

Report by: Kent and Medway Police and Crime Panel

SUBJECT: Proposed appointment of Mr Adrian Harper as the Chief of Staff to the Commissioner

Date: 2nd June 2015

DECISION

The Panel recommends that the Commissioner appoints Mr Harper as her Chief of Staff.

Background

1. The Panel have a statutory duty under the Police Reform and Social Responsibility Act 2011 and associated Regulations to:
 - Review and report on the proposed appointment of a Chief Executive
 - Make a recommendation on the proposed appointment

Proposed Appointment

2. The Panel were provided with a report in advance of their meeting. The report set out the Commissioner's proposed job description and person specification for her Chief of Staff. It also explained the number of applications, the selection process and the professional and independent advice the Commissioner had received during the process. The report explained the reasons why the Commissioner had decided to make a temporary appointment and to advertise only amongst staff in the Force and in her Office.
3. The report advised the Panel that, at the conclusion of the selection process, the Commissioner proposed to appoint Mr Adrian Harper. The panel were satisfied that the Commissioner's report provided them with the information set out in Schedule 1(9) of the Police Reform and Social Responsibility Act 2011.
4. The Panel were advised that Mr Latchford who had been nominated by the Panel, in response to the Commissioner's invitation, to sit as an observer at the final selection process felt the selection process had been carried out fairly and objectively and that a reasonable decision had been made.
5. The Panel sought clarification about whether all applicants were serious, referring to the fact that 2 applicants for the Chief Finance Officer role had withdrawn prior to interview. The Commissioner confirmed that all 3 shortlisted applicants had attended the interviews. Some Panel members expressed disappointment that the Commissioner had sought only internal applicants as they felt external applicants might bring a broader experience and perspective but other Panel members felt that the enhanced understanding of policing that internal applicants would bring was a

positive point. The Panel noted that the Commissioner felt she needed to appoint a replacement for Mr Stepney quickly and that the person appointed needed to be fully effective quickly and that these factors had contributed to the decision to advertise internally only. The Panel also noted that the Commissioner had advised the Panel Chairman of her plans in advance and sought advice from other Police and Crime Commissioners.

6. The Panel asked Mr Harper to explain his background. Mr Harper said he had 32 years' experience as a police officer with the MPS and Surrey Police and his current role was Kent Police Crime Registrar. Mr Harper felt that his experience in Forces outside Kent would give him the broader perspective which some Panel members had referred to. Mr Harper assured the Panel that, although he understood this was a temporary appointment, his personal intention was to continue working for a number of years.

Conclusion

7. The Panel concluded that the Commissioner had undertaken a thorough recruitment process and that Mr Harper was a suitable person to appoint as her Chief of Staff.