



LONDON FIRE BRIGADE

Decision title

Appointment of General Counsel

Recommendation by
Director of Corporate Services

Decision Number
LFC-0100-D

Protective marking: **NOT PROTECTIVELY MARKED**

Publication status: Published in full

Summary

Since 1 April 2018, the post of General Counsel has been filled by an interim appointee. Recruitment of a permanent postholder has now been completed and a suitable candidate is now recommended for appointment.

Decision

That the London Fire Commissioner appoints Ms Kathryn Robinson as the Commissioner's General Counsel and statutory monitoring officer from a date to be determined by the Director of Corporate Services.

Dany Cotton QFSM
London Fire Commissioner

Date 12-12-18

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LONDON FIRE BRIGADE

Report title

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Report to

London Fire Commissioner

Date

12 December 2018

Report by

Director of Corporate Services

Report number

LFC-0100

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Summary

Since 1 April 2018, the post of General Counsel has been filled by an interim appointee. Recruitment of a permanent postholder has now been completed and a suitable candidate is now recommended for appointment.

Recommended decision

That the London Fire Commissioner appoints Ms Kathryn Robinson as the Commissioner's General Counsel and statutory monitoring officer from a date to be determined by the Director of Corporate Services.

Background

1. Recruitment to the post commenced in September 2018. Gatenby Sanderson, recruitment consultants, were appointed to manage the process and contact appropriate candidates.
2. 49 applications were received and reviewed with the consultants. 12 candidates were longlisted and interviewed by the consultants and the interim General Counsel. They recommended five candidates for shortlisting.
3. Shortlisted candidates then had a further discussion with the interim General Counsel, an informal discussion with the Director and the Assistant Director (People Services) and were then formally interviewed by a panel comprising the Commissioner, the Director, and the Assistant Director (People Services).

Decision of the panel

4. The Panel's recommendation is that Ms Kathryn Robinson be appointed to the post.
5. Ms Robinson is currently Deputy Director of Legal and Governance with the London Boroughs of Newham and Havering and monitoring officer to Havering.
6. She is a solicitor with extensive public sector experience having worked for the London Boroughs of Hillingdon, Ealing, Hammersmith, Brent and Tower Hamlets prior to her current appointment.

Finance comments

7. The Chief Finance Officer has reviewed this report and has no comment.

Workforce comments

8. The appointment to this post and issuing of a contract of employment is subject to pre-employment checks being completed to the satisfaction of the London Fire Commissioner.

Legal comments

9. 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.
10. 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. This appointment is not a matter coming within the direction.
11. 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

12. There are no sustainability implications.

Equalities implications

13. Equal opportunities monitoring has been undertaken at all stages of the recruitment process. In total 49 individuals applied of which 38% were female, 10% were BAME, and 2% declared a disability. The representation of candidates against these protected characteristics was maintained at both the long listing and short listing stages.