

Report by: Kent and Medway Police and Crime Panel

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

Date: 14th June 2016

DECISION

The Panel recommends that the Commissioner extends the appointment of Mr Harper as his Chief of Staff until 30th September 2018.

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 which explained that he wished to extend the appointment of his Chief of Staff rather than undertaking a full recruitment process because his Chief Finance Officer was leaving soon and he wished to have some continuity amongst his statutory officers. It also stated that he wished to extend the appointment for 2 years.
3. As the Commissioner's proposal was to extend the appointment rather than to make a new appointment the Panel were provided with a further copy of job description and person specification for the Chief of Staff (the job title of the person undertaking the statutory role of Chief Executive) at the time of the original appointment.
4. The Panel sought clarification about the reasons for choosing a 2 year extension rather than a 1 year or 4 year extension. The Commissioner explained that he wanted some stability to plan for the medium term, which a 1 year extension would not provide; and he also wanted the opportunity to conduct a full recruitment exercise during his term of office, which a 4 year extension would not allow.
5. The Panel asked about the arrangements for performance management and appraisal of the Chief of Staff and were advised by the Commissioner that arrangements consistent with best practice would be in place.

Conclusion

6. The Panel concluded that the Commissioner had given sound reasons both for extending the appointment of Mr Harper and for choosing a 2 year extension. The Panel unanimously recommended the extended appointment.