



LONDON FIRE BRIGADE

Decision title

## Appointment of Director of Transformation for the London Fire Commissioner

Recommendation by  
Director of Corporate Services

Decision Number  
LFC-0349-D

Protective marking: **NOT PROTECTIVELY MARKED**

Publication status: Published in full

### Summary

Following the appointment of Andrew Roe as the London Fire Commissioner (LFC) a new purpose, vision and strategy for the Brigade was published which was supported by a Transformation Delivery Plan. A key action within this plan was for the appointment of a Director for Transformation who would oversee delivery of the Transformation Delivery Plan as well as leading the development and implementation of the LFC's longer term transformation programme.

### Decision

The London Fire Commissioner offers Ms Fiona Dolman the position as the Director for Transformation subject to pre-employment checks on a salary of £150,000 per annum with a start-date to be confirmed.

**Andy Roe**  
London Fire Commissioner

Date **This decision was remotely signed on Tuesday 28 April 2020**

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LONDON FIRE BRIGADE

Report title

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## Appointment of Director of Transformation for the London Fire Commissioner

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Report to

London Fire Commissioner

Date

30 April 2020

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Report by

Director of Corporate Services

Report number

LFC-0349

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### Summary

Following the appointment of Andrew Roe as the London Fire Commissioner (LFC) a new purpose, vision and strategy for the Brigade was published which was supported by a Transformation Delivery Plan. A key action within this plan was for the appointment of a Director for Transformation who would oversee delivery of the Transformation Delivery Plan as well as leading the development and implementation of the LFC's longer term transformation programme.

### Recommended decision

That the London Fire Commissioner offers Ms Fiona Dolman the position as the Director for Transformation subject to pre-employment checks on a salary of £150,000 per annum with a start-date to be confirmed.

### Background

1. Recruitment to these posts commenced at the start of February 2020 with a closing date of 8 March 2020. Gatenby Sanderson were retained to undertake the full process including psychometric testing at a cost of £35,000.
2. 171 applications were received and reviewed with six candidates being shortlisted. The shortlisting of candidates was undertaken by the London Fire Commissioner, Director for Operational Delivery and Assurance, Director for Corporate Services, Assistant Director for People Services, Deputy Mayor for Fire and Resilience, the Chief of Staff to the Mayor of London.
3. Final interviews were conducted on the 23 April 2020 by a panel comprising of the same officers listed above (the Panel) who conducted the shortlisting exercise. One candidate was selected for a final confirmatory meeting with the same officers (with the exception of the Chief of Staff to the Mayor of London by agreement) on the 27 April 2020.

### **Decision of the panel**

4. The Panel's recommendation is that Ms Fiona Dolman is appointed to the post of Director for Transformation with a starting salary of £150,000 subject to normal pre-employment checks being completed to the satisfaction of the London Fire Commissioner.

### **Finance comments**

5. This appointment will have an annual remuneration starting at £150,000 per annum. The annual unit cost for this post will be £192,000 assuming the individual is a member of the Local Government Pension Scheme. The Transformation Director post will be funded through an operational Director post that existed under the previous LFC establishment, which will be deleted.

### **Workforce comments**

6. The post of Director of Transformation replaces the vacant Deputy Commissioner for Operations.

### **Legal comments**

7. Under section 9 of the Policing and Crime Act 2017, the London Fire Commissioner is established as a corporation sole with the Mayor appointing the occupant of that office.
8. Under section 327D of the GLA Act 1999, as amended by the Policing and Crime Act 2017, the Mayor may issue to the London Fire Commissioner specific or general directions as to the manner in which the holder of that office is to exercise his or her functions. By direction dated 1 April 2018, the Mayor set out those matters, for which the Commissioner would require the prior approval of, or prior consultation with, either the Mayor or the Deputy Mayor for Fire and Resilience. The Deputy Mayor for Fire and Resilience formed part of the interview and selection panel for this appointment, but the said direction does not apply to the decision being recommended in this report.
9. Section 1 of the Fire and Rescue Services Act 2004 states that the London Fire Commissioner ('Commissioner') is the fire and rescue authority for Greater London. Section 327A (5) of the Greater London Authority Act 1999 requires the Commissioner to secure that the London Fire and Rescue Service is efficient and effective. This means the personnel, services and equipment secured by the London Fire Commissioner for the purposes of carrying out the Commissioner's functions.
10. In accordance with Section 5A Fire and Rescue Services Act 2004 (FRSA 2004), the London Fire Commissioner, being a 'relevant authority', may do 'anything it considers appropriate for the purposes of the carrying out of any of its functions'. This is a matter coming within that power.

### **Sustainability implications**

11. There are no sustainability implications.

### **Equalities implications**

12. The Public Sector Equality Duty applies to the London Fire Commissioner when they make decisions. The duty requires the LFC to have due regard to the need to:
  - a) Eliminate unlawful discrimination, harassment and victimisation and other behaviour prohibited by the Act.

- b) Advance equality of opportunity between people who share a protected characteristic and those who do not.
  - c) Foster good relations between people who share a protected characteristic and those who do not, including tackling prejudice and promoting understanding.
13. The protected characteristics are age, disability, gender reassignment, pregnancy and maternity, marriage and civil partnership, race, religion or belief, sex and sexual orientation. The Act states that 'marriage and civil partnership' is not a relevant protected characteristic for (b) or (c) although it is relevant for (a).
14. The equality impact assessment indicates that the proposals in this report will not have a disproportionately adverse effect on any persons with a particular characteristic. Equal opportunities monitoring has been undertaken at all stages of the recruitment process. Of the 171 applicants, 72% declared as male with 26% declaring as female. 60% declared as white british, with 14% declaring as white other, and 23% declaring as BAME. 3% of applicants declared having a disability.
15. Of the 11 longlisted candidates 27% were male with 73% being female. 73% were white british with 27% being BAME. 18% had a disability.
16. Of the 6 shortlisted candidates 17% were male with 83% being female. 66% were white british with 33% being BAME. 33% of candidates had a disability.
17. There is no evidence of the process having any adverse impact on those applicants with protected characteristics although the Brigade would recognise that further ongoing work is needed in ensuring that the senior management group represents the wider workforce and community that London Fire Brigade serves.