

## **Suffolk Police and Crime Panel**

### **Outcomes of Consideration of the Proposed Appointment of Chief Constable**

The Suffolk Police and Crime Panel on 8 February 2013 held a Confirmation Hearing to consider a recommendation of the Police and Crime Commissioner (PCC) for Suffolk regarding the proposed appointment of Douglas Paxton ('the Candidate') as the new Chief Constable for Suffolk.

9 Members of the 13-Member Panel were in attendance at the meeting, as were the Candidate, the PCC, and the PCC's Chief Executive.

The Panel had received a detailed written report from the PCC regarding the appointment process, the criteria used, why the candidate satisfied the criteria, and the terms and conditions for the appointment. The Panel also received a written report from the PCC appointment panel's Independent Assessor, who concluded that the selection process was fair and open and had challenged and tested the candidate against the role requirements. Copies of these reports are available on the Suffolk County Council website on the link given below:

[http://committeeminutes.suffolkcc.gov.uk/searchResult.aspx?qry=c\\_committee~~Police%20and%20Crime%20Panel%20\(Joint%20Committee\)](http://committeeminutes.suffolkcc.gov.uk/searchResult.aspx?qry=c_committee~~Police%20and%20Crime%20Panel%20(Joint%20Committee))

The Panel asked questions of the PCC in relation to the appointment process and number of applicants, the suitability of the candidate in meeting the criteria, the stakeholder panel's views, and the interim arrangements pending arrival of the new Chief Constable.

The Panel asked questions of the candidate in relation to his past achievements, his proposals for addressing the strategic and financial priorities in the Suffolk draft police and crime plan, his approach to collaboration with other public bodies and with the voluntary sector, his focus on victims of crime, access to crime statistics, staff morale, and his approach to managing his relationship with and accountability to the PCC.

The Panel were impressed with the comprehensive responses received in relation to both the robust appointment process that was followed and the candidate's enthusiasm and clear focus, describing to the Panel how he would focus on performance, partnership working and leadership to confidently deliver the PCC's ambitious plans. The candidate emphasised collaboration, tackling bureaucracy and reducing duplication, ensuring that what is being done is transparent, delivers public benefits and instils public confidence and reassurance in victims of crime.

## **The Decision of the Panel**

The Panel agreed unanimously to recommend to the PCC that the candidate, Douglas Paxton, should be appointed to the role of Chief Constable of Suffolk Constabulary.

The Panel also agreed to delegate to the Chairman the preparation and publication of this formal report to the PCC on behalf of the Panel.

The Chairman thanked the candidate and the PCC for their responses to the Panel, and for instilling much confidence for the future of the Suffolk Constabulary.

A copy of this report of the Panel will be put on the County Council's website on 11 February 2013.

Councillor Patricia O'Brien  
Chairman of the Suffolk Police and Crime Panel

11 February 2013