

Approved 25.09.13

**MINUTES OF THE MEETING OF THE ROYAL BERKSHIRE FIRE
AUTHORITY**



Held on Wednesday 31 July at 6.30 pm

**Council Chamber, Wokingham Borough Council, Civic Offices, Shute
End, Wokingham, Berkshire RG40 1BN**

Members:

- | | |
|------------------------------|-------------------------------------|
| Councillor Alistair Auty | *Councillor Christine Bateson |
| *Councillor Phillip Bicknell | *Councillor Chris Bowring |
| *Councillor Jeff Brooks | Councillor Paul Bryant |
| *Councillor David Burbage | Councillor Diana Coad |
| *Councillor Andrew Cumpsty | *Councillor Haqeeq Dar |
| *Councillor Colin Dudley | *Councillor Adrian Edwards |
| *Councillor Paul Gittings | *Councillor Pauline Helliard-Symons |
| *Councillor Peter Jones | Councillor John Lenton |
| *Councillor Chris Maskell | *Councillor Tom McCann |
| *Councillor Iain McCracken | *Councillor Edward Plenty |
| *Councillor Mohammed Rasib | *Councillor Angus Ross |
| *Councillor Rebecca Rye | *Councillor Alan Ward |
| *Councillor Emma Webster | |
| <i>*present</i> | |

In Attendance:

- Nicholas Oxborough (Group Manager, Performance Review (GM, PR))
Caroline Redzikowska (Director Corporate Services, DCS)
Carolyn Rowe (Head of Corporate Services)
Fayth Rowe (Committee Officer)
Paul Southern (Acting Deputy Chief Fire Officer, ACFO)
Andrew Vallance (Director Resources, DR)

Observers:

- CFO, Andy Fry
Officers, Royal Berkshire Fire and Rescue Service
Representative Bodies
Members of the Public

Action

414. APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillors Alistair Auty, Paul Bryant, Diana Coad and John Lenton.

415. DECLARATIONS OF INTEREST

There were no Declarations of Interest received from Members and Officers.

416. MINUTES OF THE MEETING HELD ON 26 JUNE 2013

Subject to the inclusion of 'in the month of July.' into the second paragraph of minute reference 408 which should now be read as 'Councillor Phillip Bicknell stated that trading conditions were picking up and he reported a £3,000 profit in the month of July.'

Resolved:

That the Minutes of the Meeting held on 26 June 2013 be Approved for signing by the Chairman.

417. PARTICIPATION OF THE PUBLIC UNDER STANDING ORDERS 19 AND 25

There were no items received under standing orders 19 and 25, participation of the public.

418. RECEIPT OF ANNOUNCEMENTS

- a) The Chairman announced that the Appointments Panel had selected a Chief Fire Officer (CFO). He stated that he would like to thank and congratulate the Members of the Appointments Panel who gave significant time to the process. He also gave his thanks to Caroline Redzikowska; Director, Corporate Services for her work in making sure the process went smoothly. He also thanked the recruitment consultants, Gatenby Sanderson.
- b) The Chairman invited Group Manager, Performance Review (GM, PR); Nicholas Oxborough to speak. The GM, PR reported that he had received eight RBFA Members expressions of interest with regard to participation in the process to achieve the Charter for Member Development. He reported that additional Members were required and requested that Members express their interest in the process by emailing Memberdevelopment@rbfrs.co.uk , redzikowskac@rbfrs.co.uk or oxboroughn@rbfrs.co.uk directly.

Cllr Cumpsty suggested that GM, PR circulate an email to Members to which they could respond, and stated that he would like to support the process.

GM PR

419. QUESTIONS FROM MEMBERS UNDER STANDING ORDER 30

There were no questions from Members under Standing Order 30.

420. NOTICES OF MOTION UNDER STANDING ORDER 44

There were no notices of motion under Standing Order 44.

421. APPOINTMENT OF THE NEW CHIEF FIRE OFFICER

The Chairman announced that RBFA had appointed the recruitment consultant Gatenby Sanderson to lead the recruitment process for the new CFO. He stated that it had been an extensive and thorough process. From a field of 10 very strong candidates, five excellent candidates had been shortlisted and invited to participate in the final selection process. A two day final selection process had provided a rigorous test of their skills, and the Appointments Panel had shortlisted three candidates for the final day of interviews. He added that all three candidates were of a very high calibre and the Appointments Panel had unanimously agreed to appoint Andy Fry as Chief Fire Officer. The Chairman stated that Andy Fry was currently the CFO of Suffolk Fire and Rescue Service (FRS).

Cllr Burbage asked whether, as was the case in local authorities, the declaration and approval of the salary package, where over £100,000 was required. He asked whether an additional recommendation was required to address this.

The Director, Corporate Services (DCS) reported that when the Management Committee established an Appointments Panel their Terms of Reference included the appointment of the CFO. The Appointments Panel had reviewed and agreed the salary package prior to advertisement.

In response to an additional question from Cllr Burbage, the DCS reported that she was not aware that the Fire Authority was required to approve a particular salary; but it was a requirement in the Standing Orders for the Fire Authority to confirm the appointment. She added that the RBFA had approved the package through the Appointments Panel, and that the specific details within that were to be confirmed.

The Chairman stated that the public will see the salary package and moved the recommendation as laid out in the report. This was seconded by the Vice – Chairman who had paid tribute to GS as they attracted a high calibre of candidates. The Vice-Chairman stated that the three candidates that were interviewed in the final process would all make good CFOs in the future. She reassured Members that Andy Fry had not had an easy run during the process, however, his personality, leadership skills, and his flexibility to adapt had stood out; and he had been the only external candidate to visit RBFRS in advance. She stated that Andy Fry would take RBFRS into a new era and added that he had an excellent team to work with. Cllr Brooks echoed the views expressed and reported that it had been a thorough selection process which had been a credit to this brigade. He added that he viewed the brigade as a forward thinking one, and he thanked the Chairman for his chairmanship of the Appointments Panel, stating that the process had been an occasion when the political parties had worked together to achieve a common goal.

Cllr Gittings congratulated Andy Fry on his appointment and added that it had been an arduous process for candidates; and a clear winner had emerged.

Cllr Ross speaking as the fifth member of the Appointments Panel stated that what had become evident throughout the process was the requirement for an individual to move the brigade into a new era, and that had been part of the decision making which had lead to the appointment of Andy Fry.

The Chairman put the recommendation as laid out in the report. This was seconded by the Vice-Chairman. In being put to the vote, it was unanimously

Resolved:

- a) That the Fire Authority note the selection of the Appointments Panel; and
- b) That the appointment of Andy Fry as Chief Fire Officer for Royal Berkshire Fire Authority and Head of the Paid Service be confirmed.

The Chairman congratulated CFO (Designate) Andy Fry and asked him to say a few words.

The CFO (Designate) Andy Fry thanked the Chairman and Members and stated that he was delighted to be appointed, which came at an important point for fire and rescue services. He reported that he could confirm that the selection had been a testing process. He said that he looked forward to working with the Fire Authority and officers taking RBFA into a new era.

422. DATE OF NEXT MEETING

- Wednesday 25 September 2013 at 6.30 pm, Wokingham Council in the Council Chamber, Civic Offices, Shute End, Wokingham, Berkshire RG40 1BN.

423. EXCLUSION OF THE PUBLIC

Resolved:

That under Section 100(A)(4) of the Local Government Act 1972 (as amended), the public be excluded from the meeting for the following Agenda Items on the grounds that they involve the likely disclosure of exempt information, as defined in the Paragraphs 1, 2, 3 and 4 of Part I of Schedule 12A of the said Act indicated and is exempt information if, and so long as, in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

424. FIREFIGHTERS PENSION SCHEME CONTINGENCY PLANNING

The Acting Deputy Chief Fire Officer gave a verbal briefing on the contingency plans and arrangements following the latest developments regarding the Firefighter Pension Schemes.

The meeting closed at 7.25 pm