



Hereford & Worcester Fire Authority

Appointments Committee

Thursday, 26 May 2016, 10:00

Minutes

Members Present: Ms L R Duffy, Ms R E Jenkins, Mrs F M Oborski MBE, Mr D W Prodger MBE, Mr C B Taylor, Mr R M Udall

Substitutes: none

Absent: none

Apologies for Absence: Mr R J Phillips

5 Declarations of Interest (if any)

No interests were declared.

6 Confirmation of Minutes

The minutes of the meeting held on 27 January 2016 were confirmed as a true record.

7 Chief Fire Officer / Chief Executive Appointment – Options Analysis

The Chief Fire Officer provided the Committee with an options analysis for the appointment of a new Chief Fire Officer / Chief Executive and the contents of the job role. He explained the key drivers within the current and most likely future operating environment which determined the appropriateness and suitability of each option.

Members questioned the Chief Fire Officer with regards to the options presented and discussed the professional recommendation that had been put forward.

RESOLVED that:

i) the options analysis and associated professional recommendation

to appoint an operational Chief Fire Officer be accepted; and

ii) there be no change to the remuneration package of the Chief Officer post at this time, however a review be undertaken within 12 months of the new appointment, the outcome of which to be dependent on the individual's performance over that period.

8 Exclusion of Press and Public

RESOLVED that the press and public be excluded from the meeting for consideration of the following item due to the likelihood that it discloses information relating to an individual.

[At this point, the interim Chief Fire Officer withdrew from the meeting and left the room.]

9 Appointment of Chief Fire Officer / Chief Executive

On the basis that the Committee had accepted the recommendation in the previous agenda item to appoint an operational Chief Fire Officer / Chief Executive [minute 7 refers], the Head of Legal Services explained to Members that the interim Chief Fire Officer had indicated he wished to be considered for the post on a permanent basis and that he intended to apply for the post if it were re-advertised. The Committee had, prior to the meeting, been circulated a copy of his expression of interest and CV.

The Head of Legal Services informed the Committee that, whilst it was generally good practice to advertise posts, both from an equalities perspective and so as to ensure the widest pool of available candidates, this post had been advertised once. Members needed to consider whether they were satisfied that suitably qualified candidates who might be interested in the position had already had the opportunity to apply and whether or not there was any advantage to be gained from a further advertisement.

The Head of Legal Services explained that should Members consider it unnecessary to re-advertise the post there were no legal issues preventing the Authority from appointing the interim Chief Fire Officer to the post on a permanent basis. It was confirmed by the Deputy Chief Fire Officer that he had no interest in applying for the position.

The Committee discussed the recruitment options open to the Authority and any associated risks.

RESOLVED that:

- i) there be no further advertisement of the post at this time; and***
- ii) the interim Chief Fire Officer be invited to an interview on 7 June 2016.***

The Meeting ended at: 10:48

Signed:.....

Date:.....

Chairman