

ORIGINATOR: CHIEF EXECUTIVE

DECISION NUMBER: 9-2019

REASON FOR SUBMISSION: FOR DECISION

SUBMITTED TO: POLICE AND CRIME COMMISSIONER

SUBJECT: APPOINTMENT OF CHIEF CONSTABLE

SUMMARY:

1. This paper provides for a decision to be made upon the appointment of a new Chief Constable for Suffolk by the Police and Crime Commissioner (PCC) following consideration of the PCC's proposed appointment by the Police and Crime Panel on 25 January 2019.

RECOMMENDATION:

It is recommended that:

1. the PCC accept the Police and Crime Panel's recommendation at paragraph 2.1 and that Stephen Jupp be appointed as Chief Constable of the Suffolk Constabulary upon the terms set out in PCC Decision 4 – 2019;
2. the Police and Crime Panel be notified of the PCC's decision to accept the Panel's recommendation.

APPROVAL BY: PCC

The recommendation set out above is agreed.

Signature

Tina Parnove

Date

6 February 2019

DETAIL OF THE SUBMISSION

1 INTRODUCTION

1.1 On 11 January 2019 the Police and Crime Commissioner (PCC) agreed that:

“(i) the Police and Crime Panel be notified of the proposed appointment of Stephen Jupp as Chief Constable of the Suffolk Constabulary by the Police and Crime Commissioner;

(ii) [Decision 4 – 2019] be submitted to the Police and Crime Panel for consideration at the Confirmation Hearing on Friday 25 January 2019”.

1.2 On 25 January 2019 the Police and Crime Panel reviewed and considered the report to the PCC on the proposed appointment of Chief Constable.

1.3 Decision 4 – 2019 made by the PCC explained the process which had been undertaken to recruit a new Chief Constable and provided the information that the PCC is statutorily required to provide to the Police and Crime Panel in reviewing a proposed appointment. That Decision Paper provides the background to this paper.

1.4 The Decision Paper explained the proposed terms of appointment and that the PCC intended, subject to Police and Crime Panel approval, the proposed appointee commence duty in the role of Chief Constable on 10 April 2019 at the conclusion of the current Chief Constable’s term of office at midnight on 9 April 2019.

2 POLICE AND CRIME PANEL

2.1 The Police and Crime Panel in reviewing the proposed appointment of Stephen Jupp as Chief Constable decided as follows:

“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”.

2.2 A copy of the Panel’s written report to the PCC is attached to this paper as Appendix A.

3 RECOMMENDATION FOR DECISION

3.1 Accordingly as a consequence of the PCC’s proposal and the Police and Crime Panel’s conclusions, it is now recommended that the PCC accept the Panel’s recommendation and that Stephen Jupp be appointed as Chief Constable of the Suffolk Constabulary upon the terms as articulated in Decision 4 – 2019; further that the Panel be notified of the PCC’s decision to accept the Panel’s recommendation.

4 IMPLICATIONS AND RISKS

4.1 There are no implications and risks that require explanation in addition the material set out above and contained within Decision 4 – 2019.

ORIGINATOR CHECKLIST (MUST BE COMPLETED)	PLEASE STATE 'YES' OR 'NO'
Has legal advice been sought on this submission?	The writer is a solicitor and the Monitoring Officer and has considered all relevant legal issues in the production of the paper.
Has the PCC's Chief Finance Officer been consulted?	Yes
Have equality, diversity and human rights implications been considered including equality analysis, as appropriate?	Yes
Have human resource implications been considered?	Yes
Is the recommendation consistent with the objectives in the Police and Crime Plan?	Not applicable
Has consultation been undertaken with people or agencies likely to be affected by the recommendation?	Not applicable
Has communications advice been sought on areas of likely media interest and how they might be managed?	Yes
Have all relevant ethical factors been taken into consideration in developing this submission?	Yes

In relation to the above, please ensure that all relevant issues have been highlighted in the 'other implications and risks' section of the submission.

APPROVAL TO SUBMIT TO THE DECISION-MAKER (this approval is required only for submissions to the PCC).

Chief Executive	
I am satisfied that relevant advice has been taken into account in the preparation of the report and that this is an appropriate request to be submitted to the (add decision-maker's title e.g. the PCC).	
Signature:	Date <i>6 February 2019</i>



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