

CHESHIRE FIRE AUTHORITY

MEETING OF: CHESHIRE FIRE AUTHORITY
DATE: 25TH APRIL 2018
REPORT OF: DIRECTOR OF GOVERNANCE AND COMMISSIONING
AUTHOR: ANDREW LEADBETTER

SUBJECT: RECRUITMENT OF CHIEF FIRE OFFICER AND
CHIEF EXECUTIVE

Purpose of Report

1. To confirm the arrangements for the recruitment process for the role of Chief Fire Officer and Chief Executive (CFOCE).

Recommended: That Members

- [1] consider and note the arrangements for the recruitment of a Chief Fire Officer and Chief Executive.

Background

2. Paul Hancock has given notice of his intention to retire from the Service. This was discussed at the Brigade Managers' Pay and Performance Committee (BMPPC) on 25th March 2018. BMPPC considered the arrangements to secure a new CFOCE.

Information

3. BMPPC decided that the recruitment process for the new CFOCE should take the form of a two day assessment process comprising of the following:
 - Technical interview with an independent Chief Fire Officer and HR Consultant
 - Media Assessments
 - Presentation to Members of the BMPPC on a topic given prior to the interview
 - Formal interview with Members of the BMPPC
4. The independent Chief Fire Officer will be Alasdair Hay, the Chief Fire Officer of the Scottish Fire and Rescue Service. Steve Mason will act as the HR Consultant.

5. An advert was published on the National Fire Chiefs Council and Service websites on 8th April 2018 and is attached as Appendix 1 to this report.

Financial Implications

6. The cost of the recruitment and salary of the replacement CFOCE are adequately covered by existing budgets.

Legal Implications

7. Whilst the BMPPC is responsible for the recruitment of the CFOCE the decision is reserved to the Fire Authority. Given the period between the conclusion of the two day assessment process and the next Fire Authority meeting it is anticipated that the appointment will be dealt with as an urgent item. However, before the decision is made officers intend to circulate information to all Members.

Equality and Diversity Implications

8. None.

Environmental Implications

9. None.

CONTACT: JOANNE SMITH, FIRE SERVICE HQ, WINSFORD

TEL [01606] 868804

BACKGROUND PAPERS: NONE