

# NORTHUMBRIA POLICE AND CRIME COMMISSIONER

## Key Decision

### Title and Reference:

**Appointment of Deputy Police and Crime Commissioner for Northumbria  
(PCC/01/2012)**

### Summary

The Police Reform and Social Responsibility Act 2011 established the Office of Police and Crime Commissioner for Northumbria.

By virtue of section 18 of the Act the Police and Crime Commissioner for Northumbria may appoint a person to be the Deputy Police and Crime Commissioner for the Northumbria area and to arrange for them to exercise any of the functions of the Northumbria Commissioner other than those functions prohibited by sections 18 (7) (a), (e) or (f).

The Northumbria Police and Crime Panel at its meeting on 29 November 2012 considered the appointment of Mark Dennett as Deputy Police and Crime Commissioner for Northumbria in accordance with the provisions of the Act. The Panel was provided with the following (see attached Appendices A and B):

- The criteria used to assess the suitability of the candidate for the appointment
- How the candidate satisfies those criteria
- The terms and conditions on which the candidate is to be appointed.

The Panel having considered the above information and the candidate's experience, knowledge and skills recommended the Police and Crime Commissioner to confirm Mark Dennett's appointment to the post on the terms and conditions considered by the Panel (see report of the Panel to the Police and Crime Commissioner attached as Appendix C).

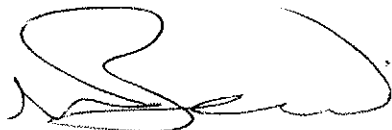
### Recommendation/ Findings:

The recommendation of the Panel is that Mark Dennett be appointed on the terms and conditions attached to this decision notice.

### Northumbria Police and Crime Commissioner

I hereby accept the Panel's recommendation and appoint Mark Dennett as Deputy Police and Crime Commissioner for Northumbria on the terms and conditions attached to this decision notice.

Signature



Date 30 November 2012

**Vera Baird, Commissioner**

## **Police and Crime Panel**

### **Appointment of Deputy Police and Crime Commissioner**

#### **Information in support of nominee - Mark Dennett**

I have provided this information for members of the Police and Crime Panel to assist their considerations during a confirmation hearing.

As there is no specific role definition outlined for the post of Deputy Police and Crime Commissioner (DPCC) I have utilised the key roles and responsibilities of the Police and Crime Commissioner (PCC) and have set against them what I consider to be Mr Dennett's skills, abilities and experience for consideration together with his Curriculum Vitae.

#### **Key Roles of the Police and Crime Commissioner**

- a) set the strategic direction and objectives of the Force through the Police and Crime Plan ("the Plan"), which must have regard to the Strategic Policing Requirement set by the Home Secretary;

Although this function is not delegated to the DPCC, Mr Dennett has had considerable involvement and experience in the setting of strategic objectives and Policing Plans. For the last five years on an annual basis as a Senior Leader in Northumbria Police he was involved in the planning, stakeholder discussion, public consultation and Police Authority Publication of the Annual Policing Plan.

As an Area Commander for North Tyneside, South Tyneside and Northumberland successively, he was then responsible and accountable for the delivery of Policing Priorities against the plan to the satisfaction of the public in those communities.

- b) scrutinise, support and challenge the overall performance of the Force including against the priorities agreed within the Plan;

For the past ten years as a Senior Manager within Northumbria Police Mr Dennett has worked within the Northumbria Police Performance Management Framework. He also successfully devised his own Performance Frameworks to ensure delivery of policing priorities and hold his staff to account.

As an Area Commander he was responsible for delivering policing to the County in support of the Force Plan. For the five years he held the post of Area Commander he improved performance year on year thus contributing to Force Performance overall. He understands completely how the performance of a police organisation works from top to bottom, from individual to organisational responsibilities.

- c) hold the Chief Constable to account for the performance of the force's officers and staff;

As above (b), having an understanding of the roles and responsibilities of officers and staff including the Chief Constable he is aware of the positive and negative indicators within Force performance that would require intervention and further scrutiny with the Chief Constable. He is likewise aware of the standards of professional conduct required of all officers and staff and the implications on wider public perception of police misconduct for the PCC.

- d) decide the budget, allocating assets and funds to the Chief Constable; and set the precept for the Force Area;

Function not delegated to the DPCC

- e) appoint the Chief Constable

Function not delegated to the DPCC

- f) remove the Chief Constable subject to following the process set out in Part 2 of Schedule 8 to the Act and regulations made under section 50 of the Police Act 1996;

Function not delegated to the DPCC

- g) maintain an efficient and effective Police Force for the police area;

Having served as a Police Officer for the past 30 years Mr Dennett is well aware of the Home Office guiding principles of economy, efficiency and effectiveness as initially outlined in the 1980's. More recently he has a thorough understanding of the Home Office guidance on Managing Police Performance at the Executive Level.

As a senior practitioner he consistently improved effectiveness and efficiency in every area under his command. He fully appreciates value for money principles within the Public Sector.

- h) enter into collaboration agreements with other Commissioners, other policing bodies and partners that improve the efficiency or effectiveness of policing for one or more policing bodies or police forces in consultation with the Chief Constable (where this relates to the functions of the Police Force, then it must be with agreement of the chief Constable)

Mr Dennett has worked in partnership with the relevant authorities and other stakeholders for the past 15 years with a common aim of improving community safety.

As a Senior Leader he was involved in the executive decision making of Northumbria Police in relation to suitable collaboration agreements with other

agencies and bodies. He understands the concept of collaboration and the costs and benefits associated with its undertaking.

- i) provide the local link between the police and communities, working to translate the legitimate desires and aspirations of the public into action;

As an Area Commander he was required on a monthly basis together with the Police Authority to hold a public meeting to listen to the concerns of the public on policing matters. He then took those concerns and shaped them into his policing priorities in response.

Mr Dennett was also accountable to his strategic partners as the senior police representative for public consultation and community safety. He took a particular interest in public perception and how to manage and improve public confidence. This will be a particular focus and priority of my tenure as PCC and I believe he can offer significant guidance in this area of business.

- j) hold the Chief Constable to account for the exercise of the functions of the office of Chief Constable and the functions of the persons under the direction and control of the Chief Constable;

As a Superintendent Mr Dennett held the position of Staff Officer to the Chief Constable. In that position he acquired a thorough knowledge of the function and requirements of the office of Chief Constable.

He is likewise aware of the requirements and functions of all officers and staff within Northumbria Police.

- k) publish information specified by the Secretary of State and information that the Commissioner considers necessary to enable the people who live in the force Area to assess the performance of the commissioner and chief Constable;

Having held a senior public position Mr Dennett is aware of his responsibilities around public accountability, transparency and openness. He has been previously and will continue to be accountable to the public he represents in the role of DPCC.

- l) comply with all reasonable formal requests from the Panel to attend their meetings;

As an Area Commander and Chair of the Northumberland Community Safety Partnership, Mr Dennett was called on a regular basis before Full Council meetings and also Scrutiny hearings to account for the policing and community safety in his county area.

As a DPCC he understands and welcomes the requirement for scrutiny by the PCP.

- m) prepare and issue an annual report to the Panel on the commissioner's delivery against the objectives set within the Plan;

As above (l)

- n) monitor all complaints made against officers and staff, whilst having responsibility for complaints against the Chief Constable;

Mr Dennett has previously held a position in Northumbria Police Professional Standards Department and has a thorough working knowledge of the Police Complaints Process. As a senior manager he had responsibility for the monitoring of all complaints against his officers and staff.

Mr Dennett also chaired discipline hearings and has been the sole and final decision maker on staff conduct issues including sanctions of formal dismissal.

He understands complaint trends and indicators requiring action or attention.

- o) a specific responsibility for the delivery of community safety and crime reduction;

As an Area Commander and Chair of the Community Safety Partnership this was a requirement of his position. As previously stated his record states he delivered year on year improvements against priorities.

- p) the ability to bring together Community Safety Partnerships at the Force Area level;

Northumbria Police covers the geographic area of six counties. Mr Dennett is aware that these six counties generally operate individually and autonomously. As DPCC he will seek co-operation through the PCP for joint initiatives and action at a strategic level to deliver stronger and concerted action in response to public priorities. He believes that by working together, in a focussed and concentrated way greater outcomes and results will be achieved.

- q) the ability to make crime and disorder reduction grants within their Force Area;

Mr Dennett has been involved in the process for bidding for grants many times, he is aware of the value that partners and stakeholders place on the grants and the impact they have.

As DPCC with the ever decreasing public purse he will ensure that grants are made that enable outcomes against the PCC's priorities and deliver value for money.

- r) a duty to ensure that all collaborative agreements with other local policing bodies and police forces deliver better value for money or enhance the effectiveness of policing capabilities and resilience;

Given Mr Dennett's previous experience, he will continually and consistently look for the best cost option in the delivery of services to improve the efficiency and effectiveness of policing in Northumbria.

- s) wider responsibility for the enhancement of the delivery of criminal justice in there area;

Mr Dennett is aware of the many strands and levels of criminal justice. He is also aware of the link to public confidence and perception that the wrong criminal justice outcome can bring.

He has an understanding of Criminal Justice Boards and their priorities and in the broader partnership arena he will be working to synchronise their priorities with those of the PCC and the public.

### **Personal Qualities**

Mr Dennett's strengths are in decision making and ability to deliver change. He has been recognised as a 'change agent' in many of his previous positions.

He is willing to listen and consult and has a personal style of openness and accountability that people respond to.

Mr Dennett has a strong record of service delivery and achieving positive outcomes. I am convinced that he will do all within his ability to deliver for the public through his role as DPCC.

He is professional, hard working, loyal and committed to providing public service.

**Vera Baird QC**  
**Police and Crime Commissioner**

**Police and Crime Panel for Northumbria**  
**Appointment of Deputy Police and Crime Commissioner**  
**Main Terms and Conditions of Employment**

<b>Job Title:</b>	Deputy Police and Crime Commissioner for Northumbria
<b>Duration of contract:</b>	Subject to termination of PCC appointment in office or disqualification (paragraph 8, Schedule 1 of Police Reform and Social Responsibility Act); otherwise, subject to 1 month's notice.
<b>Politically Restricted:</b>	No
<b>Salary:</b>	80% of PCC's salary
<b>Hours:</b>	37 hours per week, applied flexibly as required
<b>Holidays:</b>	32 (including 3 local days and 2 extra statutory days, which may be fixed at the PCC's discretion)
<b>Base Location:</b>	Office of the Police & Crime Commissioner, Gateshead Civic Centre or elsewhere as reasonably required
<b>Pension:</b>	Contributory, Local Government Pension Scheme (Tyne & Wear) (Optional)
<b>Notice Periods:</b>	1 month's notice by either party
<b>Pay date &amp; Method:</b>	Monthly by credit transfer to bank account no later than 19 <sup>th</sup> of each month
<b>Code of Conduct:</b>	Highest standards of behaviour in the workplace and public life as specified in Code of Conduct
<b>Travel and Subsistence:</b>	As applied to the Police & Crime Commissioner
<b>General:</b>	Unless specified otherwise, the general reference point for terms and conditions will be the JNC for Chief Officers in Local Government

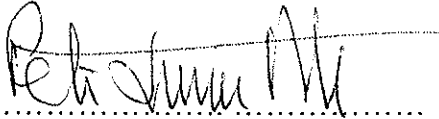
**Northumbria Police and Crime Panel**

**Outcome of Confirmation Hearing for the Deputy Police and Crime Commissioner**

**Report to the Police and Crime Commissioner**

Northumbria Police and Crime Panel on 29 November 2012 held a confirmation hearing to review the proposed appointment of Mark Dennett to the post of Deputy Police and Crime Commissioner for Northumbria in accordance with the provisions of the Police Reform and Social Responsibility Act 2011.

Having considered the criteria and the candidate's experience, knowledge and skills the Panel recommend that Mark Dennett be appointed to the post on the terms and conditions considered by the Panel.

Signed.....

Councillor Peter Mole  
Chair of Northumbria Police and Crime Panel

Date: 29 November 2012