

## Report of Head of Legal Services

### 7. Appointment of Chief Fire Officer/Chief Executive

#### Purpose of report

1. To update members on progress towards the recruitment of a Chief Fire Officer/Chief Executive and to recommend the appointment of an interim Chief Fire Officer/Chief Executive.
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#### Recommendations

##### *It is recommended that:*

- i) Nathan Travis, Deputy Chief Fire Officer of Oxfordshire FRS, be seconded as Interim Chief Fire Officer/Chief Executive for a period of six months with effect from 1<sup>st</sup> April 2016;*
- ii) the secondment to be on the same terms and conditions as the current Chief Fire Officer/Chief Executive together with reimbursement of any reasonable expenses and such additional terms as may be agreed with the employing authority by the Head of Legal Services, in consultation with the Chairman; and*
- iii) the interim Chief Fire Officer/Chief Executive undertake a review of the terms and conditions of the role, so as to enable the Appointments Committee to recommence recruitment for a permanent appointment as soon as possible.*

#### Introduction and Background

2. At the Authority's meeting on 16<sup>th</sup> December 2015, the current Chief Fire Officer/Chief Executive was given permission to retire with effect from 31<sup>st</sup> March 2016. The Appointments Committee met immediately following that meeting and agreed the person specification and form of advertisement for the resultant vacancy. The vacancy was advertised on 17<sup>th</sup> December 2015 with a closing date of 18<sup>th</sup> January 2016 and every effort was made to bring this to the attention of potential candidates.
3. The Appointments Committee met on 27<sup>th</sup> January to review the applications but concluded there were insufficient breadth of candidates, either in number or range of experience, to take forward to interview. Limited feedback had also been sought as to why more candidates had not applied and this was also considered by the Committee. The Chief Fire Officer was asked to explore the possibility of seconding a suitably experienced officer from another Fire & Rescue Service to act as interim Chief Fire Officer/Chief

Executive whilst the role and terms & conditions of appointment were reviewed, prior to a further round of recruitment.

4. Following a recommendation from the Chief Fire Officer, members of the Appointments Committee have met with Nathan Travis who is currently the Deputy Chief Fire Officer of Oxfordshire and whose Authority would be willing to second him to this Service for a period of six months. Mr Travis is an experienced officer who is considered to be well qualified to take on the interim role pending a further recruitment process.

### Conclusion/Summary

5. There were no suitable candidates in response to the advert for the Chief Fire Officer/Chief Executive post. The appointments Committee has concluded that the terms and conditions of the post should be reviewed prior to a further advertisement and that an interim appointment, by way of a secondment from another Service, should be made in the meantime.

### Corporate Considerations

<b>Resource Implications</b> (identify any financial, legal, property or human resources issues)	There will be some additional costs associated with the secondment of an Officer from another Service but these will be contained within existing budgets
<b>Strategic Policy Links</b> (identify how proposals link in with current priorities and policy framework and if they do not, identify any potential implications).	An key part of the Authority's strategy is that we will ensure we have the right people, with the right skills and training to carry out the right job at the right time
<b>Risk Management / Health &amp; Safety</b> (identify any risks, the proposed control measures and risk evaluation scores).	None identified
<b>Consultation</b> (identify any public or other consultation that has been carried out on this matter)	None
<b>Equalities</b> (has an Equalities Impact Assessment been completed? If not, why not?)	Full consideration to equalities and diversity was given during the unsuccessful recruitment process, with support from Worcestershire County Council HR Department.

## **Supporting Information**

Background papers –

Minutes of Fire Authority – 16<sup>th</sup> December 2015

Minutes of Appointments Committee – 16<sup>th</sup> December 2015 & 27<sup>th</sup> January 2016

## **Contact Officer**

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