



LONDON FIRE BRIGADE

Report title

Appointment of Assistant Commissioners

Report to	Date
London Fire Commissioner	31 January 2022

Report by	Report number
Assistant Director, People Services	LFC-0670

Protective marking: **NOT PROTECTIVELY MARKED**

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I agree the recommended decision below.

Andy Roe
London Fire Commissioner

Date **This decision was signed remotely
on the 25 February 2022**

Summary

The LFB is expecting a number of departures at Assistant Commissioner level over the coming months. As such an Assistant Commissioner promotions round has completed and candidates are now recommended for appointment.

Recommended decision

That the London Fire Commissioner appoints Mr Patrick Goulbourne, Mr Andy Hearn and Mr Spencer Sutcliff as Assistant Commissioners. The roles for Mr Goulbourne, Mr Hearn and Mr Sutcliff will be determined at an Operational Selection Board on 2 February 2022 consisting of the LFC and Directors.

Background

1. Recruitment to these posts commenced on 1st November 2021 and managed internally through People Services. The recruitment was open to internal and external candidates.
2. Twelve applications were received and reviewed with seven candidates being shortlisted. The shortlisting of candidates was undertaken by the Director of People and the Director of Communications.

3. Final interviews were conducted by a panel comprising the London Fire Commissioner, the Deputy Commissioner for Operations and the Executive Director for Strategy and Communications at the Greater London Authority¹.
4. Candidates also completed a diversity and inclusion assessment, specifically designed by the LFB's diversity and inclusion team, to ensure that our leaders across the organisation demonstrate appropriate levels of knowledge, understanding and commitment to diversity and inclusion.

Decision of the panel

5. The Panel's recommendation is that Mr Patrick Goulbourne, Mr Andy Hearn and Mr Spencer Sutcliff be appointed to Assistant Commissioner posts based on their scores at the interview and the D&I assessment. The roles for Mr Goulbourne, Mr Hearn and Mr Sutcliff will be determined at an Operational Selection Board on 2 February 2022 consisting of the LFC and Directors.
6. Mr Andy Hearn is currently 'acting up' as Assistant Commissioner for Training and Professional Development, Mr Patrick Goulbourne is currently Deputy Assistant Commissioner, Operational Resilience and NILO National Co-ordinator, and Spencer Sutcliff is Deputy Assistant Commissioner Operational Policy and Assurance.

Finance comments

7. These appointments will have an annual remuneration of between £115,532 – £139,066 for each Assistant Commissioner, which is 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 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. These appointments require the approval of the Deputy Mayor.
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

Equal opportunities monitoring has been undertaken at all stages of the recruitment process.

There is no evidence of the process having any adverse impact on those applicants with protected characteristics although the Brigade would recognise that work is needed in ensuring

¹ The Executive Director for Strategy and Communications represented the Deputy Mayor for Fire and Resilience who was unavailable.

that the senior management group represents the wider workforce and community that LFB serves. The LFB has also introduced a specific D&I assessment specifically designed by the LFB's diversity and inclusion team designed to ensure that our leaders across the organisation demonstrate appropriate levels of knowledge, understanding and commitment to diversity and inclusion.