

LEICESTERSHIRE

FIRE and RESCUE SERVICE

Status of Report: Public Agenda Item: 10

Meeting: Combined Fire Authority
Date: 11th February 2015
Subject: Appointment of Chief Fire and Rescue Officer
Report by: The Solicitor and Monitoring Officer
Author: Guy Goodman
For: Decision

1.	Purpose
	This report advises the Combined Fire Authority (CFA) of the outcome of the selection process for the appointment of a new Chief Fire and Rescue Officer (CFO) with the recommendation of the Staffing Committee.
2.	Executive Summary
	The CFA is asked to appoint the current Deputy Chief Fire and Rescue Officer (DCFO), Richard Chandler, as CFO with effect from 30 th April 2015 on a revised salary in line with the 3 year remuneration package previously agreed for the Directors.
3.	Report Detail
3.1	Following the re-advertisement of the CFO post as agreed by CFA at its meeting on 10 th December 2014 5 applications were received. The Staffing Committee shortlisted 4 applicants and the selection process was undertaken on Friday 23 rd January 2015.
3.2	As a result of the selection process the Staffing Committee recommends to the CFA that the current DCFO, Richard Chandler, be appointed to be the CFO with effect from 30 th April 2015.
3.3	At its extraordinary meeting on 5 th November 2014 the CFA set the salary for the next CFO at £139,220. It is proposed that the salary arrangements for the next CFO should be in line with the 3 year remuneration package agreed with the Directors approved by the CFA on 26 th June 2014. That package provides:

	<p><i>On 1st January 2014, 2015 and 2016 your salary will increase by the national pay award agreed by the NJC up to a maximum of 1%; and on 1st April 2014, 2015 and 2016 your salary shall increase by 1% awarded locally by the Authority.</i></p> <p><i>Prior to 31st March 2017 the Authority will commence consultation with you on any future pay awards on the understanding that there is no guarantee provided by the Authority that your salary will increase other than by any cost of living award agreed nationally by the NJC. In default of any agreement following consultation, from 1st January 2017 onwards your salary will remain as it was at 1st April 2016 but subject to paragraphs 10 (national pay award) and 11 (local annual salary review) of the Scheme of Conditions of Service contained in the Gold Book.</i></p>
3.4	<p>It is proposed that the previously agreed salary is increased to be in line with the above. So the revised salary would be £140,612, an increase of 1%. It is also proposed that the revised salary be subject to any cost of living award made nationally by the National Joint Committee with effect from 1st January 2015. This would ensure that the existing differentials with the Directors is maintained. The following clause will be inserted in to the new CFO's contract of employment:</p> <p><i>On 1st January 2016 your salary will increase by the national pay award agreed by the NJC up to a maximum of 1%; and on 1st April 2016 your salary shall increase by 1% awarded locally by the Authority.</i></p> <p><i>Prior to 31st March 2017 the Authority will commence consultation with you on any future pay awards on the understanding that there is no guarantee provided by the Authority that your salary will increase other than by any cost of living award agreed nationally by the NJC. In default of any agreement following consultation, from 1st January 2017 onwards your salary will remain as it was at 1st April 2016 but subject to paragraphs 10 (national pay award) and 11 (local annual salary review) of the Scheme of Conditions of Service contained in the Gold Book.</i></p>
4.	Report Implications / Impact
4.1	<i>Legal (including crime and disorder)</i>
	None.
4.2	<i>Financial (including value for money, benefits and efficiencies)</i>
	The additional costs will be contained within existing budgets.
4.3	<i>Risk (including corporate and operational, health and safety and any impact on the continuity of service delivery)</i>
	These are dealt with in the report.

4.4	Staff, Service Users and Stakeholders (including the Equality Impact Assessment)
	These are dealt with in the report.
4.5	Environmental
	None.
4.6	Impact upon Our Plan Objectives
	None.
5.	Recommendations
	The CFA is asked to:
	a) Approve the appointment of Richard Chandler as Chief Fire and Rescue Officer with effect from 30 th April 2015.
	b) Approve the salary of the new CFO at £140,612 subject to any pay award nationally agreed by the NJC with effect from 1 st January 2015.
	c) Approve the pay review clause set out at paragraph 3.4 above in the new CFO's contract of employment.
6.	Background Papers
	None.
7.	Appendix
	None.