



Formal notification to the Northamptonshire Police, Fire and Crime Panel of the proposed appointment to the position of (Interim) Chief Executive as required under the Police Reform and Social Responsibility Act 2011.

1. Introduction

- 1.1 After the resignation of the Head of Paid Service and Director of Early Intervention (Nicci Marzec), we want to recruit someone with the skills and experience to undertake the role of Interim Chief Executive as specified within the Police Reform Act and Social Responsibility Act 2011 (the Act), to ensure that we continue to press forward with the work of the Office. This person will hold the responsibilities of Head of Paid Service and Monitoring Officer and will lead the Office until the role is advertised and a new Chief Executive is appointed.
- 1.2 The Police, Fire and Crime Panel (the Panel) is required to undertake a confirmation hearing to review and confirm the appointment of a Chief Executive.
- 1.3 In line with provision in Schedule 1(9) of the Act (*Scrutiny of Senior Appointments*) the Commissioner must inform the Panel of the following information:
 - 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.
- 1.4 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.
- 1.5 The Panel must hold a public confirmation hearing before making a report and recommendation to the 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.
- 1.6 The Panel may, having reviewed the proposed appointment, either recommend approval or refusal of the appointment. (It should be noted this is a slightly different

process to that for the appointment of Chief Officers, where an option to veto an appointment by a two thirds majority is also open to the Panel.)

- 1.7 If the Panel supports the proposed appointment, the candidate is then confirmed in role. Should the Panel choose to recommend refusal of the proposed appointment, the Commissioner may accept or reject such a recommendation, and must notify the Panel of his response

2. The Proposed Appointment

- 2.1 Given the urgency of the need to ensure that this statutory role is undertaken, I propose David Peet for the role on an interim basis until I can undertake a full recruitment process.
- 2.2 David brings over fourteen years senior experience working in the governance and oversight of policing.
- 2.3 He started working in this area as Deputy Chief Executive of the Northamptonshire Police Authority, where his responsibilities included supporting members on strategic priorities, working as the lead officer on performance, professional standards and complaints and leading on work for the transition from Police Authorities to Police and Crime Commissioners.
- 2.4 Since then, David has worked as Chief Executive in the offices of both the PCC in Derbyshire and Leicestershire, where his roles included the statutory responsibilities of Monitoring Officer and Head of Paid Staff.
- 2.5 As an experienced Chief Executive, David led nationally (on behalf of PCC Chief Executives) on police complaints reform; has chaired the national PCC Chief Executives Association and been asked to work as part of the team supporting Home Office submissions to HM Treasury as part of the spending review process on two occasions.
- 2.6 Regionally he has led on work supporting the five East Midlands Commissioners on oversight and assurance of collaborative work.
- 2.7 David brings experience of working across both Police and Fire services as he was part of the senior team who pulled together the joint Police/Fire HQ and training centre projects in Derbyshire. The project saw the innovative use of a Limited Liability Partnership to support both these, and subsequent, joint estates projects. His work earned him a Chief Constable and Chief Fire Officer Commendation for his work on governance for the project.
- 2.8 I believe his previous experience and local knowledge, will allow him to hit the ground running and he will, of course, be supported by the senior team within my office some of whom have worked with David in the past.

3. The terms and conditions on which the proposed candidate will be appointed

- 3.1 I have considered the salary band for the Interim Chief Executive role and I am proposing that it is at a salary equivalent of £104,142 per annum, which is the same level as the substantive role is paid.
- 3.2 As this is a temporary role, the candidate will be treated as a consultant supporting the work of the office and will therefore not be considered an employee.
- 3.3 The contract is initially for four months, with the provision of up to an additional six, one-month extensions to ensure this statutory role is filled.
- 3.4 It is my intention that I advertise for a new substantive Chief Executive in August 2023, as I am also recruiting for a permanent Chief Fire Officer. I will, of course, ensure the Panel is kept updated on the process and will inform Members of the proposed candidates in due course.

4. Financial Implications

- 4.1 For the initial period of the contract (4 months) the cost will be £34,714. Any additional months added to contract will be at a cost of £8678.50 per month.
- 4.2 As the value of this contract is at the same salary level as the substantive post, this will be cost neutral, though as the proposal is to use a consultant, there will be some savings on employer oncosts such as NI and pension contributions.

5. Recommendation

- 5.1 The Panel is requested to review and confirm the appointment of David Peet to the position of Interim Chief Executive of the Office of the Police, Fire and Crime Commissioner for Northamptonshire as set out above.

Appendix A – Job Description of the Head of Paid Service and Director of Early Intervention

Appendix B – David Peet’s Curriculum Vitae

Stephen Mold

Police, Fire and Crime Commissioner for Northamptonshire