

POLICE, FIRE AND CRIME PANEL REPORT

Meeting Date	11 th January 2024
Report Title	Confirmation Hearing Report

Information should be accessible for all. If you require this information in a different language or format, please contact the Office of the Police, Fire and Crime Commissioner at info@northyorkshire-pfcc.gov.uk.

1.1. The Police Reform and Social Responsibility Act 2011 (the Act) requires Police and Crime Panels to scrutinise senior appointments proposed by the Police and Crime Commissioner (PCC).

1.2. Schedule 8 of the Act sets out the confirmation process which must be completed before the chief constable can be appointed. The Regulations explain the process to be followed if the police and crime panel (PCP) exercises its power to veto the proposed appointment.

I am required by Schedule 8 to the Police Reform and Social Responsibility Act 2011 (and Regulations made thereunder) to submit, in connection with my appointment of a Chief Constable, a report to the Police and Crime Panel for the Force area setting out;

- The name of the proposed candidate
- The criteria that were used to assess the suitability of the candidate
- How the candidate satisfied those criteria, and
- The terms and conditions on which the candidate is to be appointed.

This report is to be read in conjunction with the Report of my Independent Assessor on the process followed for this appointment.

1.3. Schedule 8 requires:

- the PFCC to notify the PFCP of the proposed chief constable appointment;
- the PFCC to provide the PFCP with specific information in relation to the individual and the appointment;
- the PFCP to review the proposed appointment within three weeks

- the PFCP to hold a public confirmation hearing to question the candidate;
- the PFCP to write a report to the PCC on the proposed appointment, this must include a recommendation as to whether the individual should be appointed and may include exercising the power of veto;
- a decision to veto to be agreed by two-thirds of the PFCP members; and
- the PCP's report to be published.

1.4. The Act and the Regulations require that when notifying the PFCP of a candidate for appointment as chief constable, a PFCC must provide the PFCP with the following information:

- the name of the proposed candidate;
- the criteria that were used to assess the suitability of the candidate;
- how the candidate has satisfied those criteria; and
- the terms and conditions on which the candidate is to be appointed.

2. Proposed Appointment

2.1. The PFCC is proposing Mr Tim Forber as the preferred candidate for the post of Chief Constable for North Yorkshire Police. Mr Forber is the current serving Deputy Chief Constable and had 27-years experience in policing serving with forces across England.

2.2. The Independent Members report enclosed will detail the process of the recruitment exercise used to assess the suitability of the candidate.

2.3. The Independent Members report also covers the extent to which the candidate met the criteria.

2.4. It is proposed that Mr Forber is provided with a fixed contract term of five years which has the flexibility to extend with prior negotiation from both parties. The terms also include the fixed base salary of £178,685.

3. Recommendations

3.1. In accordance with the Police Reform and Social Responsibility Act 2011 the Panel is invited to review the proposed appointment of Mr Forber as the Chief Constable for North Yorkshire Police and subsequently make a recommendation to the PFCC with regards the appointment.

Zoë Metcalfe
Police, Fire and Crime Commissioner for North Yorkshire.

Appendices:

- A. Stakeholder invitation email.
- B. Application form
- C. Expression of interest notice for independent member.

- D. Letter to prospective candidates
- E. Recruitment pack
- F. Recruitment pack amendments
- G. Letter to prospective candidates at midway stage of campaign.
- H. Shortlisting sheet for panel members
- I. Template for overall panel members scoring at shortlisting
- J. Briefing to shortlisted candidates
- K. Stakeholder questions received
- L. Stakeholder feedback form.
- M. Candidate media exercise.
- N. Unseen presentation exercise.
- O. Interview panel member record.
- P. Overall interview scoring sheet for panel advisor.