

Meeting: Special Meeting of the Hampshire
Fire & Rescue Authority



**HAMPSHIRE
FIRE AND
RESCUE
AUTHORITY**

Purpose: Decision

Date: 15 September 2017

Title: AMENDMENT TO THE COMPOSITION OF THE JOINT APPOINTMENTS
COMMITTEE

Report of: Committee Clerk

EXECUTIVE SUMMARY

1. This report invites Hampshire Fire and Rescue Authority (HFRA) to make changes to the composition of the Joint Appointments Committee that was set up to manage the Chief Officer recruitment process. The changes to the composition of the Committee are needed due to recent and unforeseen issues with Member availability.

BACKGROUND

2. At its meeting on 13 June 2017, HFRA noted the resignation of the Chief Officer, who is due to leave the Service at the end of 2017.
3. At its meeting on 25 July 2017, HFRA appointed five Members to a politically proportionate Joint Appointments Committee with Isle of Wight Council (IoWC) and delegated responsibility to that Committee to devise and implement a recruitment process for the appointment of a new Chief Officer. The Authority was mindful of the need for the Committee to have a cross section of HFRA Members, as it would ultimately interview the candidates and make the final decision on appointment of a new Chief Officer.
4. The timeline for appointing a new Chief Officer, who can take up the post with effect from 1 January 2018, is very tight. Consequently a timetable was developed by the Committee that includes an interview panel with the Committee on 29 September 2017. This date has been communicated to candidates and in order to have a new Chief Officer in post without delay, it is essential that interviews proceed on this date. Unfortunately, due to very recent and unforeseen circumstances, two Members of the Committee are unable to attend on 29 September 2017.

5. In light of the need to ensure that as many Members of the Committee as possible are able to undertake the interview process and are actively involved in the decision, it is necessary to make a change to the composition of the Joint Appointments Committee. Appointments to committees can only be made by the Full Authority. Therefore, a Special Meeting of the Authority has been called by the Chairman, in accordance with HFRA Standing Order 1.3, to make the necessary changes to the composition of the Joint Appointments Committee.
6. In the circumstances, it is proposed to formally remove Councillors Stubbs and Fairhurst from the Appointments Committee and to make appointments of two other Conservative Members of HFRA who are available to attend on 29 September 2017.

SUPPORTING OUR SERVICE PLAN AND PRIORITIES

7. Timely appointment of a new Chief Officer supports the Authority's' priorities and aims.

RESOURCE IMPLICATIONS

8. There are no resource implications associated with the recommendations in this paper.

LEGAL IMPLICATIONS

9. Only the Full Authority can make changes to the composition of committees. Therefore, the decision to appoint alternative Members to the Joint Appointments Committee must be taken by the Full Authority.

PEOPLE IMPACT ASSESSMENT

10. The proposals in this report are compatible with equalities and human rights obligations.

RISK ANALYSIS

11. Failure to change the composition of the Joint Appointments Committee will risk the recruitment process being delayed, which would inevitably mean a new Chief Officer is unlikely to be in post by 1 January 2018. This could lead to instability and uncertainty for the Service.

12. A further risk of not changing the composition of the Joint Appointments Committee is that the interview process and decision as to appointment of the new Chief Officer will be taken by a very small proportion of HFRA Members and so will not have the benefit of scrutiny and involvement from a wide cross section of Members.

RECOMMENDATION

13. It is recommended that the Authority formally removes Councillors Stubbs and Fairhurst from the Joint Appointments Committee and appoints two alternative Conservative Members, who are available to attend the selection process on 29 September 2017 to the Joint Appointments Committee.

Contact:

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