

## Appointment of Deputy Chief Fire Officer

### Report of the Human Resources Manager

For further information about this report please contact Lisa Vickers, Human Resources Manager, on 01743 260211.

#### 1 Purpose of Report

To advise the Fire Authority of the current position, on the appointment of a Deputy Chief Fire Officer.

#### 2 Recommendations

The Fire Authority is asked to note the report.

#### 3 Background

At the Chair's Brief meeting on 14 October 2009 the Chief Fire Officer Paul Raymond discussed the Deputy Chief Fire Officer vacancy, following his promotion, with the Chair, Vice-Chair and Leader of the Main Opposition Group. They agreed to proceed with the selection process using the consultants MPCG and the process used for recruiting the Chief Fire Officer earlier in 2009, specifically delegating the planning and execution of the recruitment process to the Brigade Managers' Employment Panel (the Panel). The process then commenced, as described below.

#### 4 Recruitment Process

##### Recruitment Process to date (10 December 2009)

On 14 October 2009 the Chair agreed the recommendation of the Chief Fire Officer that MPCG be appointed to provide recruitment support to the Fire Authority. MPCG assisted the Fire Authority in appointing a Chief Fire Officer earlier in 2009 and spent time with three groups of staff on 2 April 2009, talking about their experiences and opinions of our Service to ensure they had a good understanding of our culture before they began to see candidates.

The key activities / dates for the process were:

- The advertisement for the position was placed through the Chief Fire Officers Association in the week commencing 2 November 2009.
- The closing date for applications was 24 November 2009.
- 11 applications were received and 4 were recommended for the short list.
- A meeting to discuss the final shortlist was held on 30 November 2009.

### **Process for week commencing 14 December 2009**

A social evening with candidates, the Panel and Brigade Managers is arranged for 17 December 2009 and final interviews are to be held on 18 December 2009 from approximately 9.30 am at Brigade Headquarters. An Extraordinary Meeting of the Fire Authority will be held on 21 December 2009 at 4.00 pm to agree the appointment of the successful candidate. At this meeting Mr Bell from MPCG will give an oral report in support of the Panel's recommendation to the Fire Authority regarding the appointment.

It will be necessary for that report to be given in private session, as it will contain information, which is defined as exempt under Paragraphs 1, 2 and 3 of Part I Schedule 12A of section 100A(4) of the Local Government Act 1972.

## **5 Legal Comment**

The appointment of the Deputy Chief Fire Officer must be ratified by the full Fire Authority pursuant to section 112 of the Local Government Act 1972.

## **6 Appendices**

There are no appendices attached to this report.

## **7 Background Papers**

There are no background papers associated with this report.

Implications of all of the following have been considered and, where they are significant (i.e. marked with an asterisk), the implications are detailed within the report itself.

Balanced Score Card		Integrated Risk Management Planning	
Business Continuity Planning		Legal	*
Capacity		Member Involvement	
Civil Contingencies Act		National Framework	
Comprehensive Performance Assessment		Operational Assurance	
Efficiency Savings		Retained	
Environmental		Risk and Insurance	
Financial		Staff	
Fire Control/Fire Link		Strategic Planning	
Information Communications and Technology		West Midlands Regional Management Board	
Freedom of Information / Data Protection / Environmental Information		Equality Impact Assessment	*