

Suffolk Police and Crime Panel

Outcomes of Consideration of the Proposed Appointment of Chief Constable

On 25 January 2019 the Suffolk Police and Crime Panel held a Confirmation Hearing to consider a recommendation of the Police and Crime Commissioner (PCC) for Suffolk regarding the proposed appointment of Stephen Jupp ('the Candidate') as the new Chief Constable for Suffolk.

Twelve members of the thirteen member Panel were in attendance at the meeting, as were the Candidate, the current Chief Constable, the PCC, the PCC's Chief Executive and Communications Manager.

The Panel received a detailed written report from the PCC regarding the appointment process, a comprehensive role profile, the full particulars and terms of appointment, an extract from the Home Affairs Select Committee report "Policing for the Future" and details of the suitability of the candidate for appointment.

The Panel also received a written report from the PCC appointment panel's Independent Assessor, who concluded that the appointment process undertaken had been scrupulous, objective, open and fair and had taken place fully in accordance with the responsibilities as set out in national guidance. Copies of the reports are available on the [Suffolk County Council website](#).

The PCC introduced his report and highlighted that difficulties in recruiting to chief constable positions was a national issue which needed to be reviewed. The Panel heard that the vacancy for the position for Chief Constable for Suffolk had been widely advertised both locally and nationally and, despite some initial enquiries, there had been one application received. The Candidate had former experience of living and working in Suffolk and had served in policing for over 32 years.

The Panel asked questions of the PCC in relation to continuity of service for chief constables, the status of the Candidate in relation to pension commitments, the working relationship between the PCC and Chief Constable and changes in the contractual terms for the position. The Panel also explored the reasons behind difficulties being experienced with recruitment nationally.

The Panel asked questions of the Candidate in relation to his experience of corporate development and leading transformational change, the local policing model, policing in urban and rural areas of Suffolk and for his views on the future of staffing and recruitment of police officers.

The Chairman thanked the PCC and the Candidate for a frank and open discussion.

The Decision of the Panel

The Panel agreed unanimously to recommend to the PCC that the Candidate, Stephen Jupp, should be appointed to the role of Chief Constable of the 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 congratulated the Candidate on his appointment as Chief Constable.

A copy of this report of the Panel will be put on the County Council's [website](#).

Councillor Patricia O'Brien

Chairman of the Suffolk Police and Crime Panel

25 January 2019