

APPOINTMENT OF DEPUTY CHIEF FIRE OFFICER & ASSISTANT CHIEF FIRE OFFICER



PRESENTED TO: FIRE AUTHORITY

DATE OF MEETING: 18 APRIL 2017

OFFICER PRESENTING REPORT: TREVOR FERGUSON

1. PURPOSE AND SUMMARY OF REPORT

- 1.1. The purpose of this report is to seek ratification of the Management Committee's decision to appoint the new Deputy Chief Fire Officer (DCFO) and Assistant Chief Fire Officer (ACFO) onto the existing pay scales for these posts. (see Appendix A)

2. RECOMMENDATIONS

That the Fire Authority:-

- 2.1. **AGREE** that Steven Foye be appointed onto the DCFO pay scale CO11 to CO15
- 2.2. **AGREE** that Simon Jefferies be appointed onto the ACFO pay scale CO09 to CO11

3. BACKGROUND AND SUPPORTING INFORMATION

- 3.1. Following the retirement of ACFO, Paul Southern, and the appointment of DCFO, Trevor Ferguson into the post of CFO, Royal Berkshire Fire and Rescue Service (RBFRS) required an appointments process to fill the subsequent vacancies.
- 3.2. In line with the Fire Authority's Standing Orders the Management Committee agreed an Appointments Panel for the selection process.
- 3.3. The closing date for applications was 20 February 2017. A very strong field of candidates from across the Thames Valley and beyond applied for the various positions. Short listing was undertaken on the 21 February 2017 by the Fire Authority Appointments Panel.
- 3.4. Over the course of two days candidates were tested through an extensive range of exercises culminating in a Member Panel Interview on the 23rd March. The assessments covered; report writing, presentation skills, working with the media, operational skills, leadership and strategy.

- 3.5. The appointments panel consisted of:
 - 3.5.1. Chairman Cllr Colin Dudley
 - 3.5.2. Cllr Pauline Helliard-Symons
 - 3.5.3. Cllr Paul Gittings
 - 3.5.4. Cllr Angus Ross
 - 3.5.5. Cllr Emma Webster
 - 3.5.6. Cllr Iain McCracken – Non-voting Audit & Governance Member
 - 3.5.7. Trevor Ferguson – Non-voting technical adviser
- 3.6. The panel were very impressed with the level of interest and expertise across all 5 applicants. The comments of the panel in relation to both appointments are set out below in 3.9 and 3.10.
- 3.7. *“DCFO scores indicated a clear high performer with Steve Foye achieving top marks across all sets. The panel was unanimous in wishing to offer the post of DCFO to Steve. The decision was echoed by Trevor Ferguson CFO Elect.”*
- 3.8. *“The decision to appoint the ACFO was not an easy one due to the high scoring of the candidates, extensive deliberation took place and the performance over both assessment days was considered resulting in a majority vote to appoint Simon Jefferies to the post of ACFO.*
- 3.9. On the 3rd April the Management Committee agreed the Appointments Panel’s recommendation to appoint of Steven Foye to the post of DCFO and Simon Jefferies to the post of ACFO.
- 3.10. The salaries of both positions will be in line with the agreed Director pay scales (attached in Appendix A) as published in the Authority’s pay policy statement. The individual starting points and progression within the scales will be agreed with the Chief Fire Officer through the PDI process.
- 3.11. To provide further savings from the CMT budget, the CFO elect decided that these posts would be offered without the existing Principal Officer car allowance of £9,151. Instead these posts would be offered with the standard Flexible Duty Officer lease car allowance of £2,744*. To ensure equity across the Principal Officer team the CFO elect has also volunteered to give up his allowance of £9,151 and move to the standard lease allowance of £2,744*.
- 3.12. The Principal Officer/Director allowance will now be removed from the pay policy statement and will not be offered in the future.

*Currently subject to review.

4. FINANCIAL, LEGAL, RISK MANAGEMENT, ENVIRONMENTAL AND EQUALITY IMPLICATIONS

- 4.1. There are no new financial burdens from the recommendations in the report. All the changes will be met within the existing budgeted funding for the CMT.

5. COMPLIANCE WITH STANDING ORDERS / FINANCIAL REGULATIONS

- 5.1. The recommendations contained within this report are in line with Standing Orders and Financial Regulations.

6. CONTRIBUTION TO STRATEGIC COMMITMENTS

- 6.1 Commitment 5 – We will ensure that Royal Berkshire Fire and Rescue Service provides good value for money.

7. ASSESSMENT AGAINST THE PARTNERSHIP FOR COMMON SENSE

- 7.1. Content is in accordance with the Partnership for Common Sense

8. BACKGROUND PAPERS

9. CONSULTATION WITH STATUTORY OFFICERS

9.1. Chief Fire Officer

Has been consulted in the preparation of this report.

9.2. Head of Finance and Procurement

Has been consulted in the preparation of this report.

9.3. Monitoring Officer

Sponsor.

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Date of report: 4th April 2017