

CHESHIRE FIRE AUTHORITY

MEETING OF: CHESHIRE FIRE AUTHORITY
DATE: 28TH SEPTEMBER 2022
REPORT OF: DIRECTOR OF TRANSFORMATION
AUTHOR: ANDREA HARVEY

SUBJECT: APPOINTMENT OF CHIEF FIRE OFFICER AND
CHIEF EXECUTIVE

Purpose of Report

1. To consider the appointment of Mr Alex Waller who is the recommended candidate of the Brigade Managers' Pay and Performance Committee (BMPPC) for the role of Chief Fire Officer and Chief Executive (CFOCE).

Recommended: That Members

[1] Appoint Mr Alex Waller as Chief Fire Officer and Chief Executive.

Background

2. Following Mark Cashin's notice of his intention to retire from the Service at his appraisal in January 2022, a discussion took place with Members of the BMPPC to agree the arrangements to secure a new CFOCE.
3. It was agreed 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 and Psychometric Assessments
 - Stakeholder Panel comprising of representatives from the Staff Engagement Forum
 - 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 was Dan Stevens, who has held Chief Fire Officer roles in Merseyside FRS and in the Melbourne Fire Service, Australia. Dan is currently the serving HMICFRS lead for Wales. The independent HR Consultant was Steve Mason.
5. The advert was originally published in April 2022 but following Mark Cashin's car accident and a period of time away from the workplace, the process was paused. Upon his return, a second advert was published on the National Fire Chiefs Council and Service websites on 11 July 2022 with a closing date of 5

August 2022. Three applications were received and two candidates were shortlisted.

6. Following the two-day assessment process the Members of the BMPPC engaged in a full debrief which included comprehensive feedback from Dan Stevens, Steve Mason, Andrea Harvey (on behalf of the Stakeholder Panel) and the independent media assessors Sarah Perris and Merryn Myatt. Coupled with their own observations from the Member interview and presentation, the Committee was unanimous in agreeing that Mr Alex Waller should be recommended for appointment as CFOCE. The Committee recommends this appointment.
7. Subject to the Authority appointing Mr Waller he will commence in post on 1st October 2022.

Financial Implications

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

Legal Implications

9. This report is submitted to the Authority because although the Brigade Managers' Pay and Performance Committee is responsible for the recruitment of the CFOCE, the decision about appointment is reserved to the Fire Authority.

Equality and Diversity Implications

10. Like all other recruitment and selection processes, great care has been taken to ensure that the recruitment and selection process for this role has been conducted in a fair and inclusive manner and in accordance with Service policy and ACAS best practice.

Environmental Implications

11. None.

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BACKGROUND PAPERS: NONE**