

OPCC Record of Decision

Preferred Candidate for Chief Constable of Devon and Cornwall Police

Decision record prepared by	
Name:	Frances Hughes
Role:	Chief Executive and Monitoring Officer
Date of Decision:	1 st September 2022

1. Background

- 1.1 On 31st August 2022, the Police and Crime Commissioner, Alison Hernandez, concluded the selection process for the Chief Constable of Devon and Cornwall Police, resulting in the Commissioner selecting a preferred candidate, who she will be recommending to the Police and Crime Panel through their confirmation hearing process.

Through a robust and transparent process, the PCC has selected Mr Will Kerr OBE.

In accordance with schedule 8 of the Police Reform and Social Responsibility Act 2011 and Part 3 of the Police and Crime Panels (Precepts and Chief Constable Appointments) Regulations 2012, the Commissioner will ask the Police and Crime Panel to consider and make a report to her on the proposed appointment, at a confirmation hearing on 16th September 2022.

2. Decision record

- 2.1 To propose Will Kerr OBE to the Police and Crime Panel for appointment as Chief Constable of Devon & Cornwall Police.

3. Consultation, engagement and communication

- 3.1 A rigorous and robust application and interview process took place during summer 2022. The process involved stakeholders both internal to Devon and Cornwall Police and external partner organisations. The PCC received feedback from all these stakeholders prior to making her decision.
- 3.2 In addition, the PCC was informed by a Staff Survey within Devon and Cornwall Police, which she commissioned. There were over 700 survey responses, which included free text and this information was used to design some of the interview questions.
- 3.3 Young people were involved in the process in a number of ways. During the informal stages, representatives from Young Devon met the shortlisted candidates to discuss what it was like to be a young person in 2022. During the formal interview process, Police Cadets were present at each of the three Stakeholder Panels.

4. OPCC Monitoring Officer advice

4.1 Legal, Management and Equality Implications – Current and Future

The selection process has been carried out in accordance with statutory requirements and will be followed by the confirmation process as required under the Police Reform and Social Responsibility Act 2011 by the Police and Crime Panel. There are no diversity and equality implications arising from this decision.

4.2 Financial and Commercial – Current and Future

The Terms and Conditions of the proposed appointment are in line with Police Regulations, with the salary offered to the preferred candidate being in line with the Spot Salary for the Chief Constable role in Devon and Cornwall. The decision is therefore in accordance with the financial parameters within which the Police and Crime Commissioner must operate.

5. Supporting documents:

None

6. Official approval

Following the appropriate approval, this decision sheet will be published, subject to FOIA classification, on the OPCC website.

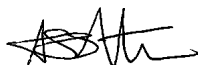
For OPCC office use:

If FOI Closed at the current date under Section 22, please provide details of the future date by which this decision can be reconsidered for publication:	N/A
Is there a publication schedule that lists the documents relating to this decision that will also be published at a later date in the future? If yes, please attach a copy with this decision.	no

The Recommendation for Decision as outlined in this report is formally approved and subject to Freedom of Information Classification will be published on the OPCC website:

Police and Crime Commissioner

Monitoring Officer




Alison Hernandez
Date: 1 September 2022

Frances Hughes
Date: 1 September 2022