

**POLICE AND CRIME COMMISSIONER FOR
WEST MERCIA**



RECORD OF DECISION

TITLE: Chief Executive and Monitoring Officer Appointment

Ref: PCC/D/2022/22

EXECUTIVE SUMMARY

Following a thorough recruitment process and confirmation by the Police and Crime Panel, the Police and Crime Commissioner (PCC) confirms Gareth Boulton as the new Chief Executive and Monitoring Officer within the Office of the PCC.

PROPOSAL

That the Commissioner confirm and formally appoint Gareth Boulton as Chief Executive and Monitoring Officer within the Office of the PCC

**APPROVAL OF
West Mercia Police and Crime Commissioner**

I hereby approve the above proposal.

Signed

PART 1 – NON-CONFIDENTIAL/EXEMPT FACTS AND FIGURES

SUPPORTING REPORT

The substantive role of Chief Executive Officer within the PCC's Office has been vacant since March. It has been covered on a temporary basis by the Deputy Chief Executive.

Following a rigorous and robust recruitment process, the PCC identified Gareth Boulton as his preferred candidate for the role. Decision notice 20 (2022) refers in respect of this decision and the recruitment process.

The selection was subject to confirmation by West Mercia Police and Crime Panel at a meeting on 11th July 2022.

At that meeting, the Panel scrutinised the process followed by the PCC and the preferred candidate as to their suitability for the role. The Panel ultimately unanimously confirmed their support for the PCC's preferred candidate. This has been confirmed in writing to the Commissioner.

Terms and conditions of the new Chief Executive's appointment have been agreed, with the salary fixed at £95,000.

It is therefore proposed that the Commissioner confirm Gareth Boulton in role as Chief Executive and Monitoring Officer, effective as of 25th July 2022

It is noted that there is an issue of potential conflict in the sign-off of this decision notice. Sign-off of decision notices within the Office of the PCC requires support by the PCC's proper statutory officers, the S.151 Officer, and the CEO. Delegated authority is also provided to the Deputy CEO within corporate governance arrangements. In the absence of a substantive CEO, it is necessary for the Deputy CEO to provide sign-off to satisfy corporate governance requirements, whilst recognising that the individual concerned is also the individual being appointed.

STRATEGIC CONSIDERATIONS

This decision supports the following element(s) of the Safer West Mercia Plan:

- | | |
|---|--|
| <input checked="" type="checkbox"/> Putting Victims and Survivors First | <input checked="" type="checkbox"/> Building a More Secure West Mercia |
| <input checked="" type="checkbox"/> Reforming West Mercia | <input checked="" type="checkbox"/> Reassuring West Mercia's Communities |

The decision supports this/ these objective(s) through the following:

- The new Chief Executive will be responsible for leading effective, efficient delivery of all elements of the Commissioner's Safer West Mercia Plan

- The PCC has followed a robust process, appropriate to the role and led by independent specialists to ensure transparency and reassurance to local communities in the recruitment process.

BENEFITS AND THEIR REALISATION

- The recruitment of a Chief Executive ensures compliance with a statutory requirement for the PCC.
- It is anticipated that the new Chief Executive will drive effective, efficient delivery of services on behalf of the PCC.

AUTHOR

Name Paul Benfield

Date 13th July 2022

FINANCIAL AND TREASURER COMMENTS

The financial package available to the Chief Executive, including a salary of £95,000 is within the budget set for the PCC for 2022/23.

The financial package is comparable with that available to other PCC Chief Executive roles with the region, given the size of the organisations they are representing.

Treasurer



Signature

Date 13/07/2022

LEGAL CONSIDERATIONS

By virtue of schedule 11, paragraph 14 of the Police Reform and Social Responsibility Act 2011 the Police and Crime Commissioner may do anything which is calculated to facilitate, or is conducive or incidental to, the exercise of the functions of commissioner. That includes: entering into contracts and other agreements (whether legally binding or not) and acquiring and disposing of property (including land).

PUBLIC ACCESS TO INFORMATION

Information in this form is subject to the Freedom of Information Act 2000 (FOI Act) and other legislation. Part 1 of this form will be made available on the West Mercia Commissioner's website. Any facts and advice that should not be made automatically available on request are not included in Part 1 but instead in a separate Part 2 report.

OFFICER APPROVAL

Deputy Chief Executive Officer

Signature

A handwritten signature in black ink, appearing to read 'Gareth Bull', written over a horizontal line.

Date 13th July 2022