

NORTHAMPTONSHIRE POLICE, FIRE & CRIME PANEL

REPORT TO THE POLICE, FIRE & CRIME COMMISSIONER FOR NORTHAMPTONSHIRE

12 JANUARY 2023

Report Title	Review of the proposed appointment by the Police, Fire & Crime Commissioner for Northamptonshire of a Chief Constable of Northamptonshire Police
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1. Purpose of Report

- 1.1. The report is intended to set out the results of the review by the Northamptonshire Police, Fire & Crime Panel of the Police, Fire & Crime Commissioner for Northamptonshire's proposed appointment of a Chief Constable of Northamptonshire Police.

2. Executive Summary

- 2.1 The Police, Fire & Crime Commissioner for Northamptonshire is responsible for appointing the Chief Constable of Northamptonshire Police. When the Commissioner proposes to make an appointment to this position the Police, Fire & Crime Panel must hold a confirmation hearing to review the proposed appointment in order to make a recommendation on it. This report sets out the result of a confirmation hearing held by the Panel on 11th January 2023 concerning the proposed appointment of Mr Nick Adderley as Chief Constable.

3. Recommendations

- 3.1 The Northamptonshire Police, Fire & Crime Panel recommends:
- a) That the Police, Fire & Crime Commissioner for Northamptonshire appoints Mr Nick Adderley as the Chief Constable of Northamptonshire Police.
 - b) That the Police, Fire & Crime Commissioner for Northamptonshire considers the contract length and terms for the appointment of Mr Nick Adderley to ensure that these best support the aim of retaining an excellent Chief Constable in Northamptonshire for as long as possible.

c) That the Police, Fire & Crime Commissioner notifies the Panel of his decision whether to accept or reject its recommendations in accordance with the Police Reform & Social Responsibility Act 2011 Schedule 8 Paragraph 7(3).

3.2 Reasons for Recommendation(s) – The recommendations are required to complete the Panel’s review of the proposed appointment by the Police, Fire & Crime Commissioner of a Chief Constable, in accordance with the Panel’s statutory responsibilities.

4. Report Background

4.1 The Police Reform & Social Responsibility Act 2011 Section 38 specifies that the Police & Crime Commissioner (PCC) for a police area is to appoint the chief constable of the police force for that area.

4.2 Schedule 8 of the 2011 Act requires that a PCC must notify the relevant Police & Crime panel of the proposed appointment of a chief constable. In such cases the PCC must also notify the Police & Crime panel of the following information:

- a) The name of the person whom the PCC is proposing to appoint (“the candidate”);
- b) The criteria used to assess the suitability of the candidate for the appointment;
- c) Why the candidate satisfies those criteria; and
- d) The terms and conditions on which the candidate is to be appointed.

4.3 The Police & Crime panel must review the proposed appointment at a confirmation hearing. A confirmation hearing is defined as: “A meeting of the Panel, held in public, at which the candidate is requested to appear for the purpose of answering questions relating to the appointment”.

4.4 The Police & Crime panel must make a report to the PCC stating the outcome of the review. In the case of the proposed appointment of a chief constable the Panel must make a recommendation as to whether or not the candidate should be appointed. Alternatively, the Panel may resolve to veto the proposed appointment, if at least two-thirds of the people who are members of the Police & Crime panel at the time vote in favour of making that decision.

4.5 The PCC may accept or reject the Police & Crime panel's recommendation as to whether or not the candidate should be appointed. The PCC must notify the Panel of their decision on the Panel’s recommendation. In the event that the Panel vetoes the PCC’s proposed appointment the PCC must not appoint that candidate. The PCC must then propose a reserve candidate, whose appointment will be subject to review at a further confirmation hearing.

4.6 The Police & Crime panel must publish its report to the PCC, although it is for the Panel to decide the manner in which the report is published.

5. Review of the proposed appointment of a Chief Constable

- 5.1 The Northamptonshire Police, Fire & Crime Panel met in public on 11th January 2023 to hold a confirmation hearing for the proposed appointment of Mr Nick Adderley as the Chief Constable of Northamptonshire Police.
- 5.2 Mr Adderley is the serving Chief Constable, having been appointed on a five year contract that is due to come to an end later in 2023. The Police, Fire & Crime Commissioner proposed to appoint Mr Adderley on a new contract for a fixed term of two and a half years with the option to extend by mutual agreement. This contract would commence on 3rd April 2023. Ahead of this, Mr Adderley would technically retire from the service for a short period, for the purposes of pension abatement. The Commissioner had agreed this proposed approach with Mr Adderley on the grounds that continuing in service under current pension arrangements would be economically untenable from a personal financial perspective.
- 5.3 The Panel was provided with information about the proposed appointment ahead of the confirmation hearing. This included the information referred to in paragraph 4.2 above. It also included information setting out the reasons for the particular approach to the appointment proposed by the Police, Fire & Crime Commissioner in this case. The Police, Fire & Crime Commissioner expanded on this information when outlining the proposed appointment and introducing the candidate at the confirmation hearing.
- 5.4 At the confirmation hearing the Panel asked questions of Mr Adderley, intended to enable Panel members to evaluate his suitability for the role. In accordance with relevant guidance these questions focussed on the areas of professional competence (: the candidate's ability to carry out the role) and personal independence (: the need for the candidate to act in a manner that is operationally independent of the PFCC). The questions covered the following areas:
- Mr Adderley's motivation for continuing in the role of Chief Constable of Northamptonshire Police beyond his original five-year appointment.
 - The main challenges facing Northamptonshire Police now and in the near future and how these could be addressed.
 - Delivering further performance improvement by Northamptonshire Police in order to achieve 'good' ratings in the next HMICRS inspection.
 - Ensuring that Northamptonshire Police inspires trust and confidence amongst members of the public, reflecting concerns about policing in the UK caused by recent high-profile cases.
 - Continuing to develop joint working with Northamptonshire Fire & Rescue Service towards the aim of collaborating wherever it is in the interests of community safety to do so.
 - Approaches to working together with the Police, Fire & Crime Commissioner as an effective team whilst also reflecting the distinctions between their respective responsibilities.
 - Engaging Northamptonshire Police officers and staff in its development as an organisation and in its response to future requirements and challenges.

- Mr Adderley's perception of his key achievements since 2018 and the aims that he would most like to achieve in a further period in the position.

5.5 The confirmation hearing was webcast live and the recording is available to view at the following link: [West Northamptonshire Council - YouTube](#).

6. Outcome of the Review

6.1 After questioning Mr Adderley and taking account of the other information provided to the Panel, members were unanimous in their views that the Panel should support his appointment. Members commended Mr Adderley's track record over the previous five years. This had included delivering positive outcomes for residents, notably that Northamptonshire was the only force area in England and Wales where overall crime had fallen in 2021/22. It also gave confidence that improved performance by Northamptonshire Police would be recognised when it was next inspected by HMICFRS. Members felt that Mr Adderley was well-respected both within the force and amongst partners. He also clearly had an effective working relationship with the Police, Fire & Crime Commissioner, which could continue to benefit Northamptonshire if he was appointed. Members commented that Northamptonshire Police had re-established a reputation as an innovative, forward-looking force under Mr Adderley's leadership. Members felt that Mr Adderley had proved to be an outstanding Chief Constable. His wish to continue in the role demonstrated a level of commitment to seeing through the task he had begun in Northamptonshire that was both impressive and welcome.

6.2 During discussion some members questioned whether the terms on which the Police, Fire & Crime Commissioner proposed to appoint Mr Adderley, particularly the length of the contract, were best calculated to achieve the aim that Northamptonshire should continue to benefit from his excellent service for as long as possible. The Panel noted the practical reasons set out by the Police, Fire & Crime Commissioner for the length of the proposed contract; potential considerations relating to pension arrangements were also highlighted in this context. The Panel further noted that the proposed contract included the option to extend by mutual agreement beyond the fixed term of two and a half years. Members ultimately felt that any comment on this matter by the Panel should focus on the overall outcome sought, recognising that the Police, Fire & Crime Commissioner was responsible for appointing the Chief Constable.

6.3 At the conclusion of discussion the Panel resolved:

To recommend that the Police, Fire & Crime Commissioner for Northamptonshire appoints Mr Nick Adderley as the Chief Constable of Northamptonshire Police.

To recommend that the Police, Fire & Crime Commissioner for Northamptonshire considers the contract length and terms for the appointment of Mr Nick Adderley to ensure that these best support the aim of retaining an excellent Chief Constable in Northamptonshire for as long as possible.

7. Background Papers

Police Reform & Social Responsibility Act 2011

The Police & Crime Panels (Precepts and Chief Constable Appointments) Regulations 2012

Police & Crime Panels Guidance on Confirmation Hearings Local Government Association and Centre for Public Scrutiny (August 2012)