

## **Leicester, Leicestershire and Rutland Police and Crime Panel.**

### **Confirmation Hearing held on Monday 6<sup>th</sup> March 2023 - to consider the preferred candidate for the role of Interim Chief Executive Officer.**

### **Record of Recommendation of the Panel to the Police and Crime Commissioner.**

The Police and Crime Panel held a confirmation hearing on Monday 6<sup>th</sup> March 2023 at 10.30am at City Hall, Leicester to consider the appointment of a preferred candidate, Mr Andy Champness, to the role of Interim Chief Executive Officer.

The Panel considered Mr Andy Champness' candidacy in line with the relevant law (The Police Reform and Social Responsibility Act 2011) and the recommended Local Government Association Guidance, and followed the process below:

- a. The candidate was welcomed to the meeting.
- b. The Police and Crime Commissioner presented his preferred candidate to the Panel and proposed the appointment.
- c. The Panel asked questions of the Police and Crime Commissioner regarding the appointment process.
- c. The Panel asked questions of the candidate focused on his professional competence and personal independence, and during the course of questioning the candidate presented his understanding of the role.
- e. The candidate was given the opportunity to clarify any answers given during the hearing and to ask questions of the Panel about the next stage of the process.

The Panel assessed the candidate's ability based upon his suitability to undertake the interim role only, coming as it does after a series of other interim appointments, and being focused upon providing stability to the OPCC in the transition to the imminent appointment of a permanent Chief Executive.

Members commented on the candidate's experience working in senior roles including supporting other Police and Crime Commissioner's and the expectations about what he needed to deliver during his tenure. Members noted in particular his experience of change and project management and his comments about the organisation of the OPCC and ensuring its smooth running before the permanent post holder takes over. Members noted the candidate's responses reflected that he envisaged this role as being for a very short term and that his priorities were focused upon making sure that all the basics were working smoothly before handing over to someone else.

Members felt the candidate had the capability to undertake the interim role and met the minimum standards of professional competence and personal independence required for the interim role.

**Recommendation and publication:**

In line with Schedule 1 of the Police Reform and Social Responsibility Act 2011, the Monitoring Officer advises the Police and Crime Commissioner of the recommendations of the Panel:

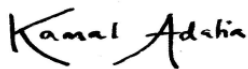
**That the proposed appointment of the candidate, Mr Andy Champness, be supported.**

**That if a permanent postholder is not in place by the Panel meeting on Thursday 22<sup>nd</sup> June 2023, a report should be submitted to that meeting providing an update on the recruitment process.**

The Panel will normally publish its decision and report five working days after the confirmation hearing has taken place. However, you may request the Chair, through the panel secretariat, to bring forward or delay publication of the Panel decision.

The Panel looks forward to receiving notice of your candidate for appointment as the permanent Chief Executive and working with Mr Andy Champness as he takes on the interim role.

Signed

A handwritten signature in black ink that reads "Kamal Adatia". The signature is written in a cursive style with a large, stylized 'K' and 'A'.

Kamal Adatia

Monitoring Officer

On behalf of the Chair of the Leicester, Leicestershire & Rutland Police and Crime Panel.

8 March 2023