

Report of the Head of Legal Services

8. Appointment of Chief Fire Officer/Chief Executive

Purpose of report

1. To recommend the appointment of Nathan Travis to the post of Chief Fire Officer/Chief Executive.
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Recommendation

It is recommended by the Appointments Committee that the Authority appoints Nathan Travis to the post of Chief Fire Officer/Chief Executive on the current terms and conditions.

Introduction and Background

2. On 16 December 2015, the previous Chief Fire Officer/Chief Executive was given permission by the Authority to retire with effect from 31 March 2016. The Appointments Committee subsequently gave approval to the person specification and form of advertisement. The resultant vacancy was advertised on 17 December 2015 with a closing date of 18 January 2016 and every effort was made to bring this to the attention of potential candidates.
3. The Appointments Committee met on 27 January 2016 to review the applications but concluded there were insufficient breadth of candidates, either in number or range of experience, to take forward to interview. On 17 February 2016 the Authority approved the secondment of Nathan Travis, the Deputy Chief Fire Officer of Oxfordshire FRS to act as interim Chief Fire Officer Executive for a period of six months with effect from 1 April 2016, prior to a further round of recruitment.

Recruitment Process

4. The Appointments Committee met on 26 May 2016 to explore the future options regarding the recruitment to the post of Chief Fire Officer/Chief Executive. It was agreed by the Committee that it was appropriate in the current and most likely future operating environment to seek candidates with requisite operational command and strategic fire service management experience rather than looking to recruit candidates without such operational experience. The Committee also agreed that there would be no change to the remuneration package of the Chief Officer however a review would be undertaken within 12 months of the new appointment, the outcome of which would be dependent on the individual's performance over that period. Clarification was given that the Chief Fire Officer would not necessarily be

expected to reside within the boundaries of the Authority's area provided they lived within a reasonable distance such as to be able to provide effective cover on the Principal Officer rota.

5. The interim Chief Fire Officer had indicated that he wished to be considered for the post on a permanent basis and intended to apply if the post is advertised. The Committee considered that suitably qualified candidates who might be interested in the position had already had the opportunity to apply and there was no advantage to be gained from a further advertisement. On that basis the Appointments Committee agreed to invite Mr Travis to be interviewed for the substantive post of Chief Fire Officer/Chief Executive.
6. The interview process took place on 7 June 2016.

Conclusion/Summary

7. The post of Chief Fire Officer/Chief Executive was advertised in December 2015 and on the basis that there was insufficient breadth of candidates, either in number or range of experience, to take forward to interview the Authority appointed Mr Nathan Travis as interim Chief Fire Officer.
8. Mr Travis recently expressed his interest in being considered for the post of Chief Fire Officer/Chief Executive on a permanent basis and expressed an intention to apply if the post was advertised. The Appointments Committee, having been satisfied that suitably qualified candidates who might be interested in the position had already had the opportunity to apply, interviewed Mr Travis on 7 June. The Committee recommends to the Authority that Mr Nathan Travis be appointed on a permanent basis on the current terms and conditions.

Corporate Considerations

Resource Implications (identify any financial, legal, property or human resources issues)	
Strategic Policy Links (identify how proposals link in with current priorities and policy framework and if they do not, identify any potential implications).	The Authority's commitment to having the right people, with the right skills and training is part of 'Our Strategy'.
Risk Management / Health & Safety (identify any risks, the proposed control measures and risk evaluation scores).	There is a risk to the future management of the Service if no appointment is made before the present Interim CFO's period of secondment expires.

Consultation (identify any public or other consultation that has been carried out on this matter)	N/A
Equalities (has an Equalities Impact Assessment been completed? If not, why not?)	The Appointments Committee is satisfied that suitably qualified candidates who might be interested in the position have already had the opportunity to apply.

Supporting Information

Background papers

- Fire Authority agenda papers and minutes 16 December 2015, 17 February 2016
- Appointments Committee agenda papers and minutes 27 January 2016, 26 May 2016

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