

CHIEF FIRE OFFICER'S APPRAISALS PANEL

(Devon & Somerset Fire & Rescue Authority)

24 October 2018

Present:-

Councillors Randall Johnson (Chair), Best and Hannaford

Apologies:-

Councillor Vijeh

* **AP/18/4**

Minutes

RESOLVED that the Minutes of the meeting held on 30 July 2018 be signed as a correct record.

* **AP/18/5**

Exclusion of the Press and Public

RESOLVED that, in accordance with Section 100A(4) of the Local Government Act 1972, the press and public be excluded from the meeting for the following item of business on the grounds that it involves 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.

* **AP/18/6**

Chief Fire Officer Lee Howell - Appraisal

(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).

The Panel, advised by Bryony Houlden [Chief Executive, South West Councils], undertook the appraisal of Chief Fire Officer Lee Howell (LH). The appraisal process was informed by a document submitted by LH addressing, amongst other things, performance over the last twelve months, personal development undertaken during that period and identified development needs.

In respect of the development needs, it was noted that a place had been secured for LH to attend the police Strategic Command Course run by the Home Office, to run from January to February 2019. Although this was prior to the end of LH's current secondment to the Avon & Somerset Constabulary, the cost of funding attendance on the Course would fall to the Devon & Somerset Fire & Rescue Authority. The Panel noted that one of the objectives of the course was to:

“...provide a unique opportunity for senior police staff and leaders from across the public sector to engage in a demanding and stretching leadership development programme. All participants greatly benefit from the broad range of experience and perspectives shared by colleagues from within policing nationally and internationally and from partner organisations”

The Panel also noted that the Chief Fire Officer was due to return to the Devon & Somerset Fire & Rescue Service at the end of his secondment (31 March 2019) and that there was no indication at this stage that the secondment would be further extended.

In light of the above, the Panel considered that attendance on the Course would represent a good investment for the Service and the wider public sector generally. The Panel was also advised, however, that it might wish to require making attendance subject to a sponsorship agreement whereby, in the event of LH leaving the Service within two years of attending the course, he would be required to refund a proportion of the course costs.

RESOLVED

- (a). That attendance by LH on the Strategic Command course be approved, with the cost of course to be met by the Devon & Somerset Fire & Rescue Authority;
- (b). That attendance be subject to a sponsorship agreement requiring LH to refund a proportion of the course costs in the event that he leaves the Devon & Somerset Fire & Rescue Service within two years of having completed the course.

*** DENOTES DELEGATED MATTER WITH POWER TO ACT**

The Meeting started at 2.00 pm and finished at 3.00 pm