



**Philip Seccombe
Police and Crime
Commissioner
for Warwickshire**

Decision Application WPC20160

RECRUITMENT OF THE OPCC CHIEF EXECUTIVE AND MONITORING OFFICER

Application Date:	Jan 2021	Name of Applicant:	Katie Baker
Application Decision Reference: WPC20160			
1. Summary of the application			
<p>The appointment of Polly Reed as the Chief Executive and Monitoring Officer for the Office of the Police and Crime Commissioner in Warwickshire. This decision follows the consideration of the appointment by the Police and Crime Panel on 9th October 2020, who supported the appointment.</p>			
2. Background information:			
<p>The role of the Chief Executive and Monitoring Officer is required by the Police Reform and Social Responsibility Act 2011. The vacancy arose as the previous postholder retired after 7 years.</p> <p>This role was recruited to following an open and transparent recruitment process, with and the appointment made on merit. The recruitment process is detailed in the report submitted to the Police and Crime Panel, and appended to this report.</p> <p>Following the Police and Crime Panel, a letter was submitted to the Police and Crime Commissioner, expressing support to the process, with the view that it was robust.</p> <p>A signed contract is in place which sets out the terms and conditions of appointment.</p> <p>This post is classed by the Elected Local Policing Bodies Specified Information Order 2011 (as amended) as senior appointments, thereby requiring the publication of job title, responsibilities, salary and name of postholder.</p>			

3. Whether additional information/report is attached to support this decision application

YES

List of additional information/report

- a) Information Pack submitted to the Police and Crime Panel
- b) Letter from the Police and Crime Panel supporting the application

4. Expected benefits (non financial)

The Chief Executive leads the office and its functions. The role provides advice and guidance to the Commissioner and ensures that the OPCC's work is delivered as effectively and efficiently as possible, and is compliant with all necessary laws and regulations.

5. Impact of not approving the application

It is a statutory requirement for a Chief Executive and Monitoring Officer to be appointed.

6. Costs

The salary of the post is met from the agreed budget for the OPCC.

Revenue:

The current scale for the post is 'L', with a starting salary of £68,133, plus any relevant on-costs for national insurance and superannuation. The scale has 5 spinal increments, with the highest spinal point currently attracting a salary of £75,963.

Capital: N/a

7. Savings:

There are small savings associated with this appointment in the early years due to the varying spinal points of the former Chief Executive and the newly appointed Chief Executive, but the position has been appointed on the same pay grade and as such there are no direct savings from this decision.

8. Equality and Diversity Implications:

The post was recruited via an open, competitive selection process.

9. Treasurer's comments

The costs of the appointment will be met from within the existing budget, and increments and pay awards will be addressed through the annual budget process, as for all other posts.

10. Legal/Monitoring Officer comments

Legal advice in respect of recruitment was taken throughout the process.

Decision of the Police and Crime Commissioner

To appoint Polly Reed as Chief Executive and Monitoring Officer

PCC Signature:A handwritten signature in black ink, appearing to read 'Polly Reed', is centered within the signature box.

Date of Decision: 3 March 2021