

Report by: Kent and Medway Police and Crime Panel

SUBJECT: Proposed appointment of Mr Sean Nolan as the Chief Finance Officer to the Commissioner

Date: 3 September 2013

DECISION

The Panel recommend that the Commissioner appoints Mr Nolan as her Chief Finance Officer.

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 Finance Officer
 - Make a recommendation on the proposed appointment

Proposed Appointment

2. The Panel were provided a report in advance of their meeting. That report set out the Commissioner's proposed job description and person specification for her Chief Finance Officer and explained the recruitment process. It advised the Panel that, at the conclusion of the selection process, the Commissioner proposed to appoint Mr Sean Nolan and set out the reasons for this proposal. The panel were satisfied that this report provided them with the information set out in Schedule 1(9) of the Police Reform and Social Responsibility Act 2011.
3. The Panel asked a number of questions about the selection process and, in particular about the fact that two of the originally shortlisted candidates had withdrawn prior to interview. Panel members asked how widely the post had been advertised and the Commissioner drew the Panel's attention to paragraph 5 of her report. Panel members expressed some surprise at the number of withdrawals and asked if the Commissioner was aware of the reasons. Panel members asked whether the fact that Mr Nolan was already doing the job on a temporary basis had influenced the decision of others to withdraw. The Commissioner explained that, in her experience of selection processes it was not uncommon for shortlisted candidates to withdraw for a variety of reasons and that she had not been given any explanation for these withdrawals. The Commissioner explained that the other candidate who was added to the shortlist had performed well and she assured the Panel that, had the other candidate performed better than Mr Nolan, she would have been appointed.

4. The Panel asked what financial advice had been available to the Commissioner during the selection process. The Commissioner explained that one of the Panel members was a former Police Authority member, and accredited independent assessor with an excellent knowledge and understanding of policing and police finances. The panel were satisfied with the Commissioner's response.
5. The Panel asked Mr Nolan to explain his experience and understanding of commissioning as this is an important part of the Commissioner's role. Mr Nolan provided evidence that, as a former Deputy Chief Executive and Finance Director in local Government he had been responsible for finance and procurement and therefore felt he had a good understanding of commissioning. The Panel were satisfied with Mr Nolan's response.
6. The Panel asked the Commissioner about the staff support to be given to Mr Nolan. The Panel were advised that this was being reviewed both as part of the Commissioner's office structure and as part of the proposals for Stage 2 transfers of staff to the employment of the Chief Constable. The Panel were assured that Mr Nolan would be given sufficient support to enable him to do his job properly.
7. The Panel asked about the audit arrangements for the PCC. Mr Nolan explained that his role was to be "Head of Profession" for both the Commissioner and the Force's accounting and that robust audit arrangements were in place.

Conclusion

8. The Panel concluded that the Commissioner had undertaken a thorough recruitment process and that Mr Nolan was a suitable person to appoint as her Chief Finance Officer.