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COMISIYNYDD
HEDDLU A THROSEDDU
DYFED-POWYS
POLICE AND CRIME
COMMISSIONER

PURPOSE: Report to the Police and Crime Panel

Decision: DLI063

Title: Appointment of the Dyfed-Powys Police and Crime Commissioner's Chief Finance Officer

Executive Summary:

The Police Reform and Social Responsibility Act 2011 states that the Police and Crime Commissioner must appoint a person to be responsible for the proper administration of the Commissioner's financial affairs (referred to as the Commissioner's Chief Finance Officer).

In line with Schedule 1 of the Act, Members are asked to consider the proposed appointment. In support of this, detailed below is a report on the decision to present Ms Beverley Peatling as the preferred candidate for the position of Chief Finance Officer within the Office of the Police and Crime Commissioner. This decision is unanimously supported by the Appointments Panel, who in adhering to the principles of merit, fairness and openness, robustly challenged and tested candidates to establish whether they met the necessary requirements to perform the role.

Recommendation:

That Members of the Police and Crime Panel, upon consideration of the information presented to them, confirm Ms Beverley Peatling as the Dyfed-Powys Police and Crime Commissioner's Chief Finance Officer.

Police and Crime Commissioner for Dyfed-Powys

I confirm I have considered whether or not I have any personal or prejudicial interest in this matter and take the proposed decision in compliance with the NOLAN Principles for Conduct in Public Life.

Signature:

Date: 05.02.2018

**Report of the Police and Crime Commissioner to Members of the
Police and Crime Panel**

**Appointment of Police and Crime Commissioner's
Chief Finance Officer**

1. Purpose of Report

The purpose of this report is to notify Members of the Police and Crime Panel of the preferred candidate for the position of Chief Finance Officer. In doing so, the rationale for the decision that Ms Beverley Peatling is suitable for the role will be provided.

2. Detailed Background

Following the resignation of the current OPCC Chief Finance Officer, consideration was given to options available in relation to this statutory position. In the past, Dyfed-Powys has had a joint Chief Finance Officer between the Chief Constable and the Police and Crime Commissioner. Following advice from a number of sources including the Wales Audit Office, it was decided in the interest of good governance that there be a division of responsibilities and that separate Chief Finance Officers be appointed for the 2 corporations sole. Whilst a small number of PCCs and Chief Constables continue to share this function, it is felt that in order to support the Commissioner in discharging his statutory responsibilities and holding the Chief Constable to account for financial matters, that the current arrangement of having separate Chief Finance Officers be continued.

The roles and responsibilities of the 2 Chief Finance Officers are clearly outlined in the joint Corporate Governance Framework and are based upon legislative requirements. Furthermore, the OPCC Chief Finance Officer is to be actively involved in strategic business decisions, governance and scrutiny of both the Force and commissioned services.

The Candidate Information Pack (Appendix A) outlines the criteria and context for the Chief Finance Officer appointment. The Chief Finance Officer will undertake the statutory responsibilities set out in paragraph 6 of Schedule 1 to the Police Reform and Social Responsibility Act and Section 114 of the Local Government Finance Act 1988. The Accounts and Audit (Wales) Regulations 2005 impose further responsibilities.

In summary, I set out looking for:

- An individual to deliver a sound financial strategy, ensuring financial management and probity of the highest standards
- A scrutiniser
- An effective communicator
- An individual who is innovative and broad-thinking, with a track record of translating ideas into action via an innovative, yet fiscally sound, approach to financial delivery.

The following criteria were used to assess the suitability of the candidate for the appointment:

- Must be qualified accountant with membership of a CCAB registered body

- Must be able to demonstrate a record of achievement in current / past organisations
- Must be able to demonstrate a broad experience of each of the areas listed in the Statutory and Key Strategic and Management Responsibilities of this role
- Must have experience of effecting change to improve performance
- Should have the ability to speak Welsh.

The opportunity was widely advertised through the OPCC and Force websites, other recruitment websites and via social media. In addition, information was circulated through a number of professional networks such as the Chartered Institute of Public Finance and Accountancy.

A total of 20 applications were received, of which 5 were invited to interview. These were from a diverse background, with a range of private and public sector experience.

The interview process included 2 elements:

- Exercise – To test scrutiny ability, robustness and communication skills
- Interview – To test strategic ability and an understanding of the role.

Further information is detailed in Appendix B.

The Appointments Panel consisted of the following

Dafydd Llywelyn	Police and Crime Commissioner
Carys Morgans	Chief of Staff, OPCC
Jayne Woods	Current Chief Finance Officer, OPCC
Malcolm MacDonald	Chair of the Joint Audit Committee and former Financial Adviser to the Public Services Ombudsman for Wales

Upon conclusion of the process, the panel were unanimous in their decision that Ms Beverley Peatling could be appointed to the role of Chief Finance Officer as highlighted in Appendix C.

Beverley has over twenty years of experience working in the finance arena, a significant number of which were within a policing environment. As a full member of the Chartered Institute of Public Finance & Accountancy, Beverley has a record of achievement that directly relates to the statutory and key strategic responsibilities of the Chief Finance Officer role, and her years of experience within the policing environment will stand her in good stead when navigating some of the nuances of strategic financial management in the police service. Beverley's performance throughout the selection process was impressive. She delivered a high quality performance and clearly understands the complexities of the role. This engendered the confidence of every member on the Appointments Panel that she is capable of delivering as Chief Finance Officer.

The position was advertised on the range of £73,308 - £78,249 per annum. Beverley will commence in post on £73,308 per annum (FTE), however following discussions, the Commissioner is agreeable to her undertaking the role on a part time basis (22.2 hours a week).

References have been received and necessary checks have been completed. Vetting clearance has been granted at Management Vetting and Security Clearance levels. This will allow regular access to Secret assets and occasional access to Top Secret government and police assets.

A report from Malcolm MacDonald as the independent member of the appointments panel is attached in appendix D.

3. Impact Considerations

Implication	Impact Considered (Yes/No)	Impact Identified (paragraph reference)
Legal	Yes	Covering Report
Financial	Yes	Main Report
Race and Equality	Yes	Main Report
Human Rights	Yes	None
Environmental and Sustainability	Yes	None
Risk Analysis	Yes	Main Report
National Park Implications	Yes	None

4. Appendices

- Appendix A - Candidate Information Pack for the post of Chief Finance Officer
- Appendix B – Interview Assessment Form.
- Appendix C – Interview Recording Form.
- Appendix D – Statement from the Independent Member

5. Background / Supporting papers

- Police Reform and Social Responsibility Act 2011
- Financial Management Code of Practice for the Police Service of England and Wales
- Further confidential papers will be provided to Panel members during the Confirmation Hearing pre-meeting.

A copy of the full report submitted to the Police and Crime Panel can be found on their website: <http://www.dppoliceandcrimepanel.wales/media/5941/agenda-february-16-2018.pdf>