



LONDON FIRE BRIGADE

Decision title

Appointment of Assistant Director People Services

Recommendation by

Director for People

Decision Number

LFC-0414-D

Protective marking: **OFFICIAL**

Publication status: Published with redactions

Summary

Following the appointment of the Assistant Director People Service as the Director for People the position of Assistant Director People Service became vacant.

A re-evaluation of the Assistant Director People Service role was undertaken and the role was re-evaluated to a TMGA (previously TMGA*).

The post was advertised across GLA bodies and suitable candidates assessed and interviewed.

Decision

The London Fire Commissioner authorises the Director of People to offer the role of Assistant Director People Services to Ms Kate Bonham, on a starting salary of [REDACTED] per annum with a start date to be confirmed; subject to the successful completion of pre-employment checks.

Andy Roe

London Fire Commissioner

This decision was remotely
Date signed on Thursday 17 September 2020

Access to Information – Contact Officer	
Name	Steven Adams
Telephone	020 8555 1200
Email	governance@london-fire.gov.uk



LONDON FIRE BRIGADE

Report title

Appointment of Assistant Director People Services

Report to	Date
London Fire Commissioner	2020

Report by	Report number
Director for People	LFC-0414

Protective marking: **OFFICIAL**

Publication status: Published with redactions

Summary

Following the appointment of the Assistant Director People Service as the Director for People the position of Assistant Director People Service became vacant.

A re-evaluation of the Assistant Director People Service role was undertaken and the role was re-evaluated to a TMGA (previously TMGA*).

The post was advertised across GLA bodies and suitable candidates assessed and interviewed.

Recommended decision

The London Fire Commissioner authorises the Director of People to offer the role of Assistant Director People Services to Ms Kate Bonham, on a starting salary of [REDACTED] per annum with a start date to be confirmed; subject to the successful completion of pre-employment checks.

Background

1. Reporting to the Director for People, the Assistant Director People Services is responsible for the development and delivery of the People Services elements of transformation in support of the London Fire Brigade's overall strategic aims and the leadership of a customer focussed and effective service. The post is therefore critical in terms of delivering the transformation expected by the LFC and other key stakeholders.
2. The role has been evaluated as TMGA with a starting salary of [REDACTED]. The remuneration for this role is included in the existing departmental budget.
3. Recruitment to this post commenced on 10 July 2020 with a closing date of 31 July 2020 and was managed internally by People Services.
4. Eight applications were received and reviewed with four candidates being shortlisted. The shortlisting of candidates was undertaken by the Director for People and Director for Transformation.

5. Final interviews were conducted by a panel comprised of the London Fire Commissioner, Director for People, and Director for Transformation. One candidate was selected for appointment.

Decision of the panel

6. The Panel's recommendation is that following the conclusion recruitment process Ms Kate Bonham merits appointment to the position of Assistant Director People Services, on a starting salary of [REDACTED] per annum with a start date to be confirmed; subject to pre-employment checks.

Finance comments

7. This report recommends that an appointment is made to the position of Assistant Director, People Services. This position is a funded part of the People Services department establishment, and the cost will therefore be contained within existing budgets.

Workforce comments

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

Legal comments

9. Under section 9 of the Policing and Crime Act 2017, the London Fire Commissioner (the "Commissioner") is established as a corporation sole with the Mayor appointing the occupant of that office.
10. In accordance with the Commissioner's scheme of governance the Commissioner has reserved for decision, "Any other matters that the Commissioner wishes to decide, or any matter which officers, with the agreement of the Commissioner, seek to refer to the Commissioner".
11. All appointments of a person to a paid office or employment "shall be made on merit" (section 7, Local Government and Housing Act 1989), a competitive process has been followed in this instance to assess each candidates relative merits.
12. The Commissioner may, under s112 Local Government Act 1972, "appoint such officers as they think necessary for the proper discharge by the authority of such of their or another authority's functions as fall to be discharged by them" and an officer so appointed "shall hold office on such reasonable terms and conditions, including conditions as to remuneration, as the authority appointing him think fit."

Sustainability implications

13. There are no sustainability implications.

Equalities implications

14. The London Fire Commissioner and decision takers are required to have due regard to the Public Sector Equality Duty (s149 of the Equality Act 2010) when exercising our functions and taking decisions.
15. It is important to note that consideration of the Public Sector Equality Duty is not a one-off task. The duty must be fulfilled before taking a decision, at the time of taking a decision, and after the decision has been taken.
16. The protected characteristics are: Age, Disability, Gender reassignment, Pregnancy and maternity, Marriage and civil partnership (but only in respect of the requirements to have due

regard to the need to eliminate discrimination), Race (ethnic or national origins, colour or nationality), Religion or belief (including lack of belief), Sex, and Sexual orientation.

17. The Public Sector Equality Duty requires us, in the exercise of all LFC functions (i.e. everything the LFC does), to have due regard to the need to:
 - (a) Eliminate discrimination, harassment and victimisation and other prohibited conduct.
 - (b) Advance equality of opportunity between people who share a relevant protected characteristic and persons who do not share it.
 - (c) Foster good relations between people who share a relevant protected characteristic and persons who do not share it.
18. Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to:
 - (a) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic where those disadvantages are connected to that characteristic;
 - (b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;
 - (c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
19. The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.
20. Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to—
 - (a) tackle prejudice, and
 - (b) promote understanding.
21. 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 eight applicants, 25% declared as male with 75% declaring as female. 75% declared as white british and 25% declaring as BAME. 12.5% of applicants declared having a disability.
22. The four shortlisted candidate 25% declared as male with 75% declaring as female. 75% declared as white british and 25% declaring as BAME. 25% of applicants declared having a disability. There is no evidence of the process having any adverse impact on those applicants with protected characteristics.