

CHIEF FIRE OFFICER'S APPRAISALS PANEL

(Devon & Somerset Fire & Rescue Authority)

22 March 2019

Present:

Councillors Randall Johnson (Chair), Vjeh (Vice-Chair), Best and Hannaford.

Also in attendance:

Bryony Houlden (Chief Executive, South West Councils and independent advisor to the Panel).

* **CFOAP/7** **Minutes**

The Minutes of the meeting held on 24 October 2018 were signed as a correct record.

* **CFOAP/8** **Remuneration for Deputy Chief Fire Officer Post**

The Panel considered a report of the Director of Corporate Services (CFOAP/19/1) setting out information for the Panel to consider in determining the level of remuneration for the post of Deputy Chief Fire Officer. The post of Deputy Chief Fire Officer had been approved by the Authority at its budget meeting on 19 February 2019 as part of approving a revised Service Executive Board structure. The Panel had been delegated authority to determine the appointment to the post of Deputy Chief Fire Officer (which was ring-fenced to the two existing substantive Assistant Chief Fire Officers) along with the level of remuneration associated with the post (Minute DSFRA/42 refers).

To assist the Panel in determining the level of remuneration, the report detailed information for nine fire and rescue services identified as being comparable in terms of either Chief Fire Officer's pay, population or benchmarked "family group" together with information from the last pay survey conducted by the Local Government Association. On the basis of the analysis conducted, the report concluded that it would be reasonable to set the pay level for the Deputy Chief Fire Officer post at either 82% or 83% of the Chief Fire Officer's pay.

RESOLVED that the pay level for the post of Deputy Chief Fire Officer be set at 83% of the Chief Fire Officer's pay, corresponding to an annual salary of £127,376.

(SEE ALSO MINUTE *CFOAP/11 BELOW).

* **CFOAP/9** **Exclusion of the Press and Public**

RESOLVED that, in accordance with Section 100A(4) of the Local Government Act 1972, the press and public (with the exception of Bryony Houlden, independent advisor to the Panel) be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in Paragraph 1 of Part 1 of Schedule 12A (as amended) to the Act, namely information relating to an individual.

* **CFOAP/10** **End of Year Appraisal for Interim Chief Fire Officer**

(An item taken in accordance with Section 100A(4) of the Local Government Act 1972 during which the press and public [with the exception of Bryony Houlden, independent advisor to the Panel] were excluded from the meeting).

The Panel, assisted by Bryony Houlden (Chief Executive of South West Councils) as an independent advisor, conducted the year-end appraisal process for the Interim Chief Fire Officer (Mr. Glenn Askew).

The Panel considered that Mr. Askew had discharged the responsibilities associated with the post both effectively and efficiently. The Panel asked Mr. Askew to research and report back to the Panel on appropriate professional development opportunities.

* **CFOAP/11** **Appointment Process for Deputy Chief Fire Officer**

(An item taken in accordance with Section 100A(4) of the Local Government Act 1972 during which the press and public were excluded from the meeting).

In accordance with Minute 42 of the Authority budget meeting held on 19 February 2019, the Panel undertook a process to determine appointment to the post of Deputy Chief Fire Officer. The Authority had resolved that, in the first instance, applications to the post should be ring-fenced to the two existing Assistant Chief Fire Officers.

In the event, Mr. Glenn Askew alone had submitted an application. The Panel conducted a suitability interview and considered that Mr. Askew (during his period as interim Chief Fire Officer) had demonstrated inclusive leadership abilities, personal growth and enthusiasm to embrace and deliver organisational change. Given this, the Panel was unanimous when it:

RESOLVED that the post of Deputy Chief Fire Officer be offered to Mr. Glenn Askew, with the appointment to take effect on the return to the organisation of the substantive Chief Fire Officer.

(SEE ALSO MINUTE *CFOAP/8 ABOVE).