

Status of Report: PUBLIC

Meeting: Combined Fire Authority

Date: 29 July 2020

Subject: Appointment of Assistant Chief Fire and Rescue Officer

Report by: The Chief Fire and Rescue Officer

Author: Rick Taylor – Chief Fire and Rescue Officer

For: Information

Purpose

1. The purpose of this report is to advise the Combined Fire Authority (CFA) on the appointment of a substantive Assistant Chief Fire and Rescue Officer (ACFO), following the resignation of the substantive post holder in December 2019.

Recommendation

2. That the CFA notes the appointment of Callum Faint in the post of Assistant Chief Fire and Rescue Officer from 1 April 2020, a permanent vacancy created in December 2019.

Executive Summary

3. The position of ACFO was advertised in February 2019. Following an assessment and interview process, the CFA's Employment Committee agreed that the successful candidate should be appointed and that Mr Callum Faint was also an appointable candidate. At its meeting on 30 April 2019, the CFA agreed that, should a permanent vacancy become available within the next 12-month period, it should be offered to Mr. Callum Faint.
4. A vacancy at Assistant Chief Fire and Rescue Officer level became available in December 2019 and Mr. Callum Faint was appointed to the role in April 2020.

Background

3. The position for Assistant Chief Fire and Rescue Officer was advertised on 11 February 2019. Following a thorough and rigorous assessment process of all candidates, the CFA's Employment Committee, at its meeting on 3 April 2019, considered the results of this assessment and agreed to invite to interview the two candidates who had met the standard for the position.
4. The CFA's Employment Committee interviewed the two candidates on 12 April 2019 and, after agreeing the successful candidate, also agreed that Mr. Callum Faint was also an appointable person. This was presented to the CFA at its

meeting on 30 April 2019 and it was agreed that he should be offered any other permanent vacancy at the level of Assistant Chief Fire and Rescue Officer should a permanent vacancy become available within the next 12-month period, so preventing the need for further expenditure and organisational impact.

5. A further vacancy at Assistant Chief Fire and Rescue Officer level became available in December 2019. Based upon the CFA's previous decision, Mr Callum Faint was appointed ACFO with effect from 1 April 2020.

Report Implications / Impact

6. Legal (including crime and disorder)

The process adopted accords with the provision in the CFA Constitution.

7. Financial (including value for money, benefits and efficiencies)

The proposed salary in the revised Terms and Conditions is in line as published in our pay policy statement.

8. Risk (including corporate and operational, health and safety and any impact on the continuity of service delivery)

None.

9. Staff, Service Users and Stakeholders (including the Equality Impact Assessment)

The overriding equality objective is to ensure a fair recruitment process and the public sector equality duty requires the CFA and Leicestershire Fire and Rescue Service to have regard to the requirement to advance equality of opportunity. An external recruitment process achieves these objectives.

10. Environmental

None.

11. Impact upon Our Plan Objectives

None.

Background Papers

None.

Officers to Contact

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