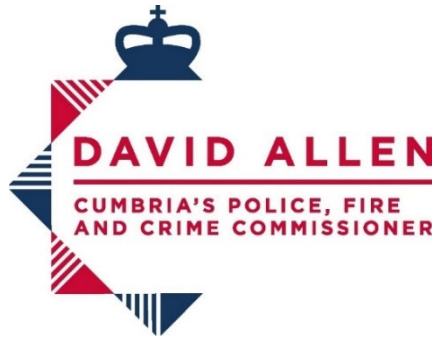




Request for a Police, Fire & Crime Commissioner Decision

SECTION 1

Please identify who is requesting the decision:	Gill Shearer		
OPFCC Decision	Y	Decision Number:	PF 002-26
CCFRA Decision	N	Decision Number:	CF xxxx/yyyy
Constabulary Decision	N	Decision Number:	CC xxxx/yyyy

(Please indicate whether this is a PART 1 or PART 2 decision (For Part 2 decisions, only the Section 1 is to be published)

PART 1 Decision:		PART 2 Decision:	Yes
------------------	--	------------------	-----

DECISION TITLE: OPFCC recruitment of a strategic HR specialist on a consultancy basis
--

Executive Summary: (no more than 100 words) This decision seeks approval to commence recruitment for an independent HR Specialist on a consultancy basis to join the OPFCC to provide strategic expert support for 2 to 3 days per week from July 2026 to May 2027. The role will support business as usual and transition to the Mayoral Strategic Authority, helping to ensure continued access to specialist strategic HR advice and additional capacity during this period. The proposed day rate is between £400 and £650, with the final cost dependent on the number of days worked and the outcome of the recruitment process. The role will work to the Chief Executive. Approval is requested to proceed with recruitment in line with relevant governance, procurement and financial requirements.

Recommendation:

The Commissioner is asked to:

- Approve the commencement of recruitment for an independent HR Specialist on a consultancy basis to join the OPFCC for 2 to 3 days per week from July 2026 to May 2027, at a day rate of between £400 and £650, in accordance with relevant governance, procurement and financial requirements.

Police, Fire & Crime Commissioner

I confirm that I have considered whether or not I have any personal or prejudicial in this matter and take the proposed decision in compliance with the Code of Conduct for Cumbria Police, Fire & Crime Commissioner. Any such interests are recorded below.

I hereby:	approve	the recommendations as set out above.

Delete as appropriate:

Police, Fire & Crime Commissioner / Chief Executive (delete as appropriate)

Signature:



Date: 16/06/2026

For OPFCC Office Use only:

Date of publication of decision:

Each section below must be completed prior to submission to the Commissioner for decision.

ORIGINATING OFFICER DECLARATION:

I confirm that this report has been considered by the Chief Officer Group / OPFCC Executive Team / CCFRA Executive Team and that relevant financial, legal and equalities advice has been taken into account in the preparation of this report.

Signed: Gill Shearer

Date: 16/06/2026

OPFCC CHIEF OFFICER APPROVAL

Chief Executive (Monitoring Officer) / Chief Finance Officer (Deputy Chief Executive) (delete as appropriate)

I have been consulted about the proposal and confirm that financial, legal and equalities advice has been taken into account in the preparation of this report. I am satisfied that this is an appropriate request to be submitted to the Police, Fire and Crime Commissioner / Chief Executive (delete as appropriate).

Signature:

G. Hoare

Date: 16/06/2026

Media Strategy

The decision taken by the Police, Fire & Crime Commissioner may require a press announcement or media strategy.

Will a press release be required following the decision being considered?	YES / NO
If yes, has a media strategy been formulated?	YES / NO
Is the media strategy attached?	YES / NO
What is the proposed date of the press release:	

Public Access to Information

Information in this form is subject to the Freedom of Information Act 2000 (FOIA) and other legislation. Part 1 of this form will be made available on the PFCC website within 5 working days of approval. Any facts/advice/recommendations that should not be made automatically available on request should not be included in Part 1 but instead in the Part 2 section of the form. Deferment is only applicable where release before that date would not compromise the implementation of the decision being approved.

Is the publication of this form to be deferred?	NO
Until what date (if known):	
If yes, for what reason:	
If this is a Part 2 Decision , has the Part 2 element of this form been completed	YES