



Formal notification to the Northamptonshire Police, Fire and Crime Panel of the proposed appointment to the position Deputy Police, Fire and Crime Commissioner as required under the Police Reform and Social Responsibility Act 2011.

1. Introduction

- 1.1 Following the notification of Marianne Kimani as my preferred candidate to undertake the role of Deputy Police Fire and Crime Commissioner (DPFCC), the Police, Fire and Crime Panel (the Panel) is required to undertake a confirmation hearing to review and confirm the appointment.
- 1.2 In line with provision in Schedule 1(9) of the Police Reform and Social Responsibility Act 2011 (*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.
- 1.3 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.
- 1.4 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.
- 1.5 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.)
- 1.6 If the Panel supports the proposed appointment, the candidate is then confirmed in role. If the Panel should choose to recommend refusal of the proposed appointment the Commissioner must then decide if they are going to accept the Panel's recommendation.

2. The Proposed Appointment

- 2.1 Marianne has a great deal of experience of working with local communities across Northamptonshire to help deliver much needed improvements to the lives of residents.

- 2.2 Her skills and experience will help to provide the OPFCC with the capacity and resilience to deliver the priorities which will form my Police, Fire and Crime Plan for Northamptonshire.
- 2.3 In her current role, Marianne undertakes complex and challenging investigations which have helped to refine and develop the skills that I require in a Deputy PFCC such as critical analysis, reflection and problem solving. She also has considerable experience of deploying her people skills that have helped people find the confidence to succeed, challenge obstacles in life and find positive and practical solutions.
- 2.4 Paragraph 8 of Schedule 1 of the Police Reform and Social Responsibility Act 2011 sets out a number of restrictions in relation to the eligibility for those wishing to be appointed to the role of Deputy Police, Fire and Crime Commissioner. Marianne has provided the OPFCC with assurance that she is both aware of the provisions of the Act and that she is not subject to a relevant disqualification and is therefore eligible for appointment as Deputy Police, Fire and Crime Commissioner.
- 2.5 I believe her previous experience, and local knowledge, will provide the OPFCC with the capacity and resilience to help ensure we can ensure stability in leadership and reshape the relationships with our partners across the county to rebuild much needed trust and confidence.
- 2.6 She will also be supported by my senior leadership team and will assist me in the primary role of PFCC of holding both the Chief Constable and the Chief Fire Officer to account to ensure they deliver effective services to all our communities.

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

- 3.1 The contract for DPFCC sets out that the postholder must be able to travel extensively around the County and must have flexibility in their schedule to allow for evening and weekend engagements.
- 3.2 A copy of the job description is attached at appendix A. The role will be full time with a salary of £55,000 pa, comparable to similar roles across the country.

4. Recommendation

- 4.1 The Panel is requested to review and confirm the appointment of Marianne Kimani to the position of Deputy Police, Fire and Crime Commissioner for Northamptonshire as set out above.

Appendix A – Job Description – Deputy Police, Fire and Crime Commissioner

Danielle Stone
Police, Fire and Crime Commissioner for Northamptonshire

Job Description: Deputy Police Fire and Crime Commissioner

Below is a list of the types of activities the post holder will carry out. These may evolve over the course of the PFCC's term of office where post holder may undertake additional duties arising from changing circumstances, but which do not change the general character or level of responsibility of the role.

Main responsibilities

- Support the PFCC to drive the delivery of their Police Fire and Crime Plan.
- Engaging with key local, regional and national partners, leading or attending boards, meetings and working groups on the PFCC's behalf.
- Engage and build relationships with relevant community groups, public bodies and organisations in the area to better understand the needs of the community.
- Supporting in police and fire assurance activities, deputising for the PFCC where appropriate.
- Leading or managing specific policy areas and projects.

Knowledge and Experience

- Understanding and experience of the geographic, social and economic nature of the area
- Knowledge of issues facing policing, fire, justice and victims
- Understanding of governance processes and their application within a statutory office
- Experience of working across different agencies at a strategic level to manage change in a political environment.
- Experience of working with diverse communities and working to secure improved outcomes for local people.

Key Skills

- Organisational and communication skills
- Able to initiate and lead, as well as working with teams in translating strategic objectives into action.
- Critical analysis, reflection and problem-solving skills.
- Ability to take a co-operative approach to achieving priorities, including developing effective collaboration proposals with relevant organisations.
- Ability to engage communities with differing needs and build credibility with peers and partners.
- Able to travel extensively around the County and must have flexibility to allow for evening and weekend engagements.

Eligibility and security

- Under section 18(10) of the Police Reform and Social Responsibility Act 2011 ("the Act") the Deputy PCC (DPFCC in this case) is a member of the Commissioner's staff, and therefore they will have a contract that will generally reflect that.
- As with the PFCC, the postholder does not require vetting, but will be required to sign the Official Secrets Act. The DPFCC is subject to the same conduct regime as the PFCC, including in complaints handling.