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Bob Jones  
West Midlands Police and Crime Commissioner  
West Midlands Office for Policing and Crime  
Lloyd House  
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Birmingham  
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27<sup>th</sup> November 2012

Dear Bob

**Confirmation Hearing: Proposed Appointment of Cllr Yvonne Mosquito to the Office of Deputy Police and Crime Commissioner**

In accordance with Schedule 1 to the Police Reform and Social Responsibility Act 2011 I write to inform you of the West Midlands Police and Crime Panel's recommendation with regard to your proposed appointment of Cllr Yvonne Mosquito to the office of Deputy Police and Crime Commissioner (DPCC).

At the Panel's Confirmation Hearing held on 26 November 2012 Members questioned Cllr Mosquito in relation the office of Deputy Police and Crime Commissioner.

The Panel noted Paragraph 8 of Schedule 1 to the Act and your ability to appoint to this post in a different manner to other key posts. They also noted that you did make it known early in the summer that Cllr Mosquito would be your preferred DPCC.

The Panel, therefore, agreed to recommend that you should proceed with Cllr Mosquito's appointment to that office. However, as the Panel Members appreciated that this is as much of a learning curve for you as for them, they recommended that you take some steps to clarify key relationships and strengthen the support afforded to you by this post, as follows:

- a) Given the importance of this post in supporting you the Panel recommends that you agree a job description for the post of DPCC which clarifies the DPCC's specific responsibilities and the relationship with yourself and that this is published.

- b) The Panel recommends that you clarify the DPCC's relationship with the Chief Constable and report back to the Panel on this.
- c) Although you noted the post is actually for 32 hours a week (not the 28 hours in the terms and conditions provided), the Panel recommends that this post with a salary of £65,000 should be full time with no competing time requirements, such as holding additional office/ drawing an additional special responsibility allowance as a councillor, or undertaking further paid employment. This would not prevent Cllr Mosquito from continuing to serve as an elected member on Birmingham City Council.
- d) As this post holder will be a member of your staff the Panel recommends that a performance management framework is put in place.
- e) As this is a new role that goes well beyond the experiences gained by Cllr Mosquito on the West Midlands Police Authority the Panel recommends a detailed induction for Cllr Mosquito to be put in place to include matters such as community engagement; commissioning; and the wider landscape such as roles of Community Safety / Crime and Disorder Reduction Partnerships and Health and Well-Being Boards.

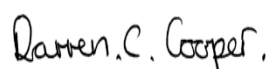
Section 7 of the DPCC's terms and conditions set out the reasons for termination of the appointment. The Panel wished for some reassurance from the DPCC that no legal or employment action (such as a claim for redundancy) would be taken against your office when the position is terminated at the end of your current term of office.

The Panel requests that you report back on your Deputy's performance in 12 months time as part of the process of learning from the experience of these new roles.

On behalf of the Panel I would like to wish Cllr Mosquito well in carrying out her new role.

This letter will be published during the course of today and there is no embargo upon it.

Yours sincerely



**Councillor Darren Cooper**  
Chair of the West Midlands Police and Crime Panel



**WMPCP West Midlands Police and Crime Panel**

c.c. Cllr Yvonne Mosquito  
Jacky Courtney