act 2011 (“the Act”) and Part 3 of the Police and Crime Panels (Precepts and Chief Constable Appointments) Regulations 2012 (“the Regulations”) require the Police, Fire and Crime Commissioner to request the Police, Fire and Crime Panel for Northamptonshire to convene a confirmation hearing for the preferred candidate for the position of Chief Constable.
- 1.5 The Commissioner must include the following information in the notification:
  - 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.

- 1.6 The Act, also sets out the Panel's responsibility to review the proposed appointment and make a report to the Police, Fire and Crime Commissioner within a period of three weeks from when the Panel received notification from the Commissioner of the proposed appointment, including a recommendation as to whether or not the candidate should be appointed.
- 1.7 The Police, Fire and Crime Panel must hold a public confirmation hearing before making a report and recommendation to the Police, Fire and Crime Commissioner in relation to a proposed senior appointment. At this meeting, the candidate is requested to appear to answer any questions relating to the appointment.
- 1.8 The Police, Fire and Crime Panel may, having reviewed the proposed appointment, veto the appointment of the candidate. There needs to be at least two-thirds of panel members to support a decision to veto the appointment for it to be carried and this power is only exercisable in relation to a proposed appointment during the three-week appointment process. If the Panel vetoes the appointment of the candidate, their report must include a statement that the panel has vetoed it and the PFCC must not appoint that candidate as Chief Fire Officer.
- 1.9 If the panel does not veto the proposed appointment, the PFCC may accept or reject the panel's recommendation as to whether or not the candidate should be appointed and must notify them of their decision whether to accept or reject the recommendation.

## **2. Background to the appointment**

- 2.1 The PFCC has determined that the progress made by Northamptonshire Police under the leadership of the current Chief Constable, Nick Adderley, is on a positive trajectory and that continued progress would be best maintained by renewing Nick Adderley's contract for a further period of two and a half years, with the option to extend by mutual agreement.
- 2.2 It is recognised that the current pension scheme for Police Officers can result in a detrimental financial impact for senior officers where they have exceeded their lifetime contributions to the scheme. When this point has been reached continuing to make payments has no benefit to the individual or their pension entitlement post-retirement.
- 2.3 There is precedent in policing where police officers reach this position to enable them to have a break in service for the purpose of pension abatement. The Commissioner has agreed that Nick Adderley will have a five week break in service from 27 February to 2 April 2023 inclusive for this purpose.
- 2.4 It is a requirement of the Police Reform and Social Responsibility Act 2011 that a police force has a Chief Constable. It is therefore necessary for the Police, Fire and Crime Commissioner to appoint a temporary Chief Constable for the period of Nick's absence.

### **3. The Proposed Appointment**

- 3.1 It is a requirement of the legislation for a police force to have a Chief Constable. It is therefore the intention of the PFCC to make a temporary appointment to the position of Chief Constable for the period 27 February 2023 to 2 April 2023.
- 3.2 To ensure continuity of direction during Nick Adderley's absence, it is essential for Northamptonshire Police to have a leader with the skills and experience to fulfil this challenging role in his absence. The role of Chief Constable requires someone with experience of delivering strategic leadership and knowledge of policing within Northamptonshire.
- 3.3 DCC Paul Gibson has over 20 years of strategic and operational policing experience, having served as a head of crime, head of public protection and area commander. Paul is currently Regional Deputy Chief Constable for the East Midlands and has previously served as both Temporary DCC and Assistant Chief Constable in Derbyshire Police. He is also the national policing lead for the Digital Forensics Programme.
- 3.4 DCC Paul Gibson is a highly effective, widely respected chief police officer with a wealth of experience across the whole range of policing functions. In his national policing portfolio, he has been driving change and innovation and his current role at EMSOU means he already works very closely with Northamptonshire Police.
- 3.5 Paul has demonstrated to the Police, Fire and Crime Commissioner that he has the skills and experience required to undertake the role of Chief Constable and I am delighted to notify you that he is the Commissioner's preferred candidate.
- 3.6 A copy of Paul's CV has been appended to the report for the Panel's information.
- 3.7 Paul will be seconded on a full-time basis from the 27 February 2023 to the 2 of April 2023. The salary will be £155,000 pro rata for the period of employment.

### **4. Legal Implications**

- 4.1 The Police, Fire and Crime Commissioner and Monitoring Officer have sought advice from Legal Services and advice confirms that the process for formally appointing DCC Paul Gibson as Chief Constable should follow that of an external candidate and be confirmed by the Police, Fire and Crime Panel as, in his current regional role he is employed on behalf of all five police forces by Derbyshire Police and therefore cannot be temporarily promoted as an internal candidate.

### **5. The terms and Conditions on which the Candidate is to be appointed**

- 5.1 The PFCC has considered the salary band for the temporary Chief Constable appointment and it is proposed that Paul Gibson will be appointed to the position of Chief Constable on a salary of £155,000, pro rata for the period.

5.3 Under the leadership of the current Chief Constable the service has seen significant performance improvement, made substantial progress towards key performance indicators and large-scale recruitment of new police officers.

5.4 The Commissioner believes that Paul will bring the skills and experience to ensure that performance is maintained during Nick's absence. The Commissioner also recognises the added value from a further external validation of the performance of Northamptonshire Police in a critical period ahead of inspection and has requested that Paul Gibson use the period of his tenure to review and evaluate further areas for improvement.

## **5. Financial Implications**

5.1 There will be a financial cost of £3k to Northamptonshire Police as a consequence of this proposal.

5.2 In addition, as a secondee, Paul will be entitled to claim reasonable expenses for travel and subsistence whilst performing duties on behalf of Northamptonshire Police.

## **6. Recommendation:**

6.1 The Panel is requested to review and confirm the proposed appointment of Paul Gibson to the position of Chief Constable for Northamptonshire Police for a five-week period from 27 February 2023 to 2 April 2023 inclusive.

**Nicci Marzec**  
**Monitoring Officer**  
**Office of the Police, Fire and Crime Commissioner**

DCC Dr Paul Gibson, PhD, BSC (Hons)

## Personal Profile

I was appointed as Regional DCC within the East Midlands in January 2021, after serving as both T/DCC and ACC in Derbyshire Constabulary for nearly three years. I had previously undertaken a significant period as temporary ACC rank with Lincolnshire Police and subsequently the National Transforming Forensics Programme. I graduated from the Strategic Command Course in 2018, with the uppermost grade of “highly effective”. I have over twenty years of strategic and operational policing knowledge, having served as Head of Crime, Area Commander, Director of Intelligence, Head of Public Protection and Senior Investigating Officer; with substantial past experience in critical incident management and previously as an accredited firearm, multi-agency & CBRN gold commander, authorising officer and executive performance coach.

I have successfully delivered a number of regional collaborative initiatives as an executive officer (digital forensics & collision investigation accreditation) and currently lead on two high-profile and challenging national NPCC portfolios (Forensic Marketplace and Digital Forensics), which have necessitated national critical incident management, the development and maintenance of cross government and criminal justice strategic partnerships and driving effective change and innovative practices. I am the SRO for the national Digital Forensics Programme, having secured the investment of £35 million over three years to progress the government’s Digital Forensics Science Strategy.

I obtained a Doctorate in medicine from St James’s Hospital Leeds in 1998, after winning a scholarship from Zeneca Pharmaceuticals, and a first-class honours degree in genetics from Liverpool University in 1995.

## Career history and key achievements:

### National Responsibilities

#### **NPCC Lead for Digital Forensics Portfolio** (from March 2021).

- **Digital Forensic Science Strategy.** Reconfigured the portfolio and project boards to prioritise the delivery of the national strategy. Extensive management of senior stakeholder relationships with regional and national police, government and criminal justice agencies.
- **Rape Review Response Project.** Worked with Transforming Forensics Programme (and Home Office, NPCC criminal justice, sexual offences and disclosure portfolios) to re-prioritise digital forensics objectives and deliver innovative technology to policing, totalling £5 million.

#### **NPCC Lead for the Forensic Marketplace** (from March 2019).

- Responsible for the response to COVID-19 and the provision of forensic services during the global pandemic. Chaired multi-agency national gold groups. Commissioned independent review of response which confirmed effective strategy and consequence management.
- Coordinated national policing response following a number of critical incidents involving national forensic suppliers. Effective crisis and contingency management to maintain a sustainable forensic marketplace.

#### **Senior Responsible Officer – Forensic Marketplace Strategic Plan (FMSP) Project.**

- Led the national FMSP Project, to deliver a future strategic plan for a sustainable, flexible and world class forensics service.

- Managed a national team to develop the strategy, methodology, work plan, playbook, options appraisals and recommendations for all aspects of forensic service provision.
- Extensive stakeholder management with APCC, NPCC, Government, CJ Subgroup, Forensic Science Regulator, Private Forensic Providers and all forces in UK.

### Regional Collaboration

- **Accreditation lead.** Coordinated the regions response to ISO17025 and 17020 accreditations in Digital Forensics and was the regional lead for national Forensic Collision Investigation Network.
- **Citizens in Policing Lead** for the East Midlands and link into National Citizens in Policing Board.

### January 2021 – Present: Regional East Midlands Temporary Deputy Chief Constable

- **Financial management and police uplift.** Instigated negotiations to agree financial settlement and ROCU investment via the national Police Uplift Programme for 2020/21 & 2021/22. Stakeholder management and collaborative approach, to recognise local needs and align to force medium term financial strategies.
- **EMSOU Strategy.** Reconfigured EMSOU strategy, values, delivery plan and priorities for 2021/22; including comprehensive improvement initiatives under the headings of service, people & culture, modernisation and governance, shaped by internal and external expectations. Restructured command and senior leadership teams to focus delivery, productivity and accelerate effective performance framework to measure benefits.
- **Operational leadership.** Introduced national SOC system tasking and prioritised regional response according to risk. Effective command of EMSOU specialist resources, overseeing significant policing operations, managing customer relationships.
- **Innovative practices.** Delivered effective change and financial management for a number of innovative initiatives, including novel approaches to digital collaboration, regional options for forensic accreditation and procuring cloud services to automate digital extraction, exploitation and automation.
- **Equality, diversity and inclusion.** Accelerated development of EDI strategy, developing a lead and network of active practitioners, maximising the benefit of lived experience in shaping the benefits of diversity and difference. EMSOU won the Black Police Association 'Police Force of the Year' award in 2021.

### August 2020 – January 2021: Temporary Deputy Chief Constable – Derbyshire Constabulary

- **DCC Experience.** Gained valuable insight and experience into change, financial management, responsibility as the appropriate authority, consolidated experience in performance management and OPCC liaison. Effectively managed enabling services of HR, IS, information management, equality diversity and inclusion.

### March 2018 – July 2020: Assistant Chief Constable Derbyshire Constabulary – Crime, Territorial Policing and Operations Support

- **Leadership & People.** Developed a large skilled, diverse and resilient management team.
- **Strategy and Planning.** Introduced MORILE methodology and delivered Strategic Threat and Risk Assessment and Control Strategy to inform evidence-based priorities. SRO for the 'Force Analytics Programme' which has delivered extensive live time performance and analytics dashboards for all officers utilising cloud technology across multiple force and regional data sets. Utilised this programme to effectively and fundamentally reshape the force performance framework and tasking processes.
- **Leading Change** for numerous large force restructures and investment programmes, in close liaison with the OPCC; namely 'Reshaping for the Future' to develop protective services, 'Reform and Engage' to enhance neighbourhood policing and engagement and 'Neighbourhood Policing Review' to

professionalise Safer Neighbourhood Teams. Led the forces response to HMIC recommendations regarding vulnerability, domestic abuse, child protection and joint thematic inspections.

- **Operational Delivery** for a diverse array of critical incidents and general policing services.
- **Partnership and collaboration.** Experience of Local Resilience Forum and Strategic Coordinating Group activity. Restructured and refreshed the County Community Safety Partnership activity, introducing MORILE methodology, new priorities and operating model. Oversaw the implementation of new Child Safeguarding model and amalgamation of City and County Boards and managed Adult Safeguarding arrangements.

#### **June 2017 – March 2018: Temporary Assistant Chief Constable – NPCC Transforming Forensics Programme**

- **Stakeholder engagement and baselining.** Designed and led the process for engagement with forces and agencies involved in the programme; delivered a national data set and a capability maturity model to facilitate baselining and the assessment of readiness to join the programme.
- **National business cases.** Assisted with the delivery of four national business cases (specifically leading on the digital forensics project) and the submission of a successful national police transformation bid.

#### **March 2016 – June 2017; Temporary Assistant Chief Constable - Crime and Local Policing Lincolnshire Police**

- A command which totalled 1100 police officers and 119 Police Community Support Officers (PCSOs) and incorporated responsibility for all operational activity, force performance and strategic partnership working. This included the role as force lead for the County Community Safety Board, the Children's and Adult's County Safeguarding Boards and the East Midlands Specialist Operations Unit (EMSOU) collaboration.

#### **March 2015 – March 2016 - Head of Crime – Lincolnshire Police**

- Managed 220 specialist staff and a £1.5 million budget covering the Public Protection Unit, Force Intelligence Bureau and the Community Safety Department. Portfolio also included lead responsibility for many partnership functions including the Force Control Room, Crime Management Bureau and Firearms Licensing functions (operated by Lincolnshire Police's Strategic Partner), EMSOU and East Midlands Criminal Justice and Custody (EMCJS).

#### **Education**

- Doctor of Philosophy (Molecular Medicine). St James' University Hospital, Leeds - supported by the award of a Zeneca Scholarship (1995-1998).
- Bachelor of Science (Genetics). First Class. University of Liverpool (1992 – 1995).
- 4 Advanced Level qualifications (1990 – 1992).
- 8 GCSE qualifications (1985-1990).

#### **Professional Qualifications**

- CBRN (2018).
- Strategic Command Course. Pass – 'highly effective' (2018).
- Authorising Officers Course (2017).
- Multi-Agency Gold Incident Command (2016).
- Strategic Firearms Command (2014) & Tactical Firearms Command (2012).
- Certificate in Executive Performance Coaching (2010).