

# Record of Decision

**ORIGINATOR:** Head of Policy  
Coordination & Research

**REFERENCE:** OPCC.D.030.22

**TITLE:** PCC Succession Plan

**OPEN**  **CONFIDENTIAL**

**Reason if Confidential:**

## **EXECUTIVE SUMMARY**

Following the announcement from Part One of the Review into the role of Police and Crime Commissioners (PCCs), in a letter dated 9 July 2021, the Minister of State for Crime and Policing advised:

*“... we committed to legislating.... to mandate that all PCCs must appoint a deputy.*

*The necessity for a deputy has been brought into sharp focus by the Covid-19 pandemic, which led to an enforced delay to the PCC elections in 2020... Selecting a deputy not only provides the local accountability model with greater resilience in the event of incapacity, for example, but also the ability to effectively carry out the duties and responsibilities of the role by increasing the capacity of the model...*

*... I expect all PCCs to work with their office to put in place a formal succession plan to be followed in case of vacancy or incapacitation, where one does not already exist. I would also ask that you involve your police and crime panel in these discussions as necessary, given their statutory role in this process...”*

To date the PCC has not appointed nor considered it necessary to appoint a Deputy but will keep this under review as the Home Secretary’s plans to expand the role of PCCs emerge and are enacted.

The PCC therefore endorsed a draft Succession Plan which would see the person holding the statutory role of Chief Executive being considered for appointment as acting commissioner in the event of his incapacitation or the position becoming vacant. Subsequently, the Plan was considered and agreed by the Kent and Medway Police and Crime Panel at their meeting on 16 June 2022.

The Succession Plan will be regularly reviewed. If a Deputy is appointed by the PCC or if there is a change in the person holding the position of Chief Executive, the Police & Crime Panel will be informed.

## **RECOMMENDATION**

The PCC is recommended to formally adopt and publish the Succession Plan in case of vacancy or incapacitation.

## **DECISION**

To formally adopt and publish the PCC Succession Plan until such time as the PCC decides to appoint a Deputy, or the Government mandates the appointment of a Deputy in law.

**Chief Finance Officer:**

**Comments:** Not required.

**Signature:**

**Date:**

**Chief Executive:**

**Comments:** Commissioner, this decision notice discharges the requirement to have a formal Succession Plan in place in the event of your incapacitation or intention to leave the role. As you have not appointed a Deputy PCC, as your statutory officer I am able to fulfil this position in a temporary capacity. I would work closely with the Police & Crime Panel to ensure the responsibilities of the office were discharged lawfully, and to commence the process of finding a permanent solution/replacement were that to be required.

**Signature:**



**Date:** 25 July 2022

**POLICE AND CRIME COMMISSIONER FOR KENT**

**Comments:** I am satisfied that this adequately fulfils the requirement to have a Succession Plan in place, which can be reviewed if my decision around the appointment of a Deputy were to change, or it became mandated in law.

**Signature:**



**Date:** 29 July 2022

**BACKGROUND DOCUMENTS:**

'Concluding Part One of the PCC Review' - Home Secretary's Statement to Parliament, 16 March 2021

**IMPACT ASSESSMENT:**

Police and Crime Plan  
*(please indicate which objectives decision/recommendation supports)*

Supports delivery of the priorities by ensuring resilience in the day to day functioning of the PCC role for an interim period should the current PCC be incapacitated, or the position become vacant.

Has an Equality Impact Assessment been completed?

Yes  No  *(If yes, please include within background documents)*

Will the decision have a differential/adverse impact on any particular diversity strand?  
*(e.g. age, disability, gender reassignment, race, religion/belief, sex, sexual orientation, marriage/civil partnership, pregnancy/maternity)*

Yes  No

The decision is administrative in nature and therefore does not have a differential/adverse impact on any particular strand of diversity.

However, it should be noted that the recruitment and selection process for a Chief Executive is open, transparent and complies with all relevant legislation.