



AVON & SOMERSET

POLICE & CRIME
COMMISSIONER

PCC DECISION

REF 2026/003

Decision Title: Appointment of an OPCC Chief Executive

Decision summary:

An appointment process was held to recruit a permanent Chief Executive and Monitoring Officer. An open and transparent process was run assisted by a recruitment agency to support this executive appointment. Following a successful process the Police & Crime Commissioner proposes to appoint Karl Parfitt as Chief Executive, subject to a confirmation hearing.

Background or reference to supporting papers:

Schedule 1, paragraph 6, of the Police Reform and Social Responsibility Act 2011 (PR&SRA) states that “the Police & Crime Commissioner (PCC) must appoint a person to be the head of the commissioner’s staff (referred to in this Part as the commissioner’s chief executive)”.

Under the Act, the PCC must notify the Police & Crime Panel of their preferred candidate for appointment as Interim Chief Executive and Monitoring Officer. The Police & Crime Panel must hold a confirmation hearing and provide a report to the PCC regarding the proposed appointment.

The appointment term will be permanent.

An open and transparent recruitment process was held, supported by a recruitment agency and the candidate was appointed on merit.

The Appointment Panel unanimously agreed that Karl Parfitt be appointed as Chief Executive.

The appointment was subject to a confirmation hearing with the Police & Crime Panel held on 2 March 2026. The Police & Crime Panel unanimously supported the appointment.

Avon and Somerset Police & Crime Commissioner

I confirm I have considered whether or not I have any declarations of disclosable interest in this matter. Any such interests are disclosed.

The above request has my approval.

Date 2 February 2026



Police & Crime Commissioner for Avon & Somerset

CFO Signatures

Date 2 February 2026

(OCC CFO required if decision requested or presented for approval by Constabulary)



PCC CFO

OCC CFO

**Other relevant lead officer as required
(eg CEO, Monitoring Officer)**

Date

Job title

name

signature