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To: Kent and Medway Police and Crime Panel – 8 September 2020

Subject: Independent members – Term of Appointment

Classification: Unrestricted

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Summary: This paper sets out the term of appointment of the Kent and Medway Police and Crime Panel's two independent members and suggests a one year extension to their term to November 2021. This will align with Police and Crime Commissioner election cycle, postponed from May 2020, due to the Coronavirus pandemic.

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## **1. Background**

- 1.1 Police and Crime Panels are required to appoint at least two Independent Members. The process of appointment is for each Panel to decide but the aim is to bring additional skills or knowledge to the work of the Panel. The Panel's current Independent Members have been in post for over four years and their terms are due to expire in November 2020. As set out in the Panel's terms of reference, terms should be four years beginning in November to align with the first appointment and allow continuity during elections.
- 1.2 In 2016 the Panel agreed that direct appointments of individuals should be limited to two consecutive terms after which alternative replacements may be directly appointed or may be selected via an open application process, the latter process allowing for application by the incumbent Independent Members. As the current members have been directly appointed for two consecutive terms an application process should now be run to recruit two independent members in advance of the conclusion of the current term.

## **2. Suggested extension to the terms of appointment of the current Independent Members and related clarification amendments to the Terms of Reference**

- 2.1 Following the Government's decision in March 2020 to postpone Local, Mayoral and Police and Crime Commissioner (PCC) elections to May 2021 due to the Coronavirus pandemic the Panel could agree to extend the term of the two current independent members until November 2021 to minimise disruption during and for 6 months after the PCC election. The Panel previously noted that it was positive that the Independent Member terms of office allowed for an overlap whereby the Independent Members terms extended to after each PCC and other local authority elections, providing some Panel Membership continuity.

2.2 If this was agreed an open application process would be held prior to November 2021.

2.3 Amendments to the Terms of Reference are track changed below.

*“4. Independent Members sch 6 para 4*

*4.1 The Police and Crime Panel shall appoint two independent Members for a term of four years. Terms to begin in November to align with the first appointment and allow continuity during elections. Sch 6 para 4. (Term for Panel)*

*4.2 The Police and Crime Panel may decide whether to fill Independent Member vacancies through either an open application process or the direct appointment of an individual selected to address an identified gap in knowledge, experience or skills.*

*4.3 Direct appointments of individuals will be limited to two consecutive terms, after which an open application process will be held resulting in either the continuation of one or both of the current individuals' positions or alternative replacements may being appointed.*

**3. Recommendation**

3.1 That the Panel consider and agree the following:

- a) To extend the term of appointment of the current Independent Members until November 2021, noting that prior to this date an open application process, will be held;
- b) amend the Panel's Terms of Reference accordingly as set out above; and
- c) delegate to Panel Officers, in consultation with the Panel Chair, authority to make decisions and take other actions as necessary to facilitate the required recruitment process in 2020 and on occasions as may arise; including but not limited to, the development of recruitment packs, eligibility criteria and the establishment of the necessary appointments sub-committee.

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