



Panel Recommendation 2nd March 2026 – Appointment of Chief Executive in the Office of the Police and Crime Commissioner for Avon and Somerset

EXECUTIVE SUMMARY

A confirmation hearing was held by the Avon and Somerset Police and Crime Panel on 2nd March 2026 to consider the appointment of Karl Parfitt to the position of Chief Executive in the Office of the Police and Crime Commissioner, commencing the afternoon of Monday 2nd March 2026.

This report provides information on the Panel's recommendation in respect of that appointment.

The following Members of the Panel were present:

Bath & North-East Somerset – Andy Wait

Bristol City Council – Lisa Durston

Independent Member – Julie Knight (Vice-Chair)

Somerset Council – Heather Shearer (Chair)

Somerset Council - Federica Smith-Roberts

Somerset Council - Martin Wale

Somerset Council – Brian Bolt

South Gloucestershire – Raj Sood

South Gloucestershire – John Bradbury

The following officers from the Host Authority were present:

Patricia Jones – Panel Lead Officer

Pippa Triffitt – Panel Clerk

Background

This report is made in accordance with the Panel's statutory duty contained in Schedule 1 Paragraph 10 of the Police Reform and Social Responsibility Act 2011 (the Act), which makes provision for the scrutiny of senior appointments in the Office of the Police and Crime Commissioner.

Review of Appointment

Under the provisions of the Act, the Police and Crime Commissioner is required to appoint 'a person to be the Head of the Commissioner's staff' (Schedule 1,6 (1)(a)).

On 5th February 2026, Clare Moody, Avon and Somerset Police and Crime Commissioner (the Commissioner) provided formal notification that Karl Parfitt was her preferred choice of candidate for the full-time position of Chief Executive. The Panel noted that the position will address the absence of a substantive post holder and ensure that the office complies with the requirements under the Act to have a Head of Paid Service and substantive Monitoring Officer in post.

As required by law, the Panel held a public Confirmation Hearing to review the proposed appointment on 2nd March 2026. The Panel considered detailed reports and supporting documentation including a report from the Panel's Lead Officer, the criteria the Commissioner used to assess the suitability of the candidate for the appointment, why the candidate satisfies the criteria, the role profile and the terms and conditions on which the candidate is to be appointed. The Panel was also provided with a copy of the candidate's CV and a report of the Independent Member who attended the selection panel.

At the hearing, the Commissioner was invited to discuss the arrangements she made to secure a robust selection process.

In accordance with procedural guidance for Panels on confirmation hearings, questions for the candidate were agreed in advance at a pre-meeting of the Panel and focused on the themes of professional competence and personal independence.

A range of questions were put to the candidate in line with the requisite criteria of professional competence and personal independence that is necessary to exercise the role.

At the end of the session, the candidate was asked if he wished to clarify any answers provided or if he had any questions of the Panel.

The Panel went into closed session to consider its report and recommendations.

Panel Recommendation

The Panel understands that the Commissioner must comply with the requirements of the Act

to appoint 'a person to be the Head of the Commissioner's staff'.

The Panel is required by law to confirm the appointment where it is satisfied that the candidate meets the minimum standards required to fulfil the duties outlined in the role profile.

Having considered the responses to the questions and other information supplied to by the Lead Officer and Commissioner in accordance with the requirements of the Act, the Panel was unanimous in concluding that Karl Parfitt satisfies both requirements and therefore endorses his appointment as Chief Executive in the Office of the Police and Crime Commissioner.

The Panel looks forward to working with him.

RESOLVED – that the Panel unanimously supports the appointment of Karl Parfitt as Chief Executive effective immediately (the afternoon of Monday 2nd March 2026).

2nd March 2026