

<p>Minutes of the Executive Committee</p>
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30th April, 2013, at 10.00 am
at Fire Service Headquarters, Vauxhall Road, Birmingham

Present: Councillor Edwards (Chair);
Councillor Idrees (Vice-Chair);
Councillors Davis, Finnegan, Foster and O'Neill.

Apologies: Councillors Aston, Clinton, Davies and Douglas-Maul.

Observers: Councillors Singh, Spence and Ward.

6/13 **Minutes**

Resolved that the minutes of the meeting held on 4th February, 2013, be approved as a correct record.

7/13 **Recruitment and Selection for the Post of Deputy Chief Fire Officer**

Further to Minute No. 30/11, consideration was given to proposals to recommence the recruitment and selection process for the post of Deputy Chief Fire Officer following the retirement of the former Deputy Chief Fire Officer in September 2011. Approval was also sought to advertise the post externally in order to enable a wider range of applicants to apply.

The Executive Committee, at its meeting held on 7th November 2011, gave approval to commence the recruitment and selection process for the vacant post of Deputy Chief Fire Officer. However, following a recruitment process and having considered the applications received, the Principal Officers' Staffing Committee was of the view that the limited applications did not provide a sufficiently wide pool of applicants from which to shortlist and subsequently appoint.

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This Committee subsequently agreed to suspend the selection process. It was further resolved that the Chief Fire Officer and the Director of Human Resources conduct a review in order to ascertain why the advertisement had received a limited response.

In March 2012, the Principal Officers Staffing Committee appointed two Assistant Chief Fire Officers as it had been determined that the need for those posts remained in order for the efficient running of the service. As a review of the Principal Officer team was in progress, it was subsequently determined that each of the Assistant Chief Fire Officers should 'act up' to cover the vacant Deputy Chief Fire Officer post on a rotating six monthly basis. This arrangement commenced in June 2012 and currently remained in place.

The Committee now received details of the reasons for the limited response to the previous advertisement and consideration was given to the following options available for the appointment of a Deputy Chief Fire Officer:

- appointment on a fixed term basis;
- ring-fence the recruitment process to internal candidates;
- advertising the vacancy externally (which would include any internal applicants that choose to apply).

The Chair reported that within the last 18 months, the Service had advertised externally for substantive posts and 50% of the Corporate Board appointments were due to external advertising. This was the route that the Service would be taking for the appointment to substantive posts. However, in order to ensure continuity and flexibility of service and in order to retain the existing skills set, the Committee felt that the recruitment of the Deputy Chief Fire Officer should be ring-fenced to internal candidates, with the appointment set for a fixed term twelve month period and that the successful candidate's substantive post be kept open during that period. A meeting of the Appointments Committee would be set up to consider a suitable candidate.

Resolved that the recruitment and selection process for the post of Deputy Chief Fire Officer recommence and that it be ring fenced to internal candidates, with the appointment set for a fixed term twelve month period, and that the successful candidate's substantive post remain open during that period.

Asset Strategy (Academy)

Approval was sought to develop an Asset Strategy which aimed to align all buildings owned or occupied by the service in line with the direction outlined within 'The Plan'.

The provision of key training facilities would form part of the Strategy in order to support staff 'to be the best they can be' in pursuit of excellence. Key training facilities aimed to provide specialist training facilities at a local level, maximising opportunities to undertake high quality training without the need to travel long distances whilst minimising instances of disruption to availability for emergency incidents.

Whilst the Academy would not form part of the internal Asset Strategy, it was proposed to consider this for retention as part of an asset strategy in line with the exploration of commercial partnership opportunities and, in accordance with the direction set out in 'The Plan', by exploring opportunities for shared services with other public sector providers.

It was now proposed to undertake consultation with staff taking into consideration the following key factors:-

- analysis of the most suitable centres for key training facilities and what facilities were required;
- evaluation of opportunities to work with partners;
- consideration of relocation of staff dependant on the above.

A further report on a Supporting Strategy for Assets would be considered by the Authority in September 2013.

Resolved:-

- (1) that the process being used to develop an Asset Strategy as a Supporting Strategy aligned to 'The Plan 2013-16' be noted;
- (2) that the proposal to move to a multi-centre distribution of key training facilities to support operational training delivery be approved;

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- (3) that engagement with other agencies to consider a collaborative/partnership approach as part of considerations for the Academy be undertaken;
- (4) that consultation be undertaken with staff in relation to proposals on the Asset Strategy.

(The meeting ended at 10.25 am)

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