

CHESHIRE FIRE AUTHORITY

MEETING OF: CHESHIRE FIRE AUTHORITY
DATE: 22ND MAY 2018
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 Mark Cashin who is the recommended candidate of the Brigade Managers' Pay and Performance Committee for the role of Chief Fire Officer and Chief Executive (CFOCE).

Recommended: That Members

- [1] Appoint Mr Mark Cashin to the post of Chief Fire Officer and Chief Executive.

Background

2. Following Paul Hancock's notice of his intention to retire from the Service a paper was submitted to the Fire Authority on 25th April 2018 to outline the arrangements to secure a new CFOCE.
3. The Fire Authority 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 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 was Alasdair Hay, who is the serving Chief Fire Officer of the Scottish Fire and Rescue Service and the independent HR Consultant was Steve Mason.
5. An advert was published on the National Fire Chiefs Council and Service websites on 8th April 2018 and 2 candidates were shortlisted.

6. Following the two day assessment process the Members of the Brigade Managers' Pay and Performance Committee engaged in a full debrief which included comprehensive feedback from Alasdair Hey, Steve Mason 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 the most suitable and highest scoring candidate was Mr Mark Cashin. The Committee recommends this appointment.
7. Subject to the Authority appointing Mr Cashin he will commence in post on 1st July 2018.

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.

**CONTACT: JOANNE SMITH, FIRE SERVICE HQ, WINSFORD
TEL [01606] 868804
BACKGROUND PAPERS: NONE**