

**Cumbria Police Authority**

**Personnel Committee  
21 July 2010  
Item No. 8**

Report by the Acting Chief Executive.

**RECRUITMENT OF INDEPENDENT MEMBERS AND EXTERNAL  
INDEPENDENT MEMBERS**

**Background**

The purpose of this report is to inform Members of two separate recruitment exercises that the Authority may be undertaking in the autumn of 2010, namely the recruitment of Independent Members to the Police Authority and a new External Independent Members to the Standards Committee.

**RECOMMENDED: That**

- (1) the position with regard to the appointment of Independent Members be noted; and
- (2) the proposed process for the appointment of External Independent Members be approved.

**Detail**

**Independent Members**

Five of the eight Independent Members of the Police Authority complete their four year appointments on 31 March 2011. As a consequence the normal practice would be for the Authority to conduct a recruitment process in the autumn of 2010 and early 2011 to ensure appointments are made for 1 April 2011.

However guidance on how the process would be conducted is still awaited following changes made to the appointment process earlier this year by the "Police Authority (Community Engagement and Membership) Regulations. These Regulations came into force on 17 March 2010. The position is complicated by the Government's proposals for the appointment of Directly Elected Individuals (DEIs).

The Association of Police Authorities (APA) has been pressing the Home Office to clarify the position with regard to appointments, and this has been reported in the APA News. The options are that the appointment process is undertaken as anticipated or existing Independent Members are offered extensions to their terms of office. If the latter course is adopted then there would need to be clarity around any vacancies arising as a result of Independent Members not wanting to extend their appointments. Unfortunately the position has not yet been clarified by the Home Office.

At the present time it is only possible to say that as things stand an appointment process for Independent Members should be undertaken this autumn. A further report will be submitted to the meeting of the Committee on 27 October by which time it is hoped that the position will have become clearer.

### **External Independent Members**

One of the External Independent Members of the Standards Committee comes to the end of his appointment in November. At the end of the current appointment the External Independent Member will have served on the Committee for eight years. Existing guidance suggests that External Independent Members should serve on a Standards Committee for no more than eight years.

Subject to the agreement of the Committee it is proposed to advertise the resulting vacancy throughout Cumbria in the early autumn. The overall process would be that used in recent years to recruit to vacancies on the Committee.

In the past, to ensure the process is both independent of the Authority and seen to be so, the shortlisting and interviews have been undertaken by the Chair of the Standards Committee, Mr Ken Fryer (one of the External Independent Members on the Committee) and the independent Investigating Officer retained by the Authority. The Authority decided not to retain an Independent Investigating Officer with effect from 1 April 2010. It is suggested that the second place on the shortlisting and interview panel is taken by either another External Independent Member of the Standards Committee or the Independent Assessor who is part of the process for the appointment of Independent Members to the Police Authority. There would be no difference in relation to cost with regard to either option.

The Acting Monitoring Officer will administer the appointment process.

**Stuart Edwards**  
**Acting Chief Executive.**

**12 July 2010.**

**Background papers:** The Police Authority (Community Engagement and Membership) Regulations 2010

**Equality and Human Rights Implications:** The Authority has a duty to ensure that its membership is representative of the

NOT PROTECTIVELY MARKED.

community it serves. The Authority must also ensure that all of its appointment processes are open and transparent.

**Community Feedback:** None known.

**Strategic Risks:** Member Standards (Risk No. 8) are identified as a specific risk within the Authority's Strategic Risk Register.

**Contact:** Stuart Edwards, telephone 01768 217732 or e-mail  
[stuart.edwards@cumbria.police.uk](mailto:stuart.edwards@cumbria.police.uk)

NOT PROTECTIVELY MARKED.