



## **Rt Hon Alun Michael JP FRSA**

Police and Crime Commissioner for South Wales  
Comisiynydd yr Heddlu a Throseddu De Cymru

Councillor Ernie Galsworthy  
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### **Scrutiny of senior appointments - Deputy Police and Crime Commissioner**

The departure of Deputy Commissioner Sophie Howe from my team has caused me to consider my senior leadership structure from 1 February 2016 to the period immediately after the police and crime commissioner elections on 5 May 2016.

Sophie brought a wealth of experience and drive to the role particularly in the areas of Welsh Government, partnership working and it is important that I do not lose the impetus generated thus far during the months leading up to the elections on 5 May 2016. This is in terms of the working arrangements within my team and also the continuation of business as usual with the Chief Constable and his team as well as with our partners and key stakeholders.

The role of Deputy expires automatically a week after the election in May under legislation as it is tied to the personal role of the Commissioner. I therefore need to make arrangements to enable normal business to continue through the period from February to May. In order to ensure this takes place I propose to appoint my Assistant Commissioner, Dr John Rose, to the role of Deputy Police and Crime Commissioner from 1 February 2016. This will coincide with my remaining term of office and complies with Schedule 1 8(3) of the Police Reform and Social Responsibility Act 2011 which makes it clear that the appointment must end not later than the day when my current term of office ends.

This appointment is subject to the scrutiny of senior appointments procedure which requires me to report it to the Police and Crime Panel beforehand (Schedule 1, sections 9-12, Police Reform and Social Responsibility Act 2011 refers).



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I am more than satisfied that John has sufficient seniority and experience to be able to fulfil the role of Deputy Police and Crime Commissioner immediately and he already has an in depth knowledge of my priorities and expectations to enable him to perform the role. As we know Deputy Police and Crime Commissioners do not have to be appointed on merit and this is something that I am able to do subject to compliance with the senior appointments scrutiny process which requires me to notify the Panel of my proposed appointment. John's appointment as my Deputy will not otherwise change his terms of employment since the Assistant Commissioner role is graded the same as the Deputy Commissioner and the terms and conditions on which they are both appointed are exactly the same. The Panel will be aware that I previously provided details of these terms and conditions when I appointed Sophie and John to their current respective roles. I have nevertheless enclosed a copy of John's terms and conditions for the Panel's ease of reference and also for the avoidance of any doubt.

I would be grateful if the Panel will now review my proposed appointment of Dr John Rose to Deputy Police and Crime Commissioner. I respectfully suggest that the Panel convenes a confirmation hearing to consider this matter on the same date as your next scheduled meeting on 1 February 2016. Effectively it would be part of the same meeting. This will be within the required period of 3 weeks and thereby avoid convening an additional meeting for this purpose.

I look forward to your consideration of this matter and subject to your agreement with my suggestion on the date of the confirmation hearing I will ensure John is present to respond to any questions the Panel may wish to put to him.

Thank you for your consideration of my proposed appointment.