



# Northumberland County Council

## COUNTY COUNCIL

20<sup>th</sup> March 2024

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### **Appointment of the Preferred Candidate for the Position of Assistant Chief Fire Officer**

Report of the Leader of the Council

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#### **Purpose of the Report**

In accordance with the Local Authorities (Standing Orders) (England) Regulations 2001, matters relating to the appointment of an Assistant Chief Fire Officer are reserved to the Full Council.

The purpose of this report is to consider the recommendation of the Staff and Appointments Committee held on 22<sup>nd</sup> February 2024 to appoint Stephen Kennedy to the role of Assistant Chief Fire Officer. Please see published report at Appendix A.

#### **Recommendations**

It is recommended that Full Council:

1. approve the recommendations from the Staff and Appointments Committee which was held on 22<sup>nd</sup> February 2024 to permanently appoint Stephen Kennedy to the role of Assistant Chief Fire Officer.
2. note that the Staff and Appointments Committee has agreed that the remuneration for the post of Assistant Chief Fire Officer will be at £103,133 per annum with access to staff benefits in line with all Council employees.
3. note the appointment will be subject to the Council's standard pre-employment checks.

#### **Links to the Corporate Plan**

This report is relevant to all areas of the Corporate Plan as it relates to ensuring that the Council is compliant with the constitution and fulfilling its legal duties and

requirements to ensure that there is an effective and fit for purpose staffing establishment.

### **Key Issues**

1. Following the successful appointment of the previous Assistant Chief Fire Officer to the post of Deputy Chief Fire Officer, Stephen Kennedy has been acting up on a temporary basis to the Assistant Chief Fire Officer post since August 2023.
2. On 5th December 2023, Staff and Appointments Committee agreed the appointment process for the recruitment to the permanent post of Assistant Chief Fire Officer. The report contained an Assistant Chief Fire Officer job description, the spot salary, recruitment process and selection methodology.
3. On 31<sup>st</sup> January 2024, a selection process took place that identified the preferred candidate as Stephen Kennedy. This conclusion was reached following a comprehensive recruitment process and assessment of his extensive experience. The assessment centre outcome concluded that Stephen Kennedy has the requisite skills to successfully undertake the role of Assistant Chief Fire Officer.
4. Stephen Kennedy has been informed that he is the preferred candidate and has indicated he would accept the appointment, should a formal offer of appointment be made subject to the recommendations of Staff and Appointments Committee and subsequent full Council's approval.
5. Staff and Appointments Committee considered the preferred candidate on 22<sup>nd</sup> February 2024 and resolved subject to there being no objection from the Leader or Cabinet to the appointment, to recommend to full Council that Stephen Kennedy be appointed as the Assistant Chief Fire Officer.
6. The Staff and Appointments Committee also agreed that the remuneration for the post of Assistant Chief Fire Officer will be £103,133 per annum with access to staff benefits in line with all Council employees.
7. Note the appointment will be subject to the Council's standard pre-employment checks. The commencement date is proposed to be 21<sup>st</sup> March 2024.
8. The Officer Appointment Rules have been followed as per the Constitution of the Council. Under the Constitution the proper officer designated for this purpose is the Chief Executive and Head of Paid Service and I can confirm that no objections to the appointment were received.

**Implications:**

<b>Policy</b>	Oversight of HR Policies and Procedure
<b>Finance and value for money</b>	Permanent appointment is deemed to be appropriate in relation to finance and value for money. The cost of the appointment can be met from existing budgets as it will be a direct replacement.
<b>Legal</b>	Under s40 of the Localism Act 2011 all appointments with a salary of £100,000 and above must be approved by a vote of Full Council.
<b>Procurement</b>	N/A
<b>Human Resources</b>	The appointment has been made in line with the appropriate employment recruitment processes. Relevant legal implications have been set out in the body of this report.
<b>Property</b>	N/A
<b>Equalities</b> (Impact Assessment attached) Yes <input type="checkbox"/> No <input type="checkbox"/> N/A <input checked="" type="checkbox"/>	The recruitment for this process has been in line with best practice in relation to promoting equality and diversity within the Council's recruitment processes.
<b>Risk Assessment</b>	Consistent approved management restructure with Corporate Governance Review.
<b>Crime &amp; Disorder</b>	There are no crime and disorder implications within this report.
<b>Customer Consideration</b>	There are no specific customer consideration implications within this report.
<b>Carbon reduction</b>	There are no carbon reduction implications within this report.
<b>Health and Wellbeing</b>	The recommendations will support the health and wellbeing of Council Employees at varying levels within the organisation
<b>Wards</b>	The recommendations do not relate to any particular ward but cover the whole of Northumberland.

### **Background information**

N/A

### **Linked Reports.**

5<sup>th</sup> December 2023 Staff and Appointments Committee report prepared by the Chief Executive and Head of Paid Service - providing further details of the proposed recruitment process.

22<sup>nd</sup> February 2024 Staff and Appointments Committee report prepared by the Chief Executive and Head of Paid Service - providing details of preferred candidates.

### **Report sign off.**

***Authors must ensure that officers and members have agreed the content of the report:***

	<b>Full Name of Officer</b>
Director of Law and Corporate Governance (Monitoring Officer)	Stephen Gerrard
Executive Director of Transformation & Resources (s151 Officer)	Jan Willis
Chief Executive (Head of Paid Service)	Dr Helen Paterson
Portfolio Holders(s)	Staff & Appointments Committee

### **Authors and Contact Details**

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