



Mr M Ellis
Police and Crime Commissioner for
Staffordshire

(By e mail)

Councillor David Williams
Chairman of Staffordshire
Police and Crime Panel
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My Ref: DW/JP **Your Ref:**

Date: 26 April 2018

Dear Mr Ellis

Staffordshire Police and Crime Panel – Confirmation Hearing re Proposed appointment of Jane Heppel to the post of Interim Chief Finance Officer in the Office of the Police and Crime Commissioner for Staffordshire

As required under Schedule 1 of the Police Reform and Social Responsibility Act 2011, I write to inform you of the Staffordshire Police and Crime Panel's recommendation with regard to your proposal to appoint Jane Heppel as Interim Chief Finance Officer in the Office of the Police and Crime Commissioner for Staffordshire

You attended the Panel's Confirmation Hearing on Monday 23 April 2018 and reported your view that Jane's experience, skills and qualifications made her suitable for appointment to the post. You particularly highlighted Jane's ability to dissect and analyse complex issues of concern to you. In addition, you were mindful of her experience of managing investment such as that needed as part of the Medium Term Financial Strategy and key to delivery of the Transformation agenda.

We questioned you on the Interim basis of the appointment. Your view was that the significant changes underway within the Staffordshire Force and, more widely, involving the Fire and Rescue Service, called for strong financial management for the immediate future but flexibility to review longer term needs.

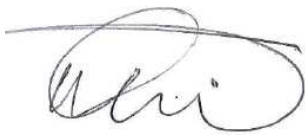
As required, we questioned Jane Heppel on her professional experience and personal independence. She detailed her previous experience, particularly in the 'technical' aspects

of accounting practices and was confident in her own ability to manage expectations which she considered to be unrealistic.

The Panel's role is to recommend that an appointment be made or that an appointment not be made. In this instance we decided to recommend that an appointment be made. We wish Jane Heppel well in her new role.

This letter will be published at 4.00 pm today and there is no embargo on it.

Yours sincerely

A handwritten signature in dark ink, appearing to read 'David Williams', with a large, sweeping loop at the end.

David Williams
Chairman – Staffordshire Police and Crime Panel