

NORTHAMPTONSHIRE POLICE, FIRE AND CRIME PANEL
REPORT TO THE POLICE, FIRE AND CRIME COMMISSIONER
FOR NORTHAMPTONSHIRE

7 DECEMBER 2023

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| Report Title | Review of the proposed appointment by the Police, Fire and Crime Commissioner for Northamptonshire of a Chief Executive. |
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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 and Crime Panel of the Police, Fire and Crime Commissioner for Northamptonshire's proposed appointment of a Chief Executive.

2. Executive Summary

- 2.1 The Police, Fire and Crime Commissioner for Northamptonshire must appoint a person to be the head of their staff, referred to as the Commissioner's Chief Executive. When the Commissioner proposes to make an appointment to this position the Police, Fire and 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 6 December 2023 concerning the proposed appointment of Mr Jonny Bugg as Chief Executive.

3. Recommendations

- 3.1 The Northamptonshire Police, Fire and Crime Panel recommends:
- a) That the Police, Fire and Crime Commissioner for Northamptonshire appoints Mr Jonny Bugg as Chief Executive.
 - b) That the Police, Fire and Crime Commissioner notifies the Panel of his decision whether to accept or reject its recommendation in accordance with the Police Reform and Social Responsibility Act 2011 schedule 1 paragraph 12(2).

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

4. Report Background

- 4.1 The Police Reform and Social Responsibility Act 2011 schedule 1 paragraph 6(1)(a) specifies that a Police and Crime Commissioner (PCC) must appoint a person to be the head of the PCC’s staff, referred to as the PCC’s chief executive.
- 4.2 Schedule 1 paragraph 9 of the 2011 Act requires that a PCC must notify the relevant Police and Crime Panel of the proposed appointment of a chief executive. In such cases the PCC must also notify the Police and 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 and 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 and Crime Panel must make a report to the PCC on the review. The report must include a recommendation to the PCC as to whether or not the candidate should be appointed.
- 4.5 The PCC may accept or reject the Police and 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.
- 4.6 The Police and 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 Executive

- 5.1 The Northamptonshire Police, Fire and Crime Panel met in public on 6 December 2023 to hold a confirmation hearing for the proposed appointment of Mr Jonny Bugg as Chief Executive.
- 5.2 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.
- 5.3 At the confirmation hearing the Panel asked questions of Mr Bugg, 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 Bugg’s interest in the role and the approach he would take to leading the Office of the Police, Fire and Crime Commissioner (OPFCC).
- Perceptions of the key priorities for the OPFCC and how Mr Bugg could contribute to delivering these effectively.
- Experience of working successfully on the development and delivery of strategic plans or policy relating to community safety.
- Experience of identifying and implementing innovative solutions to meet significant business needs.
- Approaches to building and maintaining productive relationships with local, regional and national partners.
- Perceptions of the key factors involved in enabling the OPFCC to operate effectively in a demanding financial environment and how Mr Bugg would seek to address these challenges.
- Approaches to ensuring high standards in the way that the Commissioner and the OPFCC operate and to managing the effects of a Police, Fire and Crime Commissioner election.
- Experience of providing constructive challenge to senior leaders.
- The future working relationship between the Panel and the Chief Executive.
- Mr Bugg’s perceptions of what would represent success in the role of Chief Executive.

5.4 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 Bugg and taking account of the other information provided to the Panel, members commented that he would be able to bring a considerable range of strengths to the role. This included extensive knowledge and experience of the legal framework for the PCC governance model and of policy development in the community safety sector. Members commented that Mr Bugg’s experience in local authority children’s services and with the Youth Justice Board was particularly relevant to Northamptonshire. Mr Bugg’s experience of working with ministers across several governments would also assist him to work with a new Commissioner if this was the outcome of the 2024 election. Members felt that Mr Bugg’s answers to questions at the confirmation hearing had been precise and focussed and gave further confidence in the professionalism and stability that he should be able to bring to the OPFCC. During discussion some members referred to the differences in focus between the civil service at national level and locally based roles such as this one. They also noted Mr Bugg’s stated commitment to engage with communities and stakeholders in order to understand local needs and were keen to see this followed through in practice. Ultimately, members were satisfied that Mr Bugg met the criteria for the role and it was generally felt that his track record and capabilities made him a good fit for it.

6.2 At the conclusion of discussion the Panel resolved:

To recommend that the Police, Fire and Crime Commissioner for Northamptonshire appoints Mr Jonny Bugg as Chief Executive.

7. Background Papers

Police Reform and Social Responsibility Act 2011

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