

Record of Decision

ORIGINATOR: Chief Executive

REFERENCE: OPCC.D.035.24

TITLE: Chief Executive's Notice of Intention to Retire

OPEN **CONFIDENTIAL**

Reason if Confidential:

EXECUTIVE SUMMARY

The Chief Executive and Monitoring Officer, Adrian Harper, has provided advance notice of his intention to retire later this year.

He has not formally triggered his notice period of three months, instead allowing the PCC to commence the recruitment process for his replacement. History has shown that when allowing for the entirety of the process; advertising the role, application period, paper sift, interview process followed by the requirements of vetting and then the likely notice period of the successful candidate themselves, the period can easily surpass 6 – 9 months. There is also the requirement of a Confirmation Hearing before the Police and Crime Panel.

These requirements can therefore lead to a significant period without a substantive person in post were the formal notice period engaged.

In providing this advance notice, it is hoped that any period without the Head of Paid Service will be either mitigated completely or managed to the most minimal period possible.

RECOMMENDATION

The PCC is recommended to commence recruitment for the Head of Paid Service and Monitoring Officer immediately.

DECISION

To immediately commence recruitment for the Head of Paid Service and Monitoring Officer.

Chief Finance Officer:

Comments: The advance notice means there are no additional costs incurred in having to seek cover while a replacement is found. The cost of the recruitment process itself will be managed within the existing office budget.

Signature: 

Date: 4 July 2024

Chief Executive:

Comments: I have provided this advance notice to mitigate as far as practicable any period without a substantive person in post. We will ensure at all times full HR compliance.

Signature: 

Date: 3 July 2024

POLICE AND CRIME COMMISSIONER FOR KENT

Comments: I am so very grateful to Mr Harper for his service to the OPCC and me personally over the last eight years. He will be a real loss and I wish him well. In order to find and attract an equally high calibre candidate, I have authorised the advertisement of the role through an established recruitment agency. This will ensure the broadest pool of applicants. I am grateful for the opportunity he has afforded to enable an early recruitment process.

Signature: 

Date: 8 July 2024

BACKGROUND DOCUMENTS:

None.

IMPACT ASSESSMENT:

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

Provides effective leadership on behalf of the PCC, enabling them to successfully deliver their Police and Crime Plan, fulfil their statutory obligations and deliver tangible improvements in policing and relevant parts of the Criminal Justice system. Leads the Office of the PCC and has direct responsibility for the management of the PCC's budget. Supports the PCC in ensuring the total policing budget is properly and effectively used by the Chief Constable in furtherance of his statutory duties and the priorities of the PCC.

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 recruitment and selection process will be open, transparent and comply with all relevant legislation to ensure there is no differential/adverse impact on any particular strand of diversity.