

STATES OF JERSEY



CHIEF OFFICER OF THE STATES OF JERSEY POLICE FORCE: APPOINTMENT

**Lodged au Greffe on 16th March 2010
by the Minister for Home Affairs**

STATES GREFFE

PROPOSITION

THE STATES are asked to decide whether they are of opinion –

in accordance with the provisions of Article 9(1) of the Police Force (Jersey) Law 1974, to appoint Mr. David Charles Nelson Warcup as Chief Officer of the States of Jersey Police from 21st July 2010 until 31st December 2015.

MINISTER FOR HOME AFFAIRS

REPORT

In accordance with the provisions of Article 9(1) of the Police Force (Jersey) Law 1974, the Minister for Home Affairs is seeking the approval of the States to the appointment of the next Chief Officer of Police.

In the spring of 2008, an advertisement was placed in the UK to find the next Chief Officer of Police. The initial appointment was to be made as Deputy Chief Officer. However, subject to satisfactory performance in the role of Deputy and a formal assessment process, it was intended that the appointee would then progress to be the next Chief Officer when the incumbent retired, which was to be no later than December 2010.

A number of candidates were interviewed against a full competency requirement for Chief Officer, and the Panel unanimously selected Mr. David Warcup. As a result, Mr. Warcup was appointed Deputy Chief Officer by the Minister for Home Affairs and he joined the States of Jersey Police on 4th August 2008.

When the original arrangements were put in place, it was envisaged that the retiring Chief Officer would have played a fuller part in the performance review process. However, due to the suspension of the existing Chief Officer in November 2008, Mr. Warcup has been required, by law, to be the Acting Chief Officer, and it has not been possible for the planned performance review by the Chief Officer to take place. The Minister for Home Affairs therefore made the decision to conduct a review of performance and a formal assessment together. This was agreed by the Appointments Commission.

The process to appoint a new Chief Officer (Designate) of Police began in early January 2010, as it was necessary to establish at an early date whether Mr. Warcup would be appointed. If not, it would be essential to begin a new recruitment process for a new Chief Officer as a matter of urgency, to ensure that the person appointed could commence no later than 1st January 2011.

The original arrangements required a formal assessment to take place and, as such, a Review Meeting was held on 26th January 2010. The Review Panel consisted of –

Mr. K. Soar – Appointments Commission Representative
Senator B.I. Le Marquand – Minister for Home Affairs
Mr. W. Ogley – Chief Executive
Ms R. Davies – Human Resources Director

The Panel has made a strong recommendation to the Minister that Mr. Warcup be appointed to the post of Chief Officer (Designate) and to take over as substantive Chief Officer, States of Jersey Police, on the retirement of the existing post-holder.

It was initially envisaged that the substantive appointment would commence on 1st January 2011, and be for a term of 5 years. However, as the existing Chief Officer has now tendered his resignation, which is effective from 20th July 2010, the substantive appointment will need to commence on 21st July 2010. The Proposition is for appointment for a period up to the end of the 5 years from 1st January 2011. The making of an appointment by the States for a fixed period of time is a departure from previous practice. The Minister believes that any extension of the term of office of the Chief Officer of Police should be approved by the States.

The Minister recommends that Mr. David Charles Nelson Warcup is appointed to the post of Chief Officer, States of Jersey Police, with effect from 21st July 2010, for the period up to 31st December 2015.

Financial and manpower implications

There are no additional financial or manpower implications arising from this proposition as Mr. Warcup will simply be replacing the existing Chief Officer when he takes up his appointment.

Biography – Mr. David Warcup

David Warcup took up his appointment as Deputy Chief Officer at the States of Jersey Police in August 2008. He was the strategic lead on the ongoing historical abuse inquiry.

Prior to joining the States of Jersey Police, David Warcup was the Deputy Chief Constable of Northumbria Police where he served for 32 years. Northumbria Police is one of the largest forces in the UK and covers a wide area of the north-east of England including Northumberland, Newcastle, Gateshead, Sunderland and North and South Tyneside, with an establishment of approximately 4,000 Police Officers and 2,300 civilian staff. David Warcup joined Northumbria Police as a Constable in July 1976 and moved through the ranks to become a Sergeant in 1985 and an Inspector in 1989. In February 1992 he was promoted to the rank of Chief Inspector and worked as an area commander at the rank of Superintendent in March 1994. He was promoted to Chief Superintendent in 1997 and undertook 2 spells as Acting Assistant Constable in 1998 and 1999 before taking on the role substantively in 2000. He was promoted to Deputy Chief Constable in June 2005.

During his career David Warcup gained a post-graduate Diploma in Management Studies in 1991 and an MBA in 1993. He has also undertaken Advanced Leadership Training and he undertook a 6-month Strategic Command Course in 2000. He also successfully completed the Windsor Leadership Trust Programme in 2007.

In addition to his academic achievements, David Warcup has undertaken a range of technical/policing training to include National CBRN Gold Command, Firearms Gold Command, Critical Incident, Siege Management, Management of Disasters and a SCIMITAR (Major Crime Investigation) Course.

David Warcup has a background in effective change management, and he led a revision of the corporate and strategic management processes resulting in the delivery of a new strategic management performance framework, integrating business and operational activity. He was the Deputy Head of the ACPO Personnel and Management Business Area and was the Chair of the Development Board for the first Degree in Police Studies. In addition, he was the Director of the Newcastle Gateshead Initiative and a Visiting Fellow of Northumbria University, lecturing in Leadership and Strategic Management.

He was awarded the Queen's Police Medal in the Queen's Birthday Honours List in 2008.