From:

Sampson, Fraser

Sent:

17 October 2016 10:17

To:

Julia Mulligan

Subject:

RE: Panel's report regarding the appointment of DPCC

Understood...

From: Julia Mulligan

S.40(2)

Sent: 17 October 2016 10:12 To: Sampson, Fraser

Cc: Will Naylor

Subject: Re: Panel's report regarding the appointment of DPCC

Thanks, yes. Just to be clear - I have no intention of sharing any PDR or personal development plan for the DPCC with the panel as I think that is confidential, personal information. I am however happy for them to review how they think the role is working in six months from commencement.

Julia Mulligan

Police & Crime Commissioner for North Yorkshire

S.40(2)

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On 17 Oct 2016, at 10:03, Sampson, Fraser

I'm happy to feed these thoughts back to

wrote:

if you're OK with the points?

S.40(2)

From: Julia Mulligan

Sent: 17 October 2016 10:01

To: Sampson, Fraser

Cc: Will Naylor

Subject: Re: Panel's report regarding the appointment of DPCC

|S.40(2)

Or would it be more appropriate to do a formal response? I think it Thanks Fraser, shall we feed back to would be best if you did so? I think the oddness around independence comes from the briefing papers and perhaps Barry Khan's interpretation of that... It seems to me that they are confusing the role of DPCC with other roles in the OPCC.

Julia Mulligan

Police & Crime Commissioner for North Yorkshire

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On 17 Oct 2016, at 09:54, Sampson, Fraser

wrote: S.40(2

This is an interesting note of proceedings.

While I don't take issue with the areas highlighted, the 'independence' point is slightly odd. I don't understand the risk to operational independence of the police (which, it is worth remembering, is in the Policing Protocol and applies to inappropriate political interference rather than putting all 'operational' matters beyond the PCC's jurisdiction), while independence from the PCC is surely to be avoided in a deputy?!

I'm also not sure that you would want the Panel effectively conducting a PDR for the DPCC – I think it's perfectly reasonable to update them on the development plans but it shouldn't be interpreted as the DPCC's performance appraisal.

Finally, the legal point that was raised at the outset had indeed been addressed in the papers sent to the Panel and and I discussed it carefully beforehand.

S.40(2)

Fraser

From: nypcp [mailto:nypcp@northyorks.gov.uk]

Sent: 17 October 2016 07:44

To: Julia Mulligan

Cc: Will Naylor; Sampson, Fraser

Subject: Panel's report regarding the appointment of DPCC

Importance: High

Good morning, Commissioner.

Following the meeting of the Police and Crime Panel on 6th October 2016, Lattach the Panel Chair's report regarding the recommendation to the appointment of Deputy Police and Crime Commissioner.

As you will be aware, the Panel is obliged to publish a report regarding its recommendation and, to follow the statutory timeframes, we would need to publish something by Wednesday 19th October 2016. I would therefore be very grateful if you could advise whether you have any queries or issues regarding the attached report as soon as possible.

Many thanks.



County Hall, Northallerton, DL7 8AD  Tel: S.40(2)
<image002.png></image002.png>
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**************************************

S.40(2)

From:

Sampson, Fraser

Sent:

15 December 2016 15:46

To:

Julia Mulligan;

S.40(2)

Subject:

RE: FOI of Panel minutes [OFFICIAL-SENSITIVE]

## OFFICIAL-SENSITIVE PERSONNEL

**Recipients Only** 

Hi Julia

S.40(2)

I think that is consistent with our correspondence with around this (which he could also FoI if he was minded to) to maintain that you will agree a performance development plan with Will. While you can report back progress against that plan and they can call Will before them, as you say, it is not for the Panel to line manage anyone and it would be arguably both unfair and inappropriate to Will as a member of paid staff to expect him to take part in such a process. They don't exercise that level of involvement in performance or either of your statutory officers and there is no immediately apparent reason for their doing so in the case of the DPCC.  $\boxed{5.40(2)}$ 

Fraser

**OFFICIAL-SENSITIVE** 

From: Julia Mulligan

Sent: 15 December 2016 09:54

S.40(2)

Cc: Sampson, Fraser; Will Naylor Subject: Re: FOI of Panel minutes

S.40(2)

Fraser, do you think we have adequately covered off the PDP issue? In that I am not going to share this with the panel in the way they describe. They do not have any responsibility for line-managing my team. However, if they want Will to come back to the panel then I'd be more than happy for that to happen.

**Thanks** 

Julia Mulligan

Police & Crime Commissioner for North Yorkshire

S.40(2)

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