

**Minutes of the Extraordinary Meeting of
Shropshire and Wrekin Fire and Rescue Authority
held via Microsoft Teams
on Monday, 28 September 2020, at 12 noon**

Present

Members

Councillors Adams, Blundell, Dee, Hartin, Mellings (Vice-Chair), Milner, Minnery, Pardy and Sahota

Officers

Rod Hammerton	Chief Fire Officer	CFO
Anthea Lowe	Monitoring Officer	MO
Germaine Worker	Head of Human Resources and Administration	HHRA
Lynn Ince	Executive Support Officer	ESO

External Bodies

Tracy Onslow	West Mercia Deputy Police and Crime Commissioner	DPCC
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1 Apologies for Absence

Councillors Carter, Price, Roberts, Thompson and Wynn.
Councillor Lavery did not attend the meeting

2 Disclosable Pecuniary Interests

None

3 Exclusion of Press and Public

Resolved that, under section 100A(4) of the Local Government Act 1972, the public be excluded from the meeting room for the following items on the grounds that they involved the likely disclosure of exempt information, as defined by the provisions of Part I of Schedule 12(A) to the Act, by virtue of Paragraphs 1, 2 3 and 4.

4 Appointment of Assistant Chief Fire Officers (Paragraphs 1, 2 and 3)

This report asked the Fire Authority to ratify the decision of its Brigade Managers' Employment Panel on the appointment of two new Assistant Chief Fire Officers.

The CFO presented this report and advised the Fire Authority that whilst all five of the interviewees had technically been appointable, the two candidates recommended by the BMEP had performed exceptionally well during the selection process. The CFO explained that Simon Hardiman is an internal candidate who is currently employed as the Temporary ACFO in the Service and will be able to take up the permanent role immediately. Dan Quinn is currently employed by another fire and rescue service and it is hoped that his notice period will allow him to join the Service at the beginning of January 2021 to align with the Deputy Chief Fire Officer's retirement.

Members noted that when the recruitment process for the ACFO posts started, there was a concern that there were no suitable internal candidates for the roles. Members then expressed their hope that the Service will use its resources to plan for future senior officer vacancies so there will be internal candidates ready for promotion, thereby ensuring continuity for the Service and the Authority. The CFO responded that he was not able to give complete reassurance that this would be possible because of the changing retirement profile within the Service. Succession planning and officer development is undertaken to plan for these situations, but retirement dates can be affected by other issues. Increasingly, officers are choosing to retire before they complete their maximum length of pensionable service because of changes in pension taxation.

The HHRA added that the Service is always developing its staff internally, but it does depend if officers are ready for promotion at the right time.

Members acknowledged the comments from the CFO and HHRA and clarified that they were not suggesting that promotions should only be made from internal candidates but that this was an important thing to consider in relation to staff morale.

Members then asked for some further background information on Dan Quinn. The CFO explained that he has worked in Hereford & Worcester and Nottinghamshire Fire and Rescue Services and is currently employed by Lincolnshire Fire and Rescue Service.

It was proposed by Councillor Hartin, seconded by Councillor Minnery, and

Resolved unanimously that the Fire Authority ratify the recommendation of the Brigade Managers' Employment Panel that Mr Daniel Quinn and Mr Simon Hardiman should both be appointed to the post of Assistant Chief Fire Officer, subject to the usual employment checks.

The meeting closed at 12.20 pm.

Chair.....

Date.....