

Decision title

## Appointment of Assistant Commissioners

Recommendation by  
Director of Corporate Services

Decision Number  
LFC-0169-D

Protective marking: **NOT PROTECTIVELY MARKED**  
Publication status: Published in full

### Summary

Following the most recent Deputy Commissioner appointments there are two vacant Assistant Commissioner posts that need filling now and in the very near future. The post of Head of Grenfell Tower Investigation and Review Team post was also evaluated as an Assistant Commissioner post but never recruited to substantively. Recruitment to these posts has now been completed and candidates are now recommended for appointment.

### Decision

That the London Fire Commissioner appoints Mr Jonathan Smith, Ms Jane Philpott, and Mr Andrew Bell as Assistant Commissioners from dates to be confirmed and that Mr Paul Jennings has been found suitable for promotion to Assistant Commissioner and will become substantive when the next vacancy arises.

**Dany Cotton QFSM**  
London Fire Commissioner



Date 24-4-19

#### Access to Information – Contact Officer

Name	Steven Adams
Telephone	020 8555 1200
Email	<a href="mailto:governance@london-fire.gov.uk">governance@london-fire.gov.uk</a>



LONDON FIRE BRIGADE

Report title

---

## Appointment of Assistant Commissioners

---

Report to  
London Fire Commissioner

Date  
April 2019

---

Report by  
Director of Corporate Services

Report number  
LFC-0169

---

Protective marking: NOT PROTECTIVELY MARKED

Publication status: Published in full

---

### Summary

Following the most recent Deputy Commissioner appointments there are two vacant Assistant Commissioner posts that need filling now and in the very near future. The post of Head of Grenfell Tower Investigation and Review Team post was also evaluated as an Assistant Commissioner post but never recruited to substantively. Recruitment to these posts has now been completed and candidates are now recommended for appointment.

### Recommended decision

That the London Fire Commissioner appoints Mr Jonathan Smith, Ms Jane Philpott, and Mr Andrew Bell as Assistant Commissioners from dates to be confirmed and that Mr Paul Jennings has been found suitable for promotion to Assistant Commissioner and will become substantive when the next vacancy arises.

### Background

1. Recruitment to these posts commenced on 23<sup>rd</sup> January 2019 and managed internally through People Services. Gatenby Sanderson, recruitment consultants, were retained to undertake the psychometric testing element of the assessment process on shortlisted candidates.
2. Fifteen applications were received and reviewed with eight candidates being shortlisted. The shortlisting of candidates was undertaken by the Deputy Mayor for Fire and Resilience, the Director of Corporate Services, the Deputy Commissioner for Operations and the London Fire Commissioner.
3. Final interviews were conducted by a panel comprising the Commissioner, the Deputy Mayor, the Deputy Commissioner for Operations, the Director of Corporate Services and the Assistant Director of People Services.

### Decision of the panel

4. The Panel's recommendation is that Mr Jonathan Smith, Ms Jane Philpott, and Mr Andrew Bell be appointed to Assistant Commissioner posts and that Mr Paul Jennings has been found suitable for promotion to Assistant Commissioner and will become substantive when the next

vacancy arises. The Deputy Mayor has confirmed that this recommendation has her approval. Mr Jonathan Smith is currently the Area Commander for Performance and Business Support at Hertfordshire Fire and Rescue. Ms Jane Philpott is currently Deputy Assistant Commissioner for the SW Area, LFB. Andrew Bell is currently Deputy Assistant Commissioner for the Grenfell Tower Investigation and Review Team. Mr Paul Jennings is currently Deputy Assistant Commissioner for Training and Professional Development.

#### Finance comments

5. These appointments will have an annual remuneration of between £113,267 – £136,339 for each Deputy Commissioner, which is contained within existing budgets. £500 was spent on the recruitment agency, Gatenby Sanderson, from within existing budgets.

#### Workforce comments

6. The appointment to this post and issuing and agreement of a contract of employment.

#### Legal comments

7. 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.
8. 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.
9. 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

10. There are no sustainability implications.

#### Equalities implications

11. Equal opportunities monitoring has been undertaken at all stages of the recruitment process. Of the 15 applicants, 12 were white males, one was a Black and Minority Ethnicity (BAME) male, and two were white female. Of the eight shortlisted candidates six were white males, one was BAME male, and one was white female. Of the appointed candidates two are white males, one is white female. 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 that the senior management group represents the wider workforce and community that LFB serves.