

Freedom of Information request reference number: 7550.1

Date of response: 27/06/2023

Request:

On the 3rd Jan 2023 there were 4 new Deputy Assistant Commissioner appointed. 2 into Fire safety, 1 into Central Operations and 1 into Technical and service Support. Can I please know when the Selection Board sat to agree these postings or the date that these postings were agreed on. If possible can I please also know who sat on the operational selection board if there was one.

Response:

At the point of appointing the 4 DACs in your request, the Operational Selection Board (OSB) was just trialled in a different uniformed promotion round and for the DACs appointments, the operation promotion guidance was yet to be published and no OSB took place for the DACs appointments. The guidance is now published, and it has information on how postings will be discussed and agreed.

The DAC postings below were allocated to candidates after a discussion took place between the relevant Heads of Service and the Head of People Services who decided who were most suitable for the posts.

Details of the Operational Promotion Guidance 2023 (from page 20) relating to DAC can be found below.

We have dealt with your request under the Freedom of Information Act 2000. For more information about this process please see the guidance we publish about making a request on our website:

<https://www.london-fire.gov.uk/about-us/transparency/request-information-from-us/>

Deputy Assistant Commissioner (DAC)

Assessment Overview

Stage 1: Application via CV and Cover Letter addressing LFB Behaviours.

Part of the application will include an expression of interest form which will be attached to the advert with instructions on how to complete it. Line manager approval will be required for all applicants confirming that they have met the eligibility requirements set out in the Generic Principles section of this guidance and have line manager support based on their current performance. This stage will act as a sift based on eligibility and CV/Cover Letter.

Stage 2: Initial Sift Interview and Equality, Diversity & Inclusion Exercise.

The interview will be based on the contents of your CV/Cover letter and allow you to expand on your relevant knowledge, skills, and experience at DAC level. A minimum of 70% is required. These short-listing interviews will last no longer than 30 minutes.

The diversity & inclusion assessment is included so you can demonstrate your commitment to, and knowledge of diversity and inclusion. This exercise may take the form of a presentation, a role-play, competency-based questions, or online exercise relevant to the DAC role. All candidates taking part in this element will be told beforehand about the form of the exercise and how best to prepare. Candidates will be required to achieve 75% or above.

Stage 3: Incident Command Development and Assessment.

Successful candidates from stage 2 will be enrolled on the ICL3 incident command acquisition course. Enrolments will be based on those doing temporary and then on scores from stage 2. Candidates must complete and pass all elements to progress to stage 4. The pass mark for the practical assessment and knowledge test is 75%. Any candidate who has already attended and passed an LFB recognised level 3 incident command acquisition course or revalidation assessment within two years of the date that stage 2 results are released, will not need to complete this stage.

Stage 4: Psychometric tests, Interviews (a score of at least 70%) and Presentation.

A Psychometric test may form part of the process, where they are to be used; candidates will be advised in the advert. The Psychometric Test will be a personality type test. It will include an online questionnaire and telephone call from an external Occupational Psychologist, the results of which will be shared with the main panel interviewers.

The interview section will consist of Stakeholder Panel Interview and Main Panel Structured Interview.

Stakeholder Panel interviews will consist of selected stakeholders who will be invited to participate in an informal interview of the candidates. They will then give their thoughts and feedback to the main panel for their consideration. Records of notes will be kept for audit purposes, but the stakeholder interview is not part of the sift process.

Structured Interview questions will be based on the LFB Behaviours and will be relevant to the DAC role and will provide an opportunity for the candidate to describe the experience, knowledge, and skills they have developed in that role in temporary positions or through acting up. Structured interviews at DAC rank will last no more than 60 minutes.

The presentation will be unseen and based on a relevant topic, given to candidates on the day. Candidates will have fifty minutes of preparation time before delivering a ten-minute presentation.

Interviews and presentations may be tailored for specialist roles at DAC level; candidates will be invited to apply for these roles if they feel they have the relevant skills, knowledge, and experience.