



**SOUTH YORKSHIRE POLICE AND CRIME PANEL**

**CONFIRMATION HEARING**

**OFFICES OF THE SOUTH YORKSHIRE JOINT AUTHORITIES, 18 REGENT STREET,  
BARNSELEY, S70 2HG**

**9 NOVEMBER 2017**

PRESENT: Councillor A Khayum (Sheffield City Council) (Chair)

Councillors: B Cutts (Rotherham MBC), J Dunn (Sheffield City Council), D Hughes (Doncaster MBC), B Johnson (Sheffield City Council), J Otten (Sheffield City Council) and S Wilkinson (Doncaster MBC)

Independent Co-opted Member: Mr A Carter

Dr A Billings (South Yorkshire Police and Crime Commissioner), E Redfearn (Office of the South Yorkshire Police and Crime Commissioner) and F Topliss (Office of the South Yorkshire Police and Crime Commissioner)

Officers: D Cutting, M McCarthy, L Noble and A Shirt (Barnsley MBC)

M Clements (Candidate)

Apologies for absence were received from Councillor S Sansome, Councillor D Griffin, Councillor R Sixsmith MBE, Mr S Chu, M Buttery and A Frosdick

1 **APOLOGIES FOR ABSENCE**

Apologies for absence were noted as above.

2 **DECLARATIONS OF INTEREST BY INDIVIDUAL MEMBERS IN RELATION TO ANY ITEM OF BUSINESS ON THE AGENDA**

None.

3 **ITEMS TO BE CONSIDERED IN THE ABSENCE OF THE PUBLIC AND PRESS**

RESOLVED – That the Confirmation Hearing be held in public with exception of the deliberation by the Panel in respect of the proposed appointment which would take place at the end of the Confirmation Hearing in the absence of the public and press.

4 CONFIRMATION HEARING - CHIEF FINANCE AND COMMISSIONING OFFICER, OFFICE OF THE SOUTH YORKSHIRE POLICE AND CRIME COMMISSIONER

Consideration was given to a report presented by the Commissioner, which confirmed how the Police Reform and Social Responsibility Act 2011 ('the Act'), under Schedule 1, Paragraph 6 directed that the Police and Crime Commissioner for a police area must appoint a Chief Finance Officer.

Under Paragraph 10 of Schedule 1 of the Act, the Panel must review the proposed appointment, hold a Confirmation Hearing and make a report to the Commissioner on the proposed appointment, including a recommendation to the Commissioner as to whether or not the candidate should be appointed, within a period of three weeks beginning with the day on which the Panel receives notification from the Commissioner of the proposed appointment.

Following the retirement of the Commissioner's current Chief Finance and Commissioning Officer, Mr Allan Rainford on 10 November 2017, notification from the Commissioner, to the Police and Crime Panel had been received of his intention to appoint a preferred candidate, Mr Michael Clements, to the position of Chief Finance and Commissioning Officer.

Additionally, the report set out the powers of the Panel and the process to be followed in the Confirmation Hearing. The Panel noted the information provided by the Commissioner relating to the appointment of the Chief Finance and Commissioning Officer which included:

- The name of the preferred candidate;
- The criteria used to assess the suitability of the candidate for the appointment;
- Why the candidate satisfies those criteria; and
- The terms and conditions on which the candidate is to be appointed.

The Commissioner informed the Panel that a total of eleven applications had been received for the position, with five applicants meeting the shortlisted criteria to allow them to proceed to an assessment centre and formal interview. An overview of the intensive recruitment and selection process followed to select his preferred candidate, Mr Clements, was provided to the Panel.

Councillor Khayum informed the Commissioner that in preparation for today's Hearing Panel Members had raised several questions in relation to the report, which he asked the Commissioner to answer.

Firstly, could the Panel be provided with assurances that the recruitment and selection process had been robust, and the reasons why the Commissioner believed that the candidate was the most suitable person for the position.

The Panel were given assurances by the Commissioner that the appointment process was robust to ensure that the preferred candidate met the criteria set out in the role profile and person specification. Each shortlisted applicant went through the same process and were treated equitably.

E Redfearn outlined the assessment centre process which had consisted of three elements to test the candidates' suitability against the essential criteria; a technical exercise, a commissioning exercise with a stakeholder panel, and a formal interview panel.

It was confirmed that Mr Clements had scored highest across the three elements of the assessment centre and was the Commissioner's preferred candidate for the role.

The Panel asked if the Commissioner believed that the interim arrangements proposed of one day per week were sufficient.

The Commissioner stated that he was confident that interim arrangements were sufficient.

E Redfearn confirmed that Mr Clements would be carrying out the Section 151 responsibilities during the interim period of one day per week. A number of other Police and Crime Commissioners did not have a full time Section 151 officers.

The Panel asked what other financial / commissioning support there was in the interim period.

E Redfearn informed the Panel that, within the Commissioner's Office, there was a Finance Manager and Commissioning Manager whose roles are to manage the day to day aspects of the office. Additionally, South Yorkshire Police had offered intermediate support should it be required.

The Panel asked if the Commissioner had received references from the candidate's current employer, and would the Commissioner be willing to share those with the Panel.

E Redfearn replied that this was personal information and in any event would need to obtain Mr Clements' permission. Additionally, it was confirmed that the Commissioner had now received Mr Clements' security clearance.

Councillor Khayum thanked the Commissioner and E Redfearn for answering the additional questions. He added that this was with a view to improving the process for future Hearings.

In conclusion, Panel Members felt that it would have been helpful to have received more detail in the written report submitted by the Commissioner. They asked that future confirmation hearing reports provide more information around the de-selected applicants and the reasons the preferred candidate had been put forward for confirmation.

The Commissioner acknowledged the Panel's requests.

At this point in the meeting, Councillor Khayum asked the Commissioner and his Officers' present to leave the public meeting.

Mr Clements was invited into the Hearing, welcomed by Councillor Khayum and introductions were made by Panel Members and Officers present.

The Panel asked a series of questions to Mr Clements which related to his professional competence, personal independence and the key challenges faced in the role of Chief Finance and Commissioning Officer. The answers provided enabled Members to evaluate Mr Clements' suitability for the position.

At the end of questioning, the Chair thanked Mr Clements and provided him with an opportunity to clarify any responses given and to ask any questions of the Panel.

Mr Clements thanked the Panel for inviting him to the Confirmation Hearing. He confirmed that he did not have any additional questions to ask the Panel.

At this point, Councillor Khayum closed the meeting to the Public and Press.

The Panel retired to consider all the information that had been provided in the Confirmation Hearing, the profile of the candidate and the answers to the questions before coming to a decision.

At this point in the meeting, Councillor Khayum re-opened the meeting to the Public and Press.

On the basis of the information provided by the Commissioner, and the discussions held in the Confirmation Hearing, Councillor Khayum informed the Commissioner that the Panel agreed to the appointment of Mr Clements to the role of Chief Finance and Commissioning Officer.

RESOLVED – That Members of the Police and Crime Panel:-

- i) Reviewed and approved the appointment of Mr Michael Clements as the Commissioner's permanent Chief Finance and Commissioning Officer from 1 January 2018, and his acting Chief Finance Officer between 11 November and 31 December 2017.
- ii) Agreed to make a report to the Commissioner on the appointment of Mr Michael Clements in accordance with the requirements of Schedule 1 of the Act.

CHAIR