

Purpose: Decision

Date **13 JUNE 2017**

Title **Chief Officer Recruitment**

Report of the Clerk



**HAMPSHIRE  
FIRE AND  
RESCUE  
AUTHORITY**

## EXECUTIVE SUMMARY

1. This report notes the Chief Officer's resignation, which will take effect on 31 December 2017. It also proposes that a Member Working Group is established to review and make recommendations to the Authority on an appropriate strategy and processes for recruiting a new Chief Officer, taking full account of the national and local context within which the Authority is operating.

## BACKGROUND

2. The Chief Officer, Dave Curry, has formally given his contractual notice of his retirement which will take effect on 31 December 2017.
3. Dave Curry is currently the Chief Officer of HFRS and also loWFRS, pursuant to the Delivering Differently in Partnership ("DDIP") agreement.
4. HFRS and loWFRS will need a Chief Officer to lead each service from January 2018 onwards. In light of the complex national and local context within which both fire services are operating, it is important for the Authority to make properly considered and informed decisions about the strategy to recruit a new Chief Officer and the basis on which any appointment will be made.
5. In order to ensure that the Authority is able to properly explore and consider all relevant issues and devise a strategy and process that meets both HFRA and loW Council's constitutional requirements, it is recommended that a Member Working Group is set up. The Working Group will include an appropriate representative from the loW Council and will undertake a rapid consideration of all relevant issues with a view to making recommendations back to the Authority's July 2017 meeting about the recruitment strategy, process and basis on which the appointment of a new Chief Officer should be made. In light of the tight timescales involved, a potential date for the Member Working Group to meet has been identified as 30 June 2017.
6. Proposed terms of reference for the Member Working Group are set out at Appendix 1. It is proposed that 5 members of HFRA are appointed to the Working Group, as per the Terms of Reference and that one of those members is appointed as Chairman of the Working Group. It is also proposed that a Member of the loW Council is invited to join the Working Group.

## SUPPORTING OUR SERVICE PLAN AND PRIORITIES

7. Recruiting a Chief Officer with the right skills to lead the Service through a period of change over the next two to five years is vital in order to support the Service Plan and Safer, Stronger priorities.

### CONSULTATION

8. It is recommended that the Member Working Group consult the IoW Council with a view to determining appropriate involvement of the IoW Council in the process as a stakeholder and to ensure any appointment process meets their constitutional requirements. Inviting a Member of the IoW Council to participate in the Working Group will assist with this consultation.
9. The Member Working Group will also wish to identify other key stakeholders and consider appropriate consultation, as per the proposed Terms of Reference.
10. Public consultation is not required, as this is an internal employment matter.

### RESOURCE IMPLICATIONS

11. The Member Working Group will not have a budget, and will not be a decision making body. However, it will be supported by officers from within existing budgets, as far as is reasonable.
12. The Member Working Group will explore and identify the financial impact of its proposed recruitment strategy/process, including any external costs such as recruitment consultants' fees.

### LEGAL IMPLICATIONS

13. Any recruitment strategy and process recommended by the Member Working Group will need to meet the Authority's statutory equality obligations. Decision making must be in accordance with the constitution and other legal requirements. Legal advice will be given to the Member Working Group as required in order to inform its recommendations and the Authority's decision.

### PEOPLE IMPACT ASSESSMENT

14. The proposals in this report are compatible with the provisions of equality and human rights legislation.

## RISK ANALYSIS

15. The risks of not establishing a Member Working Group are that the contextual factors that are relevant to a Chief Officer recruitment strategy and process will not be properly considered, leading to a decision or decisions which may be open to challenge or which will otherwise adversely affect the Authority.
16. The timescales for successfully appointing a new Chief Officer who can take up post with effect from 1 January 2018 are tight. There is a risk that the Member Working Group will be unable to complete its work in time to report back to the Authority's July meeting causing delay. To mitigate this risk, Officers have earmarked the 30 June 2017 as a possible date for the Working Group to meet and will provide support to enable a swift conclusion of the Working Group's investigation.

## CONCLUSION

17. For the reasons set out in this report it is recommended that a Working Group is established.

## RECOMMENDATION

18. That the Authority notes the Chief Officer's resignation which will take effect on 31 December 2017; and
19. That the Authority agrees to set up and appoint to a Member Working Group on the basis set out in the proposed Terms of Reference at Appendix 1; and
20. That the Authority appoints one Member of the Working Group to act as its Chairman; and
21. That authority is delegated to the Clerk to the Authority to invite the IoW Council to nominate a Member of the IoW Council to join the Working Group.

## APPENDICES ATTACHED

22. Appendix 1 – Proposed Terms of Reference for the Member Working Group

## BACKGROUND PAPERS

23. None

Contact:

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## Appendix 1

### Proposed Terms of Reference for Member Working Group

#### 1. Background

The Chief Officer, Dave Curry has given notice of his resignation, which will take effect on 31 December 2017. Dave Curry is currently the Chief Officer for HFRA and also the IoW FRS, pursuant to the Delivering Differently in Partnership (“DDIP”) agreement. In light of the complex external context (both nationally and locally) within which HFRA is operating, the Authority needs to properly investigate and consider how best to deal with the Chief Officer vacancy that will arise at the end of 2017.

#### 2. Objectives and Scope

The Working Group shall undertake a review of the national and local context, including national policy direction, the DDIP partnership with the Isle of Wight Council, the future direction of HFRA and constitutional and governance requirements, in order to formulate recommendations to the Authority’s July 2017 meeting for an appropriate strategy and associated processes for the appointment of a new Chief Officer.

#### 3. Deliverables and Timescales

The Working Group shall meet as required. Noting the need for this matter to be progressed as swiftly as possible, a suggested meeting date of 30 June 2017 have been identified.

The Working Group does not have a budget but will be supported by officers within existing budgets to reasonable limits.

The Working Group is not a decision making body and the outcomes of its review/recommendations will be reported to the meeting of the Authority in July 2017 for a decision.

#### 4. Membership, Roles and Responsibilities

The Working Group membership need not be determined on a strictly proportionate basis and therefore is to be cross-party. The Authority will wish to take into account the views of the constituent authorities of HFRA and the IoW Council and therefore the following membership is suggested:

5 members of HFRA including:

3 Conservative members,  
1 Liberal Democrat Member'  
1 Labour member,

to include at least one member from each constituent authority,

plus 1 member to be invited from the Isle of Wight Council.

The Chairman of the Working Group is to be appointed by the Authority from the HFRA members.

Part of the Working Group's role shall be to engage with the IoW Council as a key stakeholder to ensure that the recommended strategy/processes are supported by the IoW Council and are in accordance with HFRA's constitutional requirements and any applicable constitutional requirements of IoW Council.

The Chairman of the Authority may attend Working Group meetings as an observer.

Officer support to be provided as required but likely to include:

Jenny Lewis – Director of HR  
Andrew Blakesley – Head of Resourcing  
Becky Leigh – Directorate Support Manager  
Kevin Greenhough and Paul Hodgson - Legal and Democratic Services

## **5. Stakeholders**

Fire Authority Members

IoW Council Members

The Police and Crime Commissioner for Hampshire

Such other Stakeholders as the Working Group shall determine