

## Senior Leadership – Recent Developments

### Background – Statutory Officers

This report provides Members with an update on the arrangements for senior and statutory officer provision within the Office of the Police, Fire & Crime Commissioner (OPFCC).

Members will be aware that the Commissioner must appoint suitable persons to the role of Chief Executive & Monitoring Officer and the role of Chief Finance Officer. Under the terms of a collaboration with the Police & Crime Commissioner for Cleveland, those roles are undertaken on a part time basis in each office and service is provided jointly across the two Offices.

In view of the extension to the term of office brought about by the adjournment of the electoral cycle, those collaborative arrangements have been extended by agreement between the respective Commissioners with a view to them remaining in place until after the 2021 election.

Members are also aware that the Chief Executive collaboration includes the provision of a role of Assistant Chief Executive, serving full time in the North Yorkshire OPFCC.

The role of Assistant Chief Executive recently became vacant, following the appointment of Sharon Caddell to the role of Acting Chief Executive to the Acting Police, Crime & Victims Commissioner for Durham. Mrs Caddell was confirmed in that role by the Durham Panel on 15 June 2020 and took up post with effect from 13 July 2020.

Members will no doubt wish to join with the Commissioner in formally recognising the contribution made by Mrs Caddell as Assistant Chief Executive in North Yorkshire and wish her well in her role in Durham.

### Background – Deputy Commissioner

Members will also be aware that Will Naylor had previously submitted a request to relinquish his role, in order to take up a post with a new employer on a date to be agreed.

Mr Naylor's term of office came to an end on 24 July 2020.

Members will no doubt also wish to join with the Commissioner in formally recognising the accomplishments of Mr Naylor in his eight years of service to the public of North Yorkshire and the City of York, latterly in the role of Deputy Commissioner.

## Future Senior Leadership Arrangements

The Commissioner has recently undertaken a process to make Assistant Chief Executive provision to fill the vacancy in the role. In line with the nature and term of the Chief Executive collaboration, applications were sought from individuals interested in serving on secondment into the role, for a period of six months with the possibility of extension for a further six months to a suitable point downstream of the completion of the electoral cycle. Applicants were asked to submit expressions of interest, setting out their skills and experience in respect of the role profile as well as an explanation of how they would benefit from the professional development opportunity.

The opportunity was advertised nationally to all OPCCs and OPFCCs via the Association of Policing & Crime Chief Executives; and locally, within North Yorkshire Police and North Yorkshire Fire & Rescue Service.

The process attracted a strong field of applicants, with interviews taking place on 23 July 2020.

Two applicants were considered particularly strong applicants for appointment, having demonstrated the depth and breadth of knowledge, skills, experience and the necessary strong public service motivation on behalf of the public of North Yorkshire and the City of York.

The Commissioner, the Interim Chief Executive and the Chief Finance Officer collectively took the view that it was appropriate to consider making two appointments at Assistant Chief Executive level, thereby addressing the core role requirement and also ensuring continuity in the policy, scrutiny and delivery portfolio undertaken by Mr Naylor.

The role was advertised with a salary range of £47,982 to £51,196 which was as per the previous arrangements for the Assistant Chief Executive role. There are therefore no financial implications for the appointment to the 'replacement' role.

In terms of the financial impact of providing an additional Assistant Chief Executive appointment, while leaving the previous Deputy PCC role vacant, then there would be a small cost to the OPFCC budget of around £1,000 per annum if both candidates were appointed at the top of the scale. This small cost would be easily covered by the gap between the Deputy role becoming vacant (during July) and the appointment of the second Assistant Chief Executive which is expected from the start of September. At any other scale point below the maximum there would be a small saving against the OPFCC budget.

With those matters in mind, offers of secondment were extended to the successful applicants Thomas Thorp and Caroline Blackburn. Mr Thorp presently serves in the role of Policy & Scrutiny Manager in the OPFCC and has experience as Acting Chief of Staff. Ms Blackburn will join the OPFCC on secondment from her current role of Business Planning Manager with Enable North Yorkshire.

Detailed arrangements for commencement in role and the priority areas of focus for each postholder will be made during August 2020 and can be amplified at the meeting should members so wish.

The formal collaboration agreement will also be refreshed to reflect the new secondment structures and financial arrangements.

The Commissioner hopes Members will join her in welcoming both secondees to their important roles and wishing them every success.

Simon Dennis

Interim Chief Executive

26 July 2020