



Appointment of Deputy Police and Crime Commissioner for North Yorkshire

Julia Mulligan, Police and Crime Commissioner for North Yorkshire, was re-elected to her post in May 2016. Following that election, and in conjunction with new responsibilities that are built into the forthcoming Policing and Crime Bill, the Commissioner reviewed her staffing structure.

As a result, to ensure the Commissioner was able to deliver the best possible services in North Yorkshire, her office has been restructured. This includes the establishment of a Deputy Police and Crime Commissioner post. The cost of the changes have not increased the budget for the Commissioner's office, which remains significantly less than the former Police Authority.

The Deputy Police and Crime Commissioner will support Julia in:

- Strengthening her ability to 'hold the Chief Constable to account' with a renewed focus on monitoring performance of the service
- Delivering her manifesto, in particular reforming the police complaints system in line with the opportunities set out in the new policing and crime bill and overseeing improvements to non-emergency contact with the police (the '101' contact system)
- Developing and overseeing the delivery of the new Police and Crime Plan (the Commissioner issues the plan)
- Ensuring North Yorkshire has a strong voice in Westminster, for example, fighting for fair funding
- Developing and running campaigns to support the public, for example the Commissioner's campaign for anonymity for victims of 'revenge porn'

Legal requirements

Under section 18 of the Police Reform and Social Responsibility Act 2011 a Commissioner may 'appoint' a person as deputy police and crime commissioner. Schedule 1 to the Act sets out the eligibility requirements and scrutiny requirements of appointments to such a post. There is no requirement to hold an open and transparent recruitment process as the Commissioner has the power to simply 'appoint'. However, prior to the appointee taking up their post, there is a requirement for a confirmatory hearing to be held of the proposed Deputy by the police and crime panel for the police area. You can see the specific legislation here - <http://www.legislation.gov.uk/ukpga/2011/13/section/18/enacted>

A Commissioner can delegate any powers to a Deputy, aside from:

- Issuing a police and crime plan
- Determining police and crime objectives
- Attendance at a meeting of a police and crime panel in compliance with a requirement by the panel to do so
- Preparing an annual report to a policing and crime panel
- Appointing the chief constable, suspending the chief constable, or calling upon the chief constable to retire or resign
- Calculating a budget requirement



In addition to the legal requirements, in June 2015, the Committee on Standards in Public Life made a series of recommendations for selecting and appointing Deputy Police and Crime Commissioners. These were published in a report ‘Tone from the Top’, which can be found in full at <https://www.gov.uk/government/publications/tone-from-the-top-leadership-ethics-and-accountability-in-policing>

Recruitment process

In North Yorkshire, the process for recruiting a Deputy Police and Crime Commissioner was based on the recommendations contained in ‘Tone from the Top’, combined with additional steps to ensure as fair and open and transparent process as possible. This included:

- Management of the process at arm’s length by the Office of the Police and Crime Commissioner for Cleveland, in turn administered by Human Resources staff of Sopra Steria
- The role was publicly advertised and candidates were invited to submit full formal expressions of interest. The published role requirement is attached at Appendix A
- Appropriate legal advice was considered in respect of eligibility criteria for applicants
- Applicants were shortlisted by a Panel with independent human resources advice from Cleveland’s Head of People and Diversity and two Monitoring Officers
- A full selection panel took place on 26 September 2016. The Commissioner chaired the Panel which included North Yorkshire’s Interim Chief Executive and Monitoring Officer and the Deputy Leader of York City Council sitting as Independent Member. The Panel had the additional facility of advice and support from the Chief Executive and Monitoring Officer to the Cleveland PCC, as well as independent professional human resources advice
- A rigorous interview process, including a formal presentation and questions designed to draw out applicants’ evidence of suitability based upon the role requirement and person specification

Details of the process:

- The role of the Deputy Police and Crime Commissioner was advertised on the North Yorkshire Police and Crime Commissioner website, the Guardian newspaper website, and was promoted extensively via social media
- £900 (inclusive of VAT) was spent on advertising
- Sixteen people applied for the position
- The Shortlisting Panel selected a shortlist of candidates against the specified criteria
- Four applicants of the sixteen met the advertised criteria / competences and were offered an interview, two of whom withdrew prior to attending the interview. One candidate was not prepared to relocate to North Yorkshire and the other did not provide a reason for their withdrawal. As a result, the remaining two applicants who had met the criteria were interviewed.



Result of the recruitment process:

The preferred candidate for appointment to the role of Deputy Police and Crime Commissioner was Mr William Naylor.

Following a confirmation hearing at the North Yorkshire Police and Crime Panel on 6 October 2016, the Panel made a recommendation to the Police and Crime Commissioner that Mr Naylor should be appointed as proposed. You can see the Panel's report here - [PCP Report](#)

Mr Naylor currently serves as the Chief of Staff to the Police and Crime Commissioner. His notable track record of supporting the successful delivery of North Yorkshire's Police and Crime Plan is clear, and he presented ample evidence of meeting the criteria for appointment arising from that experience but also from his prior career experience in public casework and his exposure to the work of Her Majesty's Inspectorate of Constabulary. Mr Naylor has built and embedded strong relationships of trust and respect with the police and with other key partners and was able to satisfy the Commissioner that as Deputy Police and Crime Commissioner he would enhance those links in order to deliver the objectives and outcomes set for the communities of North Yorkshire.

Terms and Conditions of the Deputy Police and Crime Commissioner for North Yorkshire

- The advertised salary for the role was a range £45,000 - £50,000
- The salary point offered and accepted by Mr Naylor is £45,000
- Mr Naylor will be appointed on a fixed term commensurate with PCC's term of office in line with the provisions of the 2011 Act, although the specific operation of the fixed term may be adjusted slightly in the light of changes proposed as part of the Policing and Crime Bill
- Mr Naylor will terminate his employment in the Office of the Police and Crime Commissioner prior to formally commencing his role as Deputy Police and Crime Commissioner so that there will be no conflict with the governing legislation
- The other terms and conditions for the role of Deputy Police and Crime Commissioner would be in line with those of appointees to the Office of Police and Crime Commissioner, save that as a matter of law the post is not politically restricted
- The Deputy Police and Crime Commissioner will also be subject to the same rules in respect of expenses and authorised expenditure allowances, as apply to the Police and Crime Commissioner

November 2016