

APPOINTMENT OF DEPUTY CHIEF FIRE OFFICER/EXECUTIVE DIRECTOR SERVICE DELIVERY

SUMMARY

1. Under the Constitution, it is the role of the Appointments Committee to recommend the appointment of a Deputy Chief Fire Officer/Executive Director Service Delivery for endorsement by the full Fire Authority.
2. At its meeting on 28 July 2017 the Appointments Committee received a paper regarding the process to be adopted to appoint to the post, including proposed timeline, eligibility for application and the breadth of advertisement. A copy of the minutes of the Appointments Committee held on 28 July 2017 is attached at Appendix A.
3. In accordance with the agreed process Members of the Appointments Committee interviewed the shortlisted candidates on 15 September 2017. Following the withdrawal by one candidate of his application for personal reasons the Committee interviewed the remaining 4 candidates (3 internal and 1 external). The Committee also received feedback from the Partners Panel and the media assessment. The Members agreed unanimously to recommend that Mr P Shillito be appointed Deputy Chief Fire Officer/ Executive Director Service Delivery with effect from 22 September 2017 subject to the recommendation being ratified by the full Fire Authority on 22 September 2017. A copy of the minutes of the Appointments Committee held on 22 September 2017 is attached at Appendix B.

RECOMMENDATION

4. (a) That the minutes of the meetings of the Appointments Committee held on 28 July and 15 September 2017 be received, and

(b) that Members ratify the appointment of Mr P Shillito as Deputy Chief Fire Officer/ Executive Director Service Delivery with effect from 22 September 2017.

BACKGROUND

5. Following the appointment of Mr Chris Blacksell as Chief Fire Officer and Chief Executive on 10 September 2017 the Appointments Committee at its meeting on 28 July 2017 agreed a process to be followed in making an appointment to the post of Deputy Chief Fire Officer/Executive Director Service Delivery.
6. Under the Constitution, it is the role of the Appointments Committee to recommend the appointment of a Deputy Chief Fire Officer for ratification by the full Fire Authority.
7. Seven candidates applied from different backgrounds. The Appointments Committee unanimously shortlisted 5 of those candidates and rejected 2 on the grounds that they did not meet the agreed essential criteria set for the role.
8. Three of the 5 shortlisted candidates were internal candidates and the other 2 candidates were external to the Service. One external candidate subsequently withdrew his application for personal reasons.

9. Members of the Appointments Committee interviewed the remaining 4 shortlisted candidates on 15 September 2017 and also received feedback from the Partners Panel and the media presentation exercise. The Members agreed unanimously to recommend that Mr P Shillito be appointed Deputy Chief Fire Officer/Executive Director Service Delivery with effect from 22 September 2017 subject to the recommendation being ratified by the full Fire Authority on 22 September 2017.
10. The Members of the Appointments Committee would like to take this opportunity to record their appreciation of the commitment of the six senior officers from Partner organisations who participated in the Partner Panel assessments.

STRATEGIC PLAN COMPATIBILITY

11. The recommended appointment has been made in accordance with the process agreed by the Appointments on 28 July 2017 aimed at ensuring a robust and fair process in making an appointment.

FINANCIAL/RESOURCES/VALUE FOR MONEY IMPLICATIONS

12. As we chose to use the HFRS website, social media and NFCC/CFOA electronic networks for all advertising, costs for this element of the process were nil, which represents excellent value for money.

LEGAL IMPLICATIONS

13. The adoption of a fair selection process will reduce any potential risk of employment legal claims.

EQUALITY IMPACT ASSESSMENT/HR IMPLICATIONS

14. The process followed was compliant with equal opportunities legislation and recruitment best practice.

CORPORATE RISK MANAGEMENT IMPLICATIONS

15. The recommendation set out in this report supports the governance of the Authority.

HEALTH AND SAFETY IMPLICATIONS

16. None arising directly.

COMMUNICATION ACTIONS ARISING

17. The final decision and rationale for reaching it will be communicated to staff and all stakeholders.

DETAILS OF CONSULTATION AND/OR COLLABORATION

18. The approved appointments process included a Partners Panel comprising 6 senior officers from Partner organisations and Members of the Appointments Committee received feedback from the Panel of their assessment of the candidates on the basis of a report presentation. The Chief Fire Officer and Chief Executive provided technical advice to the Appointments Committee.

BACKGROUND PAPERS AVAILABLE FOR ACCESS

19. None.

RECOMMENDATIONS RESTATED

20. (a) That the minutes of the meetings of the Appointments Committee held on 28 July and 15 September 2017 be received, and
- (b) that Members ratify the appointment of Mr P Shillito as Deputy Chief Fire Officer/ Executive Director Service Delivery with effect from 22 September 2017.

M BUCKLEY
M HEPPELL

Officer Contact: Mathew Buckley ☎ 01482 567174
Monitoring Officer/Secretary

Officer Contact: Miriam Heppell ☎ 01482 567454
Director of Human Resources

Humberside Fire & Rescue Service
Summergroves Way
Kingston upon Hull

JS
18 September 2017

