

**Avon & Somerset Chief Finance Officer
Appointment Process**

Independent Member Statement

Nicola Allen
Treasurer for Devon & Cornwall OPCC and

25 March 2022

I have reviewed the report to the Police and Crime Panel, by the Police and Crime Commissioner (PCC) Mark Shelford, on the proposed appointment of the Avon & Somerset Chief Finance Officer.

The report is a true account of the various stages of the appointment process.

My role as independent member of the Appointment Panel was to provide an assessment of the extent to which the appointment process has been conducted fairly, openly and based on merit.

I can confirm that:

- the process met the principles of merit, fairness and openness; and
- the Appointment Panel were able to fulfil their purpose, to challenge and test the candidate against the stated criteria.

The Appointment Panel unanimously supported Mark Shelford (PCC) in his recommendation to the Police and Crime Panel (PCP) that Paul Butler be appointed.



Nicola Allen
**Treasurer for Devon & Cornwall OPCC
Independent Member**