

**Outcome of consideration by the Northamptonshire Police, Fire and Crime Panel Complaints Sub Committee of complaints concerning the conduct of the Police, Fire and Crime Commissioner for Northamptonshire**

Reference	Date recorded	Nature of the case made by the complainant (summary)	Actions taken	Outcome(s) of Informal Resolution
01/2023	01/08/2023	<p>The proposed appointment of Nicci Marzec as interim Chief Fire Officer involved a failure by the Police, Fire and Crime Commissioner (PFCC) to declare a disclosable pecuniary interest when making a decision and that appears to represent a criminal offence under the Localism Act 2011 and may also represent a criminal offence of misconduct in public office.</p>	<p>The complaint was recorded and referred to the Independent Office for Police Conduct, which determined that it did not need to investigate the complaint further. The complaint was then referred to the Panel’s Complaints Sub Committee to consider in accordance with the Informal Resolution Protocol. The Complaints Sub Committee met on 8 September 2023 and considered the complaint.</p>	<p>The Complaints Sub Committee considered information relating to the complaint provided to it by the complainant and by the PFCC. The Sub Committee noted that on 7 September 2023 the Panel had scrutinised at length the situation that gave rise to the complaint. This included the basis for the PFCC’s decision regarding the appointment of Ms Marzec as interim Chief Fire Officer without a confirmation hearing; the nature of the connection between the PFCC and Ms Marzec; and the potential for this connection to have resulted in a conflict of interest or breach of the Code of Conduct for the Office of the PFCC. The Panel’s scrutiny resulted in it identifying areas for improvement and making recommendations intended to address these.</p> <p>Having taken into account the purpose of informal resolution and the extent of the scrutiny by the Panel, the Sub Committee concluded that there were not any additional actions it could take that would assist in dealing with the complaint beyond the recommendations already made by the Panel. The Sub Committee therefore agreed to treat the complaint as already having been resolved.</p>

02/2023	18/08/2023	<p>In appointing Nicci Marzec as Chief Fire Officer the PFCC did not meet the legal requirements to consult with the Police, Fire and Crime Panel, whilst the appointment of someone the PFCC described as a close friend was also a cause for concern.</p>	<p>The complaint was recorded and referred to the Panel's Complaints Sub Committee to consider in accordance with the Informal Resolution Protocol. The Complaints Sub Committee met on 8 September 2023 and considered the complaint.</p>	<p>The Complaints Sub Committee considered information relating to the complaint provided to it by the complainant and by the PFCC. The Sub Committee noted that on 7 September 2023 the Panel had scrutinised at length the situation that gave rise to the complaint. This included the basis for the PFCC's decision regarding the appointment of Ms Marzec as interim Chief Fire Officer without a confirmation hearing; the nature of the connection between the PFCC and Ms Marzec; and the potential for this connection to have resulted in a conflict of interest or breach of the Code of Conduct for the Office of the PFCC. The Panel's scrutiny resulted in it identifying areas for improvement and making recommendations intended to address these.</p> <p>Having taken into account the purpose of informal resolution and the extent of the scrutiny by the Panel, the Sub Committee concluded that there were not any additional actions it could take that would assist in dealing with the complaint beyond the recommendations already made by the Panel. The Sub Committee therefore agreed to treat the complaint as already having been resolved.</p>
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