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Rt Hon Alun Michael, JP, FRSA
Police and Crime Commissioner
Ty Morgannwg
Police Headquarters
Bridgend
CF31 3SU

RESTRICTED - APPOINTMENTS

4 September 2017

Dear Mr Michael

Chief Constable Selection Process

Thank you for asking me to act as the nominated independent panel member in respect of the Chief Constable selection process for South Wales Police. As you know, I am an accredited Senior Assessor with the College of Policing.

I am pleased to confirm that the process was undertaken in accordance with the three principles of **merit, fairness and openness**.

A role profile was developed for the vacancy and I understand this was advertised for at least the requisite three weeks on the following websites:

- College of Policing
- Association of Chief Police Officers
- Association of Police and Crime Commissioners
- South Wales Police
- Police and Crime Commissioner for South Wales

One application was received, and whilst ideally I am sure you would have wished to see more applicants coming forward, I am satisfied everything reasonably possible was done to bring the opportunity to the attention of suitably qualified individuals. The application received was scored against the requirements outlined in the role profile and the candidate was invited for interview.

You put in place a series of scrutiny hearings including representatives from the Joint Independent Audit Committee, the Joint Independent Ethics Committee and a broad range of senior stakeholders and leaders from across South Wales. The Appointments

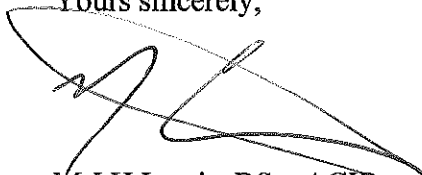
Panel itself, chaired by you, was made up of very senior and experienced leaders, more than capable of discharging its responsibilities to challenge and test that the candidate met the requirements of the role.

Matt Jukes, currently Deputy Chief Constable in South Wales, performed strongly throughout the selection process and you intend to inform the Police and Crime Panel of your intention to appoint him to the role of Chief Constable.

In summary, I am happy to confirm that the process to select a new Chief Constable was robust and satisfied the principles of **merit, fairness and openness**.

Once again, I would like to thank you for inviting me to participate in the process and if you require anything else from me, do please let me know.

Yours sincerely,



M J H Lewis, BSc, ACIB