

**POLICE AND CRIME
COMMISSIONER FOR
THE WEST MIDLANDS**

NON-CONFIDENTIAL

NOTICE OF DECISION

[030/2020]

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Appointment of Deputy Police and Crime Commissioner

EXECUTIVE SUMMARY

Further to the decision 025/2020 to propose Waheed Saleem as the Deputy Police and Crime Commissioner, and the confirmation hearing that took place on 20 May 2020, the Police and Crime Commissioner has decided to reject the recommendation of the Police and Crime Panel and appoint Waheed Saleem as the Deputy Police and Crime Commissioner.

DECISION

That Waheed Saleem be appointed as Deputy Police and Crime Commissioner as of 2 May 2020, in accordance with the Police and Social Responsibility Act 2011.

Police and Crime Commissioner for the West Midlands

I confirm that I do not have any disclosable pecuniary interests in this decision and take the decision in compliance with the Code of Conduct for the Police and Crime Commissioner of the West Midlands. Any interests are indicated below.

Signature.....

Date: 23.06.2020

NON - CONFIDENTIAL FACTS AND ADVICE TO THE POLICE AND CRIME COMMISSIONER

INTRODUCTION AND BACKGROUND

In accordance with schedule 1 of the Police Reform and Social Responsibility Act 2011, before the Police and Crime Commissioner makes an appointment to the position of Deputy Police and Crime Commissioner, he must accept or reject the recommendation of West Midlands Police and Crime Panel as to whether or not the candidate should be appointed. The Panel met on 20 May 2020. As part of their proceedings a Confirmatory Hearing for the position of Deputy Police and Crime Commissioner was held. Waheed Saleem, the nominee of the Commissioner for the position, was in attendance and was questioned by the Panel in respect of her proposed role. In this connection, the Panel was circulated with a copy of the criteria used by the Commissioner to determine his nomination, information about the candidate, the role description and the terms and conditions of the role.

The following correspondence was exchanged:

- On 22 May 2020, the Chair of the Panel wrote to the Commissioner recommending that the appointment of Waheed Saleem should not proceed. A copy of the letter is attached
- On 29 May 2020, the Police and Crime Commissioner responded to this letter and confirmed that Waheed Saleem would be appointed to the role. A copy of the letter is attached

FINANCIAL IMPLICATIONS

The salary and expenses for the Deputy Police and Crime Commissioner are contained within the budget agreed by the Commissioner for his office.

LEGAL IMPLICATIONS

Under section 18 of the Police Reform and Social Responsibility Act 2011 a Commissioner may appoint a person as deputy police and crime commissioner. Schedule 1 to the Act sets out the eligibility requirements and scrutiny requirements of appointments to such a post. This includes the requirement for a confirmatory hearing to be held of the proposed appointment by the police and crime panel for the police area.

EQUALITY IMPLICATIONS

The Act specifically excludes section 7 of the Local Government and Housing Act 1989 which requires the appointment of staff on merit. However in making this appointment the Commissioner had regard to the needs of the diverse population who live and work in the West Midlands.

Schedule of Background Papers

Confirmatory Hearing Papers considered by West Midlands Police and Crime Panel on 20 May 2020

Public Access to Information

Information contained in this decision is subject to the Freedom of Information Act 2000 and other legislation. This decision will be made available on the Commissioner's website.