



Hereford & Worcester Fire Authority

Appointments Committee

Thursday, 01 October 2020,10:00

Minutes

Members Present: Mr A Fry, Mr M Hart, Mrs F M Oborski MBE, Mr R J Phillips, Mr C B Taylor, Mr P A Tuthill

9 Apologies for Absence

Apologies were received from Cllr C Hotham.

10 Declarations of Interest (if any)

There were no interests declared.

11 Confirmation of Minutes

RESOLVED that the minutes of the Appointments Committee meeting held on 22nd November 2017 be confirmed as a correct record and signed by the Chairman.

12 Exclusion of the 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 the business affairs of the Authority.

13 Recruitment of Chief Fire Officer/Chief Executive

The Chief Fire Officer presented Members with the proposed recruitment and selection arrangements for the appointment of a Chief Fire Officer/Chief Executive.

An error was noted in Appendix 2 in the text under the map of Fire Stations, it should say we attend 8,000 incidents each year, the word

'incidents' was missing. The Head of HR confirmed that this would be amended prior to publication.

The Chief Fire Officer confirmed that the post would be advertised nationally via the National Fire Chief's Council website and also through West Midlands Jobs. He also confirmed that he would be communicating with all Chief Fire Officers through informal networks and would welcome informal chats with any interested candidates.

Members were informed that candidates would have an online test, which would be analysed and drilled down to provide bespoke information for each candidate prior to the interview.

It was agreed that the post would be advertised on Friday 2 October and the next Appointments Committee would be held on Monday 16 November 2020 where training for Members prior to shortlisting would take place.

RESOLVED that the recruitment and selection arrangements for the appointment of a new Chief Fire Officer/Chief Executive are approved.

The Meeting ended at: 10:45

Signed:.....

Date:.....

Chairman



Hereford & Worcester Fire Authority

Appointments Committee

Monday, 16 November 2020, 11:15

Minutes

Members Present: Mr A Fry, Dr C A Hotham, Mrs F M Oborski MBE, Mr R J Phillips, Mr C B Taylor, Mr P A Tuthill

9 Apologies for Absence

Apologies were received from Cllr M Hart.

10 Declarations of Interest (if any)

There were no interests declared.

11 Confirmation of Minutes

RESOLVED that the minutes of the meeting held on 1 October 2020 be confirmed as a correct record and signed by the Chairman.

12 Exclusion of the Press and Public

RESOLVED that the press and public be excluded from the remainder of the meeting on the grounds that the items under discussion are likely to reveal exempt information, namely information relating to individuals.

13 Recruitment of Chief Fire Officer/Chief Executive

Three applications had been received for the post of Chief Fire Officer. Members were presented with copies of all three applications and the current Chief Fire Officer reported the recommendations of the Shortlisting Panel.

Candidates A and B both met the application criteria for further consideration.

Although candidate C had demonstrated considerable experience outside the UK, the candidate had failed to demonstrate sufficient knowledge or understanding of the current context and challenges affecting UK local authority fire & rescue services. This candidate therefore did not meet the essential criteria for further consideration.

It was noted that the interviews were scheduled to take place the day after the current COVID lockdown restrictions were due to end. There was uncertainty whether the interviews would still be able to go ahead in person or what restrictions (if any) might then be in place. One Member of the Committee indicated that due to medical advice they would only be able to participate remotely. In the circumstances, the Committee concluded that it would be advisable to conduct the interviews remotely and that the necessary application packs should be delivered to Members in advance.

RESOLVED that:

- (i) Candidates A and B be shortlisted for interview, such interviews to be conducted remotely; and**
- (ii) Candidate C be informed their application had not met the criteria for further consideration.**

The Meeting ended at: 12:57

Signed:.....

Date:.....

Chairman



Hereford & Worcester Fire Authority

Appointments Committee

Thursday, 03 December 2020, 10:00

Minutes

Members Present: Mr A Fry, Mr M Hart, Dr C A Hotham, Mrs F M Oborski MBE, Mr R J Phillips, Mr C B Taylor

14 Apologies for Absence

Apologies were received from Cllr P Tuthill.

15 Declarations of Interest (if any)

There were no interests declared.

16 Confirmation of Minutes

RESOLVED that the minutes of the meeting held on 16 November 2020 be confirmed as a correct record and signed by the Chairman.

17 Exclusion of the Press and Public

RESOLVED that the press and public be excluded from the remainder of the meeting on the grounds that the information to be discussed includes details of individual candidates.

18 To interview candidates for the post of Chief Fire Officer

The Committee interviewed the two previously shortlisted candidates for the post of Chief Fire Officer and also had regard to the feedback from an Employee Panel and a Stakeholder Panel, both of which had also questioned each candidate.

Both candidates were thanked for their applications.

The Committee unanimously RECOMMENDED that the Authority

appoint Mr Jon Pryce, currently Assistant Chief Fire Officer, to the post of Chief Fire Officer with effect from a date to be agreed.

The Meeting ended at: 14:20

Signed:.....

Date:.....

Chairman