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David Jamieson  
West Midlands Police and Crime Commissioner  
West Midlands Office for Policing and Crime

Sent via email: d.jamieson@west-midlands.pnn.police.uk

c.c. Waheed Saleem

Jonathan Jardine – Chief Executive West Midlands Office for Policing and Crime

22 May 2020

Dear David

**Confirmation Hearing: Proposed Appointment of Waheed Saleem 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 regarding your proposed appointment of Waheed Saleem to the office of Deputy Police and Crime Commissioner.

I would like to thank you both for attending the public confirmation hearing on 20 May 2020 and responding to Panel Members' questions.

On the basis of the information supplied by your office and the evidence provided by the candidate through his answers to the Panel's questions, the Panel agreed by a majority to recommend that Waheed Saleem should not be appointed as Deputy Police and Crime Commissioner.

The Panel recognised that Waheed Saleem possessed a good range of skills and experience to undertake the role, and it acknowledged the work he had undertaken to support you in fulfilling the Police and Crime Plan and to respond to the coronavirus epidemic. Members also discussed the integrity required for this high-level public role, one that must command the confidence of the public and across the police force.

The Panel acknowledged the clarifications Waheed Saleem provided to points made in recent media reports. However, the Panel felt that more recent comments on social media demonstrated a poor lack of judgment and the necessary standards of behaviour, integrity and level-headedness for this high-profile position.

The Panel recognises that it is your decision as to whether to accept or reject the Panel recommendation.

In addition, whilst it acknowledges your reasons for making an appointment at the earliest opportunity, the Panel wishes to reiterate its view that, wherever possible appointments of this nature should be conducted through an open, transparent process in which the public can have confidence.

The Panel intends not to publish its decision in relation to this matter until 10am Tuesday, 2 June 2020, when 5 working days have elapsed, and I look forward to receiving your response.

Yours sincerely

A handwritten signature in black ink that reads "K. Hawkins". The signature is written in a cursive, slightly slanted style.

**Councillor Ken Hawkins**  
Chair of the West Midlands Police and Crime Panel