

Record of Decision

ORIGINATOR: Head of Standards & Regulation

REFERENCE: OPCC.D.019.18

TITLE: Permanent appointment of Chief Executive

OPEN CONFIDENTIAL

Reason if Confidential:

EXECUTIVE SUMMARY

Adrian Harper was appointed as Chief of Staff on secondment in June 2015.

He was made a permanent member of staff on a full time contract in June 2016.

Owing to his excellent performance, and taking advice from HR on his length of service, his contract has now been made permanent.

This will ensure continuity for the Office of the Police and Crime Commissioner.

The Commissioner has also determined that the role will be re-titled 'Chief Executive'.

RECOMMENDATION

Not applicable.

DECISION

To move Adrian Harper onto a permanent contract and re-title the role 'Chief Executive'.

Chief Finance Officer:

Comments: Making the role permanent avoids the cost of a recruitment campaign and the subsequent selection process. The costs related to this role are already included within the on-going OPCC budget, so there is no additional financial impact of this decision.

Signature: 

Date:13/04/2018.....

Chief of Staff:

Comments: N/A.

Signature: **Date:**

POLICE AND CRIME COMMISSIONER FOR KENT

Comments: 

Signature: **Date:**13 April 2018.....

BACKGROUND DOCUMENTS: None.

IMPACT ASSESSMENT:

Police and Crime Plan
*(please indicate which objectives
decision/recommendation supports)*

The Chief Executive is responsible for overseeing delivery of the Commissioner's strategy and objectives set out in the Police and Crime Plan, as well as managing all staff within the Office of the Police and Crime Commissioner.

Has an Equality Impact
Assessment been completed?

Yes No *(If yes, please include within background documents)*

Will the decision have a
differential/adverse impact on
any particular diversity strand?
*(e.g. age, disability, gender
reassignment, race, religion/belief, sex,
sexual orientation, marriage/civil
partnership, pregnancy/maternity)*

Yes No
Appointing Adrian Harper on a permanent contract and re-titling the role are administrative in nature. Therefore, they do not have a differential/adverse impact on any particular strand of diversity.