

West Mercia Police and Crime Panel

Mr Bill Longmore
West Mercia Police and Crime Commissioner
PO Box 487
Shrewsbury
SY2 6WB

11 December 2012

Dear Mr Longmore

CONFIRMATION HEARING: PROPOSED APPOINTMENT OF MR BARRIE SHELDON TO THE OFFICE OF DEPUTY POLICE AND CRIME COMMISSIONER

In accordance with Schedule 1 to the Police Reform and Social Responsibility Act 2011, I write to inform you of the West Mercia Police and Crime Panel's recommendation with regard to your proposed appointment of Mr Barrie Sheldon to the office of Deputy Police and Crime Commissioner (Deputy PCC).

The Panel held a public Confirmation Hearing on 5 December 2012 and had the opportunity to ask questions of you and of Mr Sheldon in relation to the proposed appointment to the office of Deputy PCC. The Panel was grateful that you made yourself available for questions and that you indicated through your Chief Executive that you were willing to take the Panel's views into account when considering the proposed appointment.

The Panel reviewed the proposed senior appointment and agreed that a post of Deputy PCC would be appropriate to assist you in your role. It was recognised that it was within your discretion as to whether or not you appointed a Deputy PCC, but there was disappointment that you had not made it known during the election campaign that your intention was to appoint a Deputy PCC and that your appointee would be Mr Sheldon.

The Panel agreed to recommend that you do not appoint Mr Barrie Sheldon to the office of Deputy PCC.

The reasons for this recommendation are as follows:

- (a) Whilst recognising that that Section 7 of the Local Government and Housing Act 1989 (appointment of staff on merit) does not apply to the post of Deputy PCC, the Panel did not have confidence in the appointment process undertaken. The Panel expressed disappointment and dissatisfaction at the lack of transparency and openness in the selection process undertaken, and that you had not gone through a

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competitive process to select a Deputy PCC and not taken account of the 'Nolan' principle of 'selflessness'.

- (b) The criteria you applied to assess the suitability of the candidate were limited and lacked detail. Limited justification was put forward as to why the candidate satisfied those criteria. Of the criteria specified, the Panel considered that the proposed appointee did not complement your skills and experience as PCC, particularly given that you both have similar backgrounds as former police officers. The Panel was concerned that the proposed appointee did not demonstrate an appropriate knowledge of public finance and business acumen which would be advantageous for the Deputy PCC post.
- (c) There was a lack of detail and clarity around the actual role to be undertaken by the Deputy PCC in both the report to the Panel and in evidence. The Panel felt that as a consequence the basis for the Deputy PCC's terms and conditions, including his £50,000 salary, was unclear.

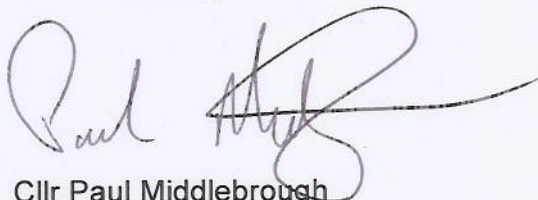
The Panel recognised that it was your decision whether to accept or reject its recommendation as to Mr Sheldon's appointment. However, it additionally recommended that should you confirm the appointment of Mr Sheldon as Deputy PCC that the appointment should be for an initial twelve month period and reviewed at the end of that period.

The Panel also suggested that:

- you clarify by way of a job description, the specific roles, responsibilities and relationship between your post and that of the Deputy PCC
- you provide clarification on the basis on which the terms and conditions were agreed
- appropriate development and training be provided in respect of budget management and community safety issues.

I look forward to receiving your decision.

Yours sincerely



Cllr Paul Middlebrough
Chairman
West Mercia Police & Crime Panel
