



Cllr H Murray
Chair – Police & Crime Panel
Cheshire East Council
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David Keane
Police & Crime Commissioner

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Date: 17 July 2017

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Dear Councillor Murray

APPOINTMENT OF A CHIEF OF STAFF

Thank you for your letter and statement of 14 July 2017 following the Chief of Staff's Confirmation Hearing.

I was disappointed to read the Panel's recommendation and having watched the confirmation hearing I find it hard to understand your rationale.

Mr Astley MBE underwent a rigorous recruitment process which included a paper application, shortlisting, medical, personality questionnaires and police vetting. In addition, Mr Astley was subject to a Stakeholder Interview Panel to which you, along with the Leaders or Chief Executive of the local councils and local police and fire leaders were invited. The findings of the Panel, which was attended by the Chief Constable (and Chair of the Criminal Justice Board), the Chief Fire Officer, the Chair of the Fire Authority, a local authority Deputy Leader as well as the Vice Chair of the Police & Crime Panel, were very positive. At no point did the Stakeholder Interview Panel highlight a lack competency or independence. This also translated to interview where Mr Astley performed exceptionally well and was the highest scoring candidate.

Peter Astley is a high achieving and dedicated senior leader in the public sector who has a wealth of experience at leading high profile and important regulatory services such as planning, licensing and environmental health. Peter Astley not only has exceptional leadership skills, that are directly relevant to the role of Chief of Staff, but also has considerable experience in working closely with the police at a local, regional, national and international level.

I understand that the members of the Panel who attended the Confirmation Hearing are entitled to provide their view, however, on this occasion I do not agree with either the recommendation put forward or the reasoning for the recommendation.

As such, in accordance with the provisions of Section 12(2) of Schedule 1 of the Police Reform & Social Responsibility Act 2011, I write to inform you of my confirmation of the appointment of Mr Peter Astley as the Chief of Staff for the Office of the Police & Crime

Commissioner for Cheshire (OPCC). Mr Astley will be a great asset to the OPCC team and will make a real difference in helping me to support and maximise the potential for policing in Cheshire to deliver key outcomes in our Communities.

I appreciate that under the relevant legislation the Police and Crime Panel have the ability to make recommendations to me about the post of Chief of Staff. On this occasion I have considered your representations as against the outcome of a robust recruitment exercise; including the interview, feedback and advice from the Stakeholder Interview Panel, and have confirmed the appointment of Mr Astley.

May I thank you for your input into this recruitment process and trust you will respect my decision on this occasion.

Yours sincerely

A handwritten signature in black ink, appearing to read 'D. Keane', with a small dot at the end.

David Keane
Police & Crime Commissioner