

Report by: Kent and Medway Police and Crime Panel

SUBJECT: Proposed appointment of Mr Robert Phillips as the Chief Finance Officer to the Commissioner

Date: 8 September 2016

DECISION

The Panel recommends that the Commissioner appoints Mr Phillips as his Chief Finance Officer.

Background

1. The Panel has 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 was provided with a report by the Commissioner in advance of their meeting. That report set out the Commissioner's proposed job description and person specification for his Chief Finance Officer and explained the recruitment process in detail. The report advised the Panel that, at the conclusion of the selection process, the Commissioner proposed to appoint Mr Robert Phillips and set out the reasons for this proposal. The Panel was 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 noted that the Commissioner had advertised nationally and locally and had decided, on grounds of value for taxpayers' money, not to use a recruitment agency. The Panel noted that 11 applications had been received, which they felt was a good number, and that 3 had been shortlisted. The Commissioner advised the Panel that he felt Mr Phillips was very well suited to the role, had a great deal of relevant experience, and that he had particularly welcomed Mr Phillips' positive approach to collaboration.
4. The Panel heard from Councillor Todd, who had observed the interview process at the invitation of the Commissioner. Councillor Todd said that 3 high calibre candidates had been robustly and fairly tested throughout the selection process and that he commended the proposal to appoint Mr Phillips.
5. Mr Phillips described to the Panel his extensive background in a variety of local government finance roles and his experience as Deputy Chief Finance Officer to 2 PCC's.

6. The Panel asked for a breakdown of the characteristics (ethnicity, gender and disability) of the applicants and were assured by the Commissioner that this information would be provided to the Panel. A member also drew attention an out-of-date reference to legislation in the recruitment pack and the Commissioner noted the correction.
7. The Panel sought information about the overall remuneration package and was pleased to note that there were no financial additions to the published salary and that annual leave was the standard amount for the grade.

Conclusion

8. The Panel concluded that the Commissioner had undertaken a thorough recruitment process and that Mr Philips was a suitable person to appoint as his Chief Finance Officer. The Panel unanimously recommended that the Commissioner appoint Mr Phillips.