

POLICE AND CRIME COMMISSIONER FOR LEICESTERSHIRE POLICE & CRIME PANEL

PAPER MARKED

Report of	OFFICE OF THE POLICE & CRIME COMMISSIONER
Date	MONDYA 6 TH MARCH 2023
Subject	APPOINTMENT OF CHIEF EXECUTIVE OFFICER
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Purpose of Report

1. The purpose of this report is to enable members of the Police and Crime Panel (PCP) to consider the Police and Crime Commissioner's (PCC) proposed interim appointment of a Chief Executive.
2. In doing so, the Panel must satisfy itself that the preferred candidate selected by the PCC has the professional competence to undertake the role and has significant personal independence to be able to act operationally independent of the PCC.

Recommendation

3. The Panel is asked to review the appointment of Andy Champness as Interim Chief Executive in accordance with section 28(5) and schedule 1 paragraphs 9 to 11 of the Police Reform and Social Responsibility Act 2011.

Background

4. The previous acting Chief Executive resigned with effect from 31st January 2023.
5. The PCC must under the Police Reform and Social Responsibility Act 2011 notify the PCP of the preferred candidate for appointment as Chief Executive. Schedule 8 of the Act states that the PCC must provide the following information:
 - a) The name of the person whom the PCC is proposing to appoint;
 - b) The criteria used to assess the suitability of the candidate and how the candidate satisfies these criteria; and
 - c) The terms and conditions under which the candidate is to be appointed.
6. Also provided for the PCP's consideration are:
 - i) The Role profile and person specification;
 - ii) The criteria used for assessment;

- iii) iii) CV of the preferred candidate.

Process

- 7. The role profile is a key document in the appointment process. It sets out clearly the expectations and requirements of the role. This was drafted and approved by the PCC on 1st February 2023 for the recruitment of the permanent Chief Executive. It is based on the national template, and is attached at Annex A1.

Criteria used to assess the suitability of Candidate

- 8. The criteria used were those set out in the Person Specification section of the Job Description. An urgent replacement was required for the outgoing acting Chief Executive, and the preferred candidate was recommended by the APCC.

Candidate Proposed

- 9. The PCC has selected Andy Champness as his preferred candidate based on his skills and experience.
- 10. The PCC is confident that Mr Champness has a skill set that not only fulfils the criteria outlined by the role description but also complements his own skills and experience.
- 11. Key considerations for the PCC in making his selection is that Mr Champness has the following experience and competence:
- 12. Mr Champness is a successful public sector leader, experienced in developing effective boards, organisational structural and cultural change and effective partnerships. He has worked in regulatory, criminal justice, community safety, and local government environments, SMEs, voluntary, charity and faith sectors. He has substantial experience leading successful change programmes, both complex and simple, where value for money and stakeholder engagement is fundamental to delivery.
- 13. He is a qualified Barrister, Chartered Manager and FCMI and former PCC Chief Executive. He has an extensive track record of consistent achievement at senior management level within complex organisations.
- 14. Key Successes include improving performance of the whole criminal justice system in Gloucestershire (2007-08); transformation of policing governance (2010-12); in-sourcing victims' services (2015); hosting Youth Justice Services on behalf of 4 local authorities (2015 to present); ensuring local implementation of police complaints reform (2020); and disaggregating a local-authority trading company, in-sourcing estates services improving quality and timeliness of estates projects at reduced cost (2020-21).
- 15. From 2010 to 2012 he represented Police and Crime Commissioners' interests on Home Office Transition Boards and developed a reputation nationally for understanding the new legislative framework and for developing ways of

implementing governance changes. He was the first to produce a commentary on the Police Reform and Social Responsibility Bill, identifying issues for everyone concerned: government departments, outgoing police authorities, chief constables, incoming commissioners and their staff. He contributed to the draft corporate governance framework, the statutory transfer of staff between forces and PCCs, and the national commissioning guidance, which was adopted by the Ministry of Justice in developing their Victims' Services Commissioning Strategy. This involved working with union representatives, ACPO (now NPCC), Government Legal Services, ministers, and senior civil servants.

16. He was part of the executive of the Association of PCC Chief Executives (APACE) from 2009 to 2019, and Chair from 2014 to 2016.

17. Mr Champness's CV is attached in full at Annex B1.

Terms and Conditions of Appointment

18. The interim appointment will commence with immediate effect.

19. The interim role will be fulfilled through a contract for services pending the recruitment of a permanent Chief Executive. The post holder will be not eligible to enrol in the Local Government Pension Scheme.

20. Business mileage costs incurred in connection with the role will be reimbursed.

Implications

Financial	There are no financial implications, with the costs of this interim arrangement falling within the OPCC staffing budget for the substantive Chief Executive role.
Legal	The legislation enables the Commissioner to appoint a Chief Executive Officer and it is a legislative requirement that the Commissioner informs the Panel of his decision to appoint. The legal requirements are being met.
Equality Impact	The Commissioner has considered equality and diversity in this appointment.
Risks and Impact	The Panel has previously highlighted the risks associated with not bringing a Chief Executive Office before the Panel to scrutinise the appointment. This issue has been reflected in the decision made by Mr Matthews in making this decision to appoint Mr Champness.
Link to Police and Crime Plan	The Chief Executive Officer will support the Commissioner in the delivery of the whole Police and Crime Plan.

List of Appendices

Annex A1 – Job Description and Person Specification
Annex B1 – Andy Champness CV (Exempt Document)

Background Papers

Police Reform and Social Responsibility Act 2011.

Persons to Contact

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