

WEST MIDLANDS FIRE AND RESCUE AUTHORITY

16th September 2013

1. ACTING UP ARRANGEMENTS TO THE POST OF CHIEF FIRE OFFICER

Report of the Chief Fire Officer and the Clerk to the Authority

RECOMMENDED

- 1.1 THAT the Authority agree that Mr Philip Loach, Deputy Chief Fire Officer, act up to the post of Chief Fire Officer from 15 November, 2013 until the substantive appointment to the post of Chief Fire Officer is effected.
- 1.2 THAT the Constitution be amended to explicitly state that any future acting up arrangements to the post of Chief Fire Officer be delegated to the Appointments Committee.
- 1.3 THAT subject to 1.2 above, the Appointments Committee Terms of Reference be amended, as set out in the Appendix.

2. PURPOSE OF REPORT

- 2.1 This report is submitted to Authority to facilitate acting up arrangements subsequent to the Chief Fire Officer's retirement.

3. BACKGROUND

- 3.1 The Authority, on 12 August 2013, noted the resignation of the Chief Fire Officer and consented to his retirement with effect from 15 November, 2013.
- 3.2 Recruitment to the post on a permanent basis could take several months. Therefore, it is necessary to implement acting up arrangements. It would be proper to act up Mr Philip Loach, Deputy Chief Fire Officer, and in turn, allow him to instigate acting up arrangements to the posts below Chief Fire Officer as appropriate.

- 3.3 There is not currently provision to enable acting up arrangements for the post of Chief Fire Officer within the Constitution. It is therefore proposed to include future acting up arrangements for this post within the terms of reference of the Appointments Committee, as set out in the Appendix.

4. **EQUALITY IMPACT ASSESSMENT**

In preparing this report, an initial Equality Impact Assessment will be carried out.

5. **LEGAL IMPLICATIONS**

- 5.1 Acting up arrangements for the Chief Fire Officer are not currently covered in the Authority's Constitution.
- 5.2 The Chief Fire Officer does have delegated authority to determine and implement acting-up arrangements in respect of vacancies occurring at Deputy Chief Fire Officer/Assistant Chief Fire Officer/Director level, subject to regular review in accordance with the Authority's employment policies. The Acting Chief Fire Officer will be able to exercise these delegations.

6. **FINANCIAL IMPLICATIONS**

- 6.1 There are no significant financial implications arising directly out of this report although some savings may be achieved.

V RANDENIYA
CHIEF FIRE OFFICER

N SHARMA
CLERK TO THE AUTHORITY