

Mr Marc Jones
Police and Crime Commissioner for
Lincolnshire
Deepdale Lane
Nettleham
LN2 2LT

Your Reference:

Our Reference: Lincolnshire PCP

Contact: Emma Baldwin

Ext: 3052

Email: lincolnshirepcp@e-lindsey.gov.uk

Date: Monday 19 December 2016

Dear Mr Jones,

Re: Proposed appointment of Mr Bill Skelly to the position of Chief Constable of Lincolnshire Police

I would like to thank you and your colleagues for your attendance at the Confirmation Hearing conducted by the Lincolnshire Police and Crime Panel for Mr Skelly on Monday 19 December 2016. I write to you now in accordance with Schedule 8 Part 1 of the Police Reform and Social Responsibility Act 2011 to confirm the decision of the Panel with regard to your proposed appointment of Mr Skelly to the post of Chief Constable of Lincolnshire Police.

This letter constitutes the Panel's report on the proposed appointment in accordance with paragraph 4(3) of Schedule 8.

Prior to the Hearing the Panel reviewed your report to the Panel and the Independent Member's report provided by Kamjit Sandhu regarding the recruitment process undertaken. The Panel is satisfied that the recruitment process was comprehensive and undertaken in accordance with the responsibilities detailed in the Home Office Circular 20/2012 and the College of Policing Guidance. The Panel is reassured that this is also the view of the Independent Member.

After reviewing the initial information provided, the Panel requested and received additional details identifying the reasons why the candidate satisfied the criteria set out in the role profile. The Panel also requested further details relating to the terms and conditions of the appointment. The Panel reviewed the additional information provided prior to undertaking the Confirmation Hearing.

In line with Local Government Association/Centre for Public Scrutiny Guidance the Panel asked Mr Skelly a range of questions in order that members could

satisfy themselves that he has both the professional competence to fulfil the role, as set out in the role profile for the post and that he has the personal independence necessary to exercise the role.

Following consideration of the documentation provided and the responses given by Mr Skelly at the Confirmation Hearing the Panel agreed that Mr Skelly is a strong personable character and fully met their expectations in relation to the role of Chief Constable of Lincolnshire Police. He demonstrated through his comprehensive answers to the Panel's questions that he has the professional competence and personal independence to carry out and be successful in the role.

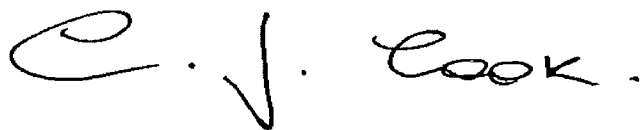
The Panel was unanimous in its conclusion that Mr Skelly fulfils the requirements and therefore has no hesitation in endorsing your choice of candidate for the position of Chief Constable.

The formal recommendation of the Panel is therefore that you appoint Mr Skelly to the position of Chief Constable of Lincolnshire Police.

The Panel looks forward to working with Mr Skelly in the years ahead.

Please note that this letter will be published on the Panel's website.

Yours sincerely,

A handwritten signature in black ink that reads "C. J. Cook." The signature is written in a cursive style with a large initial 'C' and a checkmark-like 'J'.

Chris Cook
Chairman - Lincolnshire Police and Crime Panel