



LONDON FIRE BRIGADE

Decision title

Appointment of Deputy Commissioners

Recommendation by
Director of Corporate Services

Decision Number
LFC-0143-D

Protective marking: **NOT PROTECTIVELY MARKED**

Publication status: Published in full

Summary

The Brigade currently has two Deputy Commissioners. Both are leaving the Brigade this year. Mr Stephen Apter is leaving in April to take up a post with Hampshire Fire and Rescue Service and Mr Tom George is retiring in November. Recruitment to these posts has now been completed and candidates are now recommended for appointment.

Decision

That the London Fire Commissioner appoints Mr Richard Mills and Mr Andrew Roe as Deputy Commissioners from dates to be confirmed.

Tom George
Deputy London Fire Commissioner

Date 2/4/2019.

Access to Information – Contact Officer

Name	Steven Adams
Telephone	020 8555 1200
Email	governance@london-fire.gov.uk



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London Fire Commissioner	20 March 2019

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Recommended decision

That the London Fire Commissioner appoints Mr Richard Mills and Mr Andrew Roe as Deputy Commissioners from dates to be confirmed.

Background

1. Recruitment to these post commenced in January 2019. Gatenby Sanderson, recruitment consultants, were appointed to manage the process and contact appropriate candidates.
2. Eight applications were received and reviewed with the consultants. All eight candidates were longlisted and interviewed by the consultants. They recommended four candidates for shortlisting, which was performed in consultation with the Mayor's Chief of Staff, the Deputy Mayor for Fire and Resilience, the Director of Corporate Services, and the London Fire Commissioner. Shortlisted candidates then had a further discussion with the Deputy Mayor.
3. Final interviews were conducted by a panel comprising the Commissioner, the Deputy Mayor, the Mayor's Chief of Staff, the Director of Corporate Services and the Assistant Director of People Services.

Decision of the panel

4. The Panel's recommendation is that Mr Richard Mills and Mr Andrew Roe be appointed to these posts. The Deputy Mayor has confirmed that this recommendation has her approval. Mr Richard Mills is currently the Assistant Commissioner, Operational Policy and Assurance, and Mr Andrew Roe is currently the Assistant Commissioner, Fire Stations.

Finance comments

5. These appointments will have an annual remuneration of between £141,584 – £171,055 for each Deputy Commissioner, which is contained within existing budgets. £27k was spent on the recruitment agency, Gatenby Sanderson, from within existing budgets.

Workforce comments

6. The appointment to this post and issuing and agreement of a contract of employment.

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. 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. These appointments require the approval of the Deputy Mayor.
9. 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

10. There are no sustainability implications.

Equalities implications

11. Equal opportunities monitoring has been undertaken at all stages of the recruitment process. Despite the best efforts of the recruitment consultancy retained for this assignment the diversity of the applications was disappointing with no female applicants and all applicants being 'White British'. One applicant considered themselves to have a disability. This is reflective the fire and rescue service nationally, particularly amongst the group who would have had the experience and exposure to be considered for this post. Opportunities exist in London Fire Brigade to address this over a longer term with greater diversity expected in future promotion rounds.