

HUMBERSIDE POLICE AND CRIME PANEL

DATE	11 October 2023
REPORT OF	The Police and Crime Commissioner
SUBJECT	Confirmation hearing for the appointment of the Chief Finance Officer for the Office of the Police and Crime Commissioner for Humberside.
STATUS	Open

1. Introduction

- 1.1 The Police Reform and Social Responsibility Act 2011 (the Act) requires Police and Crime Panels to scrutinise senior appointments proposed by the Police and Crime Commissioner (PCC).
- 1.2 Schedule 1, paragraph 9 (1) of the Act defines senior appointments as the PCC's Chief Executive & Monitoring Officer, Chief Finance Officer and the Deputy Police and Crime Commissioner (if appointed). These are referred to as Schedule 1 appointments.
- 1.3 The PCC must notify the Panel of the following information:
 1. The name of the person he is proposing to appoint.
 2. The criteria used to assess the suitability of the candidate for the appointment.
 3. Why the candidate satisfies the criteria.
 4. The terms and conditions on which the candidate is to be appointed.
- 1.4 Schedule 1 paragraph 10 of the Act requires the Panel to review the proposed appointment and make a report to the PCC which must include a recommendation as to whether or not the candidate should be appointed. This must be done within a period of three weeks beginning with the day on which the Panel receives the notification from the PCC of the proposed senior appointment(s).
- 1.5 Schedule 1 paragraph 11 of the Act requires the Panel to hold a confirmation hearing before making a report and recommendation under paragraph 10 to the PCC in relation to a proposed senior appointment.
- 1.6 Schedule 1 paragraph 12 of the Act allows the PCC the right to accept or reject the Panel's recommendation and he must notify the Panel of his decision.

2. Proposed Appointment

- 2.1 The OPCC has since 2019 had an agreement in place to share Finance function leads with Humberside Fire and Rescue Service in the spirit of collaboration and seeking best value.
- 2.2 Kevin Wilson has since 2019 held the lead Finance role and operated as Chief Finance Officer and s151 for the PCC since this time. Mr Wilson decided to tender his resignation earlier this year to allow him to relocate and take up a post elsewhere.
- 2.3 The PCC liaised with Humberside Fire and Rescue Service to agree in principle to support the future of a secondment arrangement with a suitable replacement candidate on the basis of being able to contribute to the recruitment of such a person and ensure alignment with requirements for the OPCC.
- 2.4 Mr Martyn Ransom (previously Deputy to Mr Wilson) is the Fire Authorities chosen replacement. The process by which Mr Ransom was appointed involved a technical assessment, presentation, personality profiling as well as various questions asked by the appointment committee. Rachel Cook, Chief Executive to the PCC was present throughout the process and sat as part of the technical panel supporting the appointments panel.
- 2.5 A copy of the role profile is included for the panels consideration alongside a copy of the CV for Mr Ransom.

3. Background to the appointment

- 3.1 Every PCC must have a Chief Finance Officer, who will also act as the Section 151 Officer.
- 3.2 The purpose of the post is to:
 1. Undertake all duties associated with the Section 151 officer to support the Police and Crime Commissioner
 2. Co-ordinate the joint independent audit committee with the force to ensure it operates efficiently and effectively
 3. Ensure effective monitoring of the Force and OPCC Budgets
 4. Ensure appropriate preparation and publishing of PCC and Group end of year accounts
 5. Formulate and monitor borrowing and investment strategies in connection with debt and investment
 6. Have statutory responsibility to report directly to the Commissioner and to external auditors
- 3.3 The role of Chief Finance Officer includes the Statutory Function of Section 151 Officer which requires the PCC to make arrangements for the proper administration of their financial affairs and requires one officer to be nominated to take responsibility for the administration of those affairs. Alongside the various functions required of the post the main duties of the Section 151 Officer are;
 - To act as treasurer and must be a qualified accountant belonging to one of the recognised chartered accountancy bodies.

- To hold a duty to report any unlawful financial activity involving the PCC (past, present or proposed) or failure to set or keep to a balanced budget.
- To hold a number of statutory powers in order to allow this role to be carried out, such as the right to insist that the local authority makes sufficient financial provision for the cost of internal audit.

4. The criteria used to assess the suitability of the candidate for the appointment

4.1 The candidate is known to the OPCC and joint working arrangements have been in place for other collaborative working between the OPCC and Fire and Rescue service.

The specific criteria considered for the role of Chief Finance Officer are as follows:

1. Skills and Experience.

Martyn is a highly motivated senior leader with strong interpersonal, leadership and communication skills. Credible at senior level with the ability to explain key financial messages in an easy-to-understand way. He is confident to provide sound independent advice on financial and procurement matters. Martyn demonstrates integrity, truth and loyalty that builds trust and creates an environment for continuous improvement and change. Martyn has demonstrated a history of continually developing individuals within his team by supporting formal studies and providing opportunities for informal development and provide financial awareness development for non-finance colleagues.

2. Financial Management.

Martyn is a Fellow Chartered Certified Accountant (FCCA) – with 25 years' experience in public sector finance. He is able to bring an analytical approach, provide a logical and balanced view, and support reasoning with evidence. Martyn is a pragmatic problem solver who can recognise the implications of an issue and assess the potential outcomes allowing him to effectively provide positive outcomes.

3. Partnership Working.

Martyn has a strong career history in public service working across Fire, Police and Health sectors. Since 2019 he has been working closely with the OPCC as deputy to our previous Chief Finance Officer and has a strong understanding of the requirements of this post.

4.2 Martyn Ransom's career includes the following:

Humberside Fire and Rescue Service/Humberside Fire Authority Jan 2011 – Present

Police and Crime Commissioner for Humberside Jan 2020 – Present

Joint Deputy Chief Finance Officer/Deputy S151 Officer Jan 2020 – Present

A high-profile role reporting directly to the Executive Director of Finance, providing strategic input to decision making and responsible for the overall management of the Finance and Procurement function at Humberside Fire and Rescue Service (HFRS) and providing strategic financial advice to the Police and Crime Commissioner (PCC) and Chief Executive. Deputises for the Executive Director of Finance as required. Leads, manages, and develops a finance and procurement team of 14.

***Head of Finance
Apr 2017 – Dec 2019***

A high-profile role, reporting directly to the Executive Director of Finance, and responsible for the overall management of the Finance and Procurement function at Humberside Fire and Rescue Service (HFRS). Deputised for the Executive Director of Finance as required. Lead, managed, and developed a finance and procurement team of 11.

***Joint Head of Finance (Temporarily seconded to OPCC 3 days per week)
Jan 2019 – Jun 2019***

Provided Technical Accountancy support to the OPCC to ensure that the PCC produced the statutory accounts in accordance with the statutory deadline of 31 May, continued to manage the Finance and Procurement functions at Humberside Fire and Rescue Service.

***Finance Manager
Jan 2011 – Mar 2017***

Responsible for the overall management of the Finance, Procurement and Stores functions at Humberside Fire and Rescue Service (HFRS). Deputised for the Executive Director of Finance as required. Lead, managed, and developed a finance, procurement and stores team of 14.

***Association of Chartered Certified Accountants
Jul 2007 – Mar 2015***

Assistant examiner/marker for the ACCA Financial Reporting paper.

***Humberside Police – Principal Finance Officer (Accountancy)
Jul 2007 - Dec 2010***

Responsible for production of the Forces Capital and Revenue budgets including assisting with the production of the medium-term financial plan and completing the production of the annual accounts in accordance with the statutory deadline. Managed the production of monthly financial information to the Corporate Management Team and other staff.

***FTC Kaplan – Associate Tutor
Jan 2006 - Jul 2007***

Responsible for providing training and support to students completing professional accountancy exams (ICAEW/ACCA/CIMA/AAT), specialising in financial reporting.

Preparing all class material for presentation in class and delivery to students. Counselling and supporting students also formed a key part of the role.

**Eastern Hull Primary Care Trust – Management Accountant
Sep 2003 - Dec 2005**

Provided Finance support for a number of budget holders with a value of £122m, suggested courses of action to manage variances such as cost saving and recovery of income. Management of the General Ledger to ensure timely and accurate production of Financial information.

5. The terms and Conditions on which the Candidate is to be appointed

- 5.1 The appointment will be offered on a secondment basis equating to 0.4 fte (2 days a week) the appointment will be covered through a legal collaboration agreement between Humberside Office of the Police and Crime Commissioner and Humberside Fire and Rescue.
- 5.2 The agreement covers a term of twenty years indicating that this is seen to be a collaboration that can be maintained.
- 5.3 The agreement also covers the secondment of an additional resource which was the post that Martyn Ransom previously held and will be recruited to in due course on 0.4 fte to provide additional resilience and operational expertise to support in holding the force to account.
- 5.4 Both secondees will continue to receive their current terms and conditions from Humberside Fire and Rescue as their employer.
- 5.5 Humberside OPCC will be responsible for paying 0.4 of the employee costs to Humberside Fire and Rescue. These costs are as follows;

	Post	Salary	Total	40%
<i>Martyn Ransom</i>	<i>Executive Director of Finance /S151 Officer</i>	<i>£119,376</i>	<i>£156,383</i>	<i>£62,553</i>
<i>tb</i>	<i>Deputy Chief Finance Officer/Deputy S151 Officer</i>	<i>£68,226</i>	<i>£89,376</i>	<i>£35,750</i>
Total				£98,303

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6. Recommendations

- 6.1 In accordance with the Police Reform and Social Responsibility Act 2011 the Panel is invited to review the proposed appointment of Mr Ransom as the Chief Finance Officer for the Office of the Police and Crime Commissioner for Humberside and subsequently make a recommendation to the PCC with regards the appointment.

**Jonathan Evison
Police and Crime Commissioner for Humberside**