

**FREEDOM OF INFORMATION REQUEST REFERENCE NO 2013 - 005**

Your request has now been considered and we provide our response to your request below.

You asked:

**Under the Freedom of Information Act, please state the new appointments to paid roles made by the force's Police and Crime Commissioner – listing name, job title, remuneration and contracted hours for the role.**

**Please state, for each employee, any previous professional or personal relationship between the employee and the elected commissioner. Please state whether the relationship was personal (for example, acquaintance or friendship) or professional, indicating the details of the prior working relationship (i.e. members of the same political party, election assistant, colleague in private industry etc).**

**For each post, please state the number of people interviewed for the role and, where possible, any prior relationships (professional and personal) between the candidates and the police commissioner. Please state the recruitment process – including whether the position was advertised and those involved in selecting the successful candidate. If the police and crime panel has either publicly or privately endorsed or rejected an appointment, please declare this and provide any available details.**

**Finally, where possible, state the total estimated annual cost of the office of the police commissioner (including salaries and allowances for the associated police and crime panel) and the total cost of the police authority and its administrative staff in its final year of operation.**

Your request for information has been considered under the Freedom of Information Act 2000 (the Act) and our response is as follows:

OPCC Staff Appointments

General information relating to the staffing of the Office of the Police and Crime Commissioner (OPCC) is available on the PCC Dorset website via the link, below:

<http://www.dorset.pcc.police.uk/Your-PCC/Meet-the-Team.aspx>

Since taking office as Police and Crime Commissioner (PCC) in November 2012, Martyn Underhill has made three appointments to the OPCC as follows:

- Fiona Napier – Media and Communications Manager (Scale I – £37,908 to £41,697)
- Susan Bickle – Community Engagement Officer (Scale G – £28,947 to £32,226)
- Jennifer Brown – Administrative Support Officer (Scale C - £17,188 to £18,343)

All are contracted to work a minimum of 37 hours per week.

A formal recruitment process was undertaken for each post which included advertising the roles, use of a selection panel for short-listing and a formal interview prior to appointment. The short-listing and interview panels for these three posts were as follows:

<b>Media &amp; Communications Manager</b>	<b>Community Engagement Officer</b>	<b>Administrative Support Officer</b>
<ul style="list-style-type: none"> <li>• PCC</li> <li>• Chief Executive</li> <li>• Public Relations Manager, Dorset County Council</li> </ul>	<ul style="list-style-type: none"> <li>• PCC</li> <li>• Chief Executive</li> <li>• Head of Personnel Services, Dorset Police</li> </ul>	<ul style="list-style-type: none"> <li>• Chief Executive</li> <li>• Executive Support Officer</li> </ul>

Six people were interviewed for the Media and Communication Manager post, five for the Community Engagement Officer role and six for the Administrative Support Officer. None of those interviewed, including the individuals appointed, had any personal or professional relationship with the PCC prior to their employment.

#### OPCC Chief Executive recruitment

The PCC has also undertaken a recruitment process for a new Chief Executive given the forthcoming retirement of the current Chief Executive, Martin Goscomb. Christopher Williams has been chosen as the successful candidate and the appointment is the subject of a Police and Crime Panel confirmation hearing due to be held on 23 April 2013. The link below provides access to the relevant Police and Crime Panel papers for the confirmation hearing (item 4 on 23 April 2013), which sets out in detail the formal recruitment process undertaken in recruiting the Chief Executive:

<http://www1.dorsetforyou.com/Council/COMMIS2009.nsf/MIN?OpenView&Count=1000&id=FA730010CE5844A75D0C2F0AFB658790>

Five candidates were interviewed for this post. None of the candidates had any professional or personal relationship with the PCC prior to being interviewed.

#### Chief Constable appointment – Dorset Police

Since taking office, the PCC has appointed Debbie Simpson as the permanent Chief Constable for Dorset Police. Ms Simpson was the Acting Chief Constable of the Force when Martyn Underhill took office in November 2012. This appointment was ratified by the Police and Crime Panel at a confirmation hearing held on 7 February 2013.

The link below provides access to the relevant Police and Crime Panel papers for the confirmation hearing (item 4 on 7 February 2013), which sets out in detail the formal recruitment process undertaken in recruiting the Chief Constable:

<http://www1.dorsetforyou.com/Council/COMMIS2009.nsf/MIN?OpenView&Count=1000&id=FA730010CE5844A75D0C2F0AFB658790>

### OPCC Costs

The total estimated cost of the office of the police commissioner is £870,100 for 2013/14.

The total budget for the Dorset Police Authority in its final year of operation (2012/13) was £852,000. This budget funded the Police Authority up until it was abolished in November 2012 following the election of the PCC. The balance has been used for the costs of the PCC from that date until the end of the financial year.

The Police and Crime Panel is solely administered by Dorset County Council and no costs of the Panel therefore fall to the PCC. Any specific requests regarding the costs of the Panel will therefore need to be directed to Dorset County Council. However, I am aware that they have received central government funding of £53,300 for administration and £15,640 for members expenses (total £68,940) for 2013/14.