

Chris Cook
Lincolnshire Police and Crime Panel
Democratic Services
Lincolnshire County Council
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Email: lincolnshirepcp@lincolnshire.gov.uk

Date: Friday 19 September 2025

Marc Jones
Police and Crime Commissioner for Lincolnshire
Deepdale Lane, Nettleham
Lincoln, LN2 2LT

Email: lincolnshire-pcc@lincs.pnn.police.uk

Dear Commissioner

Re: Confirmation Hearing – Proposed appointment of Joanne Davison as Interim Chief Executive Officer

In accordance with Schedule 1 of the Police Reform and Social Responsibility Act 2011, I write to inform you of the Lincolnshire Police and Crime Panel's recommendation regarding your proposed appointment of Joanne Davison as the Interim Chief Executive Officer of the Office of the Police and Crime Commissioner.

The Panel convened a Confirmation Hearing on Friday, 19 September 2025, during which members had the opportunity to engage with both you and Ms Davison. The Panel wishes to extend its sincere thanks to you both for your attendance and for the comprehensive information provided in advance of and during the meeting.

Whilst the Panel acknowledge the basis for your decision to appoint to this position on an interim basis, they would have preferred for a permanent appointment to have been made at this time. Notwithstanding this, the Panel is satisfied that Ms Davison possesses the necessary skills and experience to undertake the responsibilities of the Interim Chief Executive Officer. Furthermore, the Panel is assured that she has the potential to further develop within the role. The Panel therefore supports the appointment of Joanne Davison as

the Interim Chief Executive Officer for the ensuing 12 months and welcomes the opportunity to sit as a confirmation hearing panel in a year's time, following a full and open recruitment process, to consider your preferred candidate for the substantive position.

The Panel recognises that the decision regarding the appointment is to be made by you as the Commissioner and therefore looks forward to receiving confirmation of whether Ms Davison has been appointed. Should the appointment proceed, the Panel wishes her every success in the role.

Yours sincerely,

Chris Cook
Chairman – Lincolnshire Police and Crime Panel