

**ORIGINATOR: CHIEF EXECUTIVE**

**DECISION NUMBER: 35 - 2021**

**REASON FOR SUBMISSION: FOR DECISION**

**SUBMITTED TO: POLICE AND CRIME COMMISSIONER**

**SUBJECT: APPOINTMENT OF TEMPORARY CHIEF FINANCE OFFICER**

**SUMMARY:**

The paper proposes the appointment of a temporary Chief Finance Officer to the Police and Crime Commissioner to cover the period immediately following the resignation and period of leave of the current Chief Finance Officer.

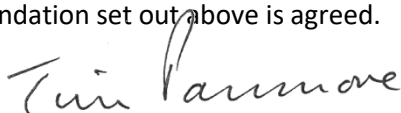
**RECOMMENDATION:**

It is recommended that the Chief Constable's Chief Finance Officer, Kenneth Kilpatrick, be appointed as the Temporary Chief Finance Officer to the Police and Crime Commissioner with immediate effect to cover the period until the Police and Crime Commissioner is able to appoint to the substantive role of Chief Finance Officer to the Police and Crime Commissioner.

**APPROVAL BY: PCC**

The recommendation set out above is agreed.

**Signature**



**Date** 17.11.21

## **DETAIL OF THE SUBMISSION**

### **1. INTRODUCTION**

- 1.1 On 10 November 2021 Chris Bland, the Police and Crime Commissioner's (PCC) Chief Finance Officer tendered his resignation to be effective from 11 February 2022. The three month period between these two dates will be one of extended leave and it has been agreed that Chris Bland will play no further active part in discharging the Chief Finance Officer role.
- 1.2 The Police Reform and Social Responsibility Act 2011 requires by virtue of Schedule 1, paragraph 7(i) thereto, that the PCC must appoint a person to act as a chief finance officer, if and for as long as the post be vacant or the holder of that post is, in the PCC's opinion, unable to carry out the duties of that post. The PCC considers that in view of the facts at paragraph 1.1 above, Chris Bland is unable to carry out the duties of chief finance officer.
- 1.3 It is proposed that the Chief Constable's Chief Finance Officer, Kenneth Kilpatrick, be appointed as Temporary Chief Finance Officer to the PCC with immediate effect to cover the period until the PCC is able to appoint to the substantive role of Chief Finance Officer to the PCC.

### **2. PROPOSED TEMPORARY APPOINTMENT**

- 2.1 The proposal is a temporary measure to cover the period until the PCC has made a substantive appointment to his chief finance officer role. In effect this means that in the short term the PCC and Chief Constable would share a chief finance officer.
- 2.2 The sharing of a chief finance officer has occurred before in Suffolk when such an arrangement was considered in 2015 (see Decision Paper 27-2015) and which ran until 2019. The practical arrangements that were required were set out at that time and no substantive issue of difficulty was encountered in the four year period of the arrangement. It is not proposed that the temporary arrangement under consideration will last for such a prolonged period. Indeed it is anticipated that steps to recruit to a substantive PCC Chief Finance Officer role will commence as soon as the role requirement, job description, person specification and salary have been reflected upon and reviewed. This is likely to occur at or by the conclusion of the budgeting and precepting period in early 2022.
- 2.3 The proposed temporary appointment is not a substantive appointment and so does not, in the author's opinion, require confirmation by the Police and Crime Panel. However the Chairman and officers of the Police and Crime Panel have been advised of the proposal so that the Panel may be kept informed.
- 2.4 There is an urgent need for the temporary appointment to be made as at the Audit Committee meeting on Friday 26 November 2021 there is a need for the PCC's Chief Finance Officer, along with the PCC and other statutory officers to "sign off" a number of key governance documents and instruments be they statutorily required or otherwise.
- 2.5 The proposal has been fully discussed and considered with the Chief Constable and his Chief Finance Officer. Both are in agreement with the proposal.

**3. TEMPORARY APPOINTEE DETAILS**

- 3.1 Kenneth Kilpatrick has been employed as the Chief Constable’s Chief Finance Officer since April 2019. He is a Chartered Accountant with 19 years post qualification experience in strategic and operational finance and audit roles across a range of organisations. As such he is statutorily qualified to be appointed to the PCC Chief Finance Officer role.

**4. SERVICE AND FINANCE IMPLICATIONS**

- 4.1 It is not anticipated that there will be any financial implications arising from the proposed temporary appointment as the temporary appointee will discharge the statutory PCC Chief Finance Officer role at the same time as discharging his Chief Constable Chief Finance Officer role. He has waived the need for any financial benefit from being appointed to the temporary role and will continue to be remunerated at the rate for his current substantive role.

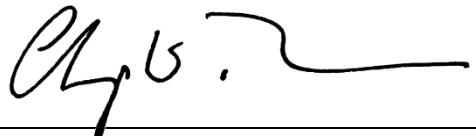
**5. RISK**

- 5.1 There are no risks of significance arising from the proposed cause of action that would merit inclusion on the PCC’s Risk Registers. There are no applicable risks currently on these Risk Registers that are engaged.

<b>ORIGINATOR CHECKLIST (MUST BE COMPLETED)</b>	<b>PLEASE STATE 'YES' OR 'NO'</b>
Has legal advice been sought on this submission?	YES – the author is a solicitor and the Monitoring Officer
Has the PCC's Chief Finance Officer been consulted?	N/A
Have equality, diversity and human rights implications been considered including equality analysis, as appropriate?	YES
Have human resource implications been considered?	YES
Is the recommendation consistent with the objectives in the Police and Crime Plan?	YES
Has consultation been undertaken with people or agencies likely to be affected by the recommendation?	YES – full discussion has taken place with the Chief Constable and his Chief Finance Officer
Has communications advice been sought on areas of likely media interest and how they might be managed?	YES
Have all relevant ethical factors been taken into consideration in developing this submission?	YES

In relation to the above, please ensure that all relevant issues have been highlighted in the 'other implications and risks' section of the submission.

**APPROVAL TO SUBMIT TO THE DECISION-MAKER**

<b>Chief Executive</b>	
I am satisfied that relevant advice has been taken into account in the preparation of the report and that this is an appropriate request to be submitted to the PCC.	
Signature: 	Date 17.11.21