

GREATER MANCHESTER POLICE, FIRE & CRIME PANEL

Date: 21st March 2024

Subject: GM Police, Fire and Crime Panel Independent Members appointment process

Report of: Samantha Stabler – Interim GM Community Safety Lead

Purpose of Report:

Under the terms of the Police Reform and Social Responsibility Act 2011 a minimum of two co-opted independent members are required to be appointed to serve on the Greater Manchester Police, Fire and Crime Panel (PFCP). Appointment of these mandatory members must be agreed by the PFCP itself.

In March 2022, the PFCP agreed to extend the term of officer for the existing Independent Members, to 31st October 2024.

The report sets out the proposed process for recruitment.

Recommendations:

1. To agree to commence the process of recruitment for two new Independent Members to the Police, Fire and Crime Panel.
2. To agree to the process and timetable for the recruitment of new independent co-opted members as proposed in section 2 of this report.
3. To delegate to the Chair of the Panel and Lead Chief Executive (or their nominated representative) to conduct the interviews and to bring recommendations to the Panel on 18th September 2024 for confirmation.
4. To extend the grateful thanks of the Panel to Majjid Hussain and Angela Lawrence MBC for the important contribution that they have made to taking forward the work of the Police, Fire and Crime Panel in the capacity as independent co-opted members over the past six years.

Contact Officers:

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Equalities Implications

N/A

Climate Change Impact Assessment and Mitigation Measures

N/A

Risk Management

N/A

Legal Considerations

1.1 Under the terms of the Police Reform and Social Responsibility Act 2011 a minimum of two co-opted independent members are required to be appointed to serve on the Greater Manchester Police and Crime Panel (GMPFCP).

1.2 Appointment of these mandatory members must be agreed by the GMPFCP itself.

Financial Consequences – Revenue

Each independent member receives an annual allowance of £930 per annum plus travel expenses. The Budget provided to the GMPFCP from the Home Office for the administration of the panel allows for this expenditure as part of its grant conditions and the panel receives sufficient funding to allow for this expenditure.

Financial Consequences – Capital

There are no Capital financial implications associated with this report

Number of attachments to the report:

1. Report to GMPCP in October 2018 recommending the appointments.
2. Recruitment pack
3. Roles and responsibilities of independent members.

Comments/recommendations from Overview & Scrutiny Committee

N/A

Background Papers

Police Reform and Social Responsibility Act 2011

FeTracking/ Process

Does this report relate to a major strategic decision, as set out in the GMCA Constitution

No

Exemption from call in

Are there any aspects in this report which means it should be considered to be exempt from call in by the relevant Scrutiny Committee on the grounds of urgency?

The Police, Fire and Crime Panel undertakes the Scrutiny role relating to this work.

GM Transport Committee

N/A

Overview and Scrutiny Committee

The Police, Fire and Crime Panel undertakes the Scrutiny role relating to this work.

Introduction

1.1 The Police Reform and Social Responsibility Act 2011 requires a minimum of two co-opted independent members be appointed to the Police, Fire and Crime Panel. Appointment of these mandatory members must be agreed by the Panel itself. In 2012 the Leaders previously agreed a targeted campaign, based on Nolan principles and delegated the recruitment of the two co-opted members to the Lead Chief Executive (or their nominated representative), working with the Chair.

1.2 In July 2018, the GMPCP approved a report setting out the process for recruiting 2 new co-opted independent members, delegating the recruitment to the Lead Chief Executive for Police and Crime in consultation with the Chair of the

GMPFCP (the then member of the GMPCP from Bury) and the GMPFCP member for Rochdale.

1.3 At the GMPCP meeting in October 2018 the GMPCP approved the appointment of Majjid Hussain and Angela Lawrence MBC for a period of 3 years commencing on the 1st November 2018. The report further confirmed that the independent members term could be extended for a further 3 years up to the maximum date of 31st October 2024. This is the maximum allowable term of tenure allowable within the legislation.

1.4 In light of the statutory requirement for the GMPFCP to have 2 independent members and the terms of office for the current members having already been extended for a further three years, it is necessary to undertake a recruitment process in order to appoint two new Independent Members who will take up office from the 1st November 2024 for a period of three years.

1. Proposed Recruitment Process

2.1 A targeted recruitment campaign was previously adopted with letters from the Chair being sent to partners in key roles across the criminal justice system, education and voluntary sector.

2.2 To support this a number of additional proactive activities are proposed:

- To ensure that information on the opportunities is publicly available, a press notice will be issued, and circulated to all local authority communications teams,
- To include information on the recruitment opportunity on the GMCA website and jobs recruitment page
- To promote the opportunity with Voluntary and Community Organisations across GM

Action	Additional info
Advert on Greater.Jobs	

Blog on Greater.Jobs	Could use video detailed below
Social media posts to promote the role and encourage applications. Also providing social media pack to our partners for them to share on their own social	Facebook Instagram Twitter LinkedIn
Paid for advert linking to role	Facebook
Paid for advert linking to role	LinkedIn
Video with chair / current board member on the benefits of the role	Use on social media Can be used on the job advert weblink depending on how quick it can be done
Short animation on role and achievements of committee – members of the panel can be part of this message	Use on social media
Internal comms – GMCA / GMFRS newsletters and intranet (also share with partners for their internal channels)	
Feature in GMCA external newsletter	
Programmatic advertising to targeted areas and groups (advertising online on sites like MEN)	

2.3 It is anticipated that the recruitment process will commence in June 2024 and remain open for applications for a period of eight weeks, with interviews taking place in September 2024.

2.4 Following initial assessment of applications, a shortlisting panel will be convened made up of:

- Chair of the Police, Fire and Crime Panel
- Lead Chief Executive or their nominated representative
- A further representative to be confirmed

2.5 Appointments will be reported to the Panel on 18th September 2024, allowing sufficient time for those appointed to receive induction training to fully acquaint them on the role and work of the Panel in Greater Manchester, the important contribution that the independent co-opted members make to that work, and on the Joint Forward Plan.

2.6 Those appointed will receive an annual allowance of £920 per year and travel expenses, in support of their contributions to the work on the Panel, subject to their continued reasonable attendance and engagement.

3.0 Recommendations

3.1 To agree to commence the process of recruitment for two new Independent Members to the Police, Fire and Crime Panel.

3.2 To agree to the process and timetable for the recruitment of new independent co-opted members as proposed in section 2 of this report.

3.3 To delegate to the Chair of the Panel and Lead Chief Executive (or their nominated representative) to conduct the interviews and to bring recommendations to the Panel on 18th September 2024 for confirmation.

3.4 To extend the grateful thanks of the Panel to Majjid Hussain and Angela Lawrence MBC for the important contribution that they have made to taking forward the work of the Police, Fire and Crime Panel in the capacity as independent co-opted members over the past six years.