



LONDON FIRE BRIGADE

Decision title

Appointment of an Independent Operational Assurance Adviser for the London Fire Commissioner

Recommendation by
Assistant Director of People Services

Decision Number
LFC-0404-D

Protective marking: **OFFICIAL**

Publication status: Published with redactions

Summary

Report LFC-0404 explains that following the appointment of Andrew Roe as the London Fire Commissioner (LFC) a new purpose, vision and strategy for the Brigade was published which was supported by a Transformation Delivery Plan. A key action within this plan was for the appointment of an Independent Operational Assurance Adviser who will remain independent from the LFC reporting structure.

The Adviser will provide independent advice and assurance to the London Fire Commissioner and where required the Deputy Mayor for Fire and Resilience on a range of safety critical matters relating to fire and rescue as well as providing reports to other key stakeholders including the Home Office and HMICFRS.

Decision

That the London Fire Commissioner offers Mr Alasdair Hay a contract of employment for the position of Independent Operational Assurance Adviser, on an allowance of [REDACTED] per annum with a start date to be confirmed; subject to pre-employment checks.

Andy Roe
London Fire Commissioner

Date **This decision was remotely signed on Thursday 20 August 2020**

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LONDON FIRE BRIGADE

Report title

Appointment of an Independent Operational Assurance Adviser for the London Fire Commissioner

Report to	Date
London Fire Commissioner	11 August 2020

Report by	Report number
Assistant Director of People Services	LFC-0404

Protective marking: **OFFICIAL**

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Summary

Following the appointment of Andrew Roe as the London Fire Commissioner (LFC) a new purpose, vision and strategy for the Brigade was published which was supported by a Transformation Delivery Plan. A key action within this plan was for the appointment of an Independent Operational Assurance Adviser who will remain independent from the LFC reporting structure.

The Adviser will provide independent advice and assurance to the London Fire Commissioner and where required the Deputy Mayor for Fire and Resilience on a range of safety critical matters relating to fire and rescue as well as providing reports to other key stakeholders including Home Office and HMICFRS.

Recommended decision

The London Fire Commissioner offers Mr Alasdair Hay a contract of employment for the position of Independent Operational Assurance Adviser, on an allowance of [REDACTED] per annum with a start date to be confirmed; subject to pre-employment checks.

Background

1. The appointment of an Independent Operational Assurance Adviser was an action from the Transformation Delivery Plan.
2. Recruitment to this post commenced on 9 April 2020 with a closing date of 23 April 2020.
3. 10 applications were received and reviewed with 1 candidates being shortlisted. The shortlisting of candidates was undertaken by the Director for People, Tim Powell.
4. Final interviews were conducted by the London Fire Commissioner Andy Roe and the Deputy Mayor for Fire and Resilience Fiona Twycross. One candidate was selected for appointment.

Decision of the panel

5. The Panel's recommendation is that Mr Alasdair Hay is appointed to the position of Independent Operational Assurance Adviser, on an allowance of [REDACTED] per annum with a start date to be confirmed.

Finance comments

6. This report recommends the appointment of an Operational Assurance Adviser to the Commissioner. The role is included in the Budget 2020/21 as part of the initial cost estimates of the Transformation Delivery Plan. The annual allowance for the role at [REDACTED] pa is less than the original estimate and this possible reduction in the ongoing costs of the TDP will be considered as part of the budget process for 2021/22.

Workforce comments

7. The post of Independent Operational Assurance Adviser will remain independent from the LFC reporting structure. The position will be reviewed periodically.

Legal comments

8. 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.
9. Under section 327D of the GLA Act 1999, as amended by the Policing and Crime Act 2017, the Mayor may issue to the London Fire Commissioner specific or general directions as to the manner in which the holder of that office is to exercise his or her functions. 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. The Deputy Mayor for Fire and Resilience formed part of the interview and selection panel for this appointment, but the said direction does not apply to the decision being recommended in this report.
10. Section 1 of the Fire and Rescue Services Act 2004 states that the London Fire Commissioner ('Commissioner') is the fire and rescue authority for Greater London. Section 327A (5) of the Greater London Authority Act 1999 requires the Commissioner to secure that the London Fire and Rescue Service is efficient and effective. This means the personnel, services and equipment secured by the London Fire Commissioner for the purposes of carrying out the Commissioner's functions.
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

13. The Public Sector Equality Duty applies to the London Fire Commissioner when they make decisions. The duty requires the LFC to have due regard to the need to:
 - a) Eliminate unlawful discrimination, harassment and victimisation and other behaviour prohibited by the Act.

- b) Advance equality of opportunity between people who share a protected characteristic and those who do not.
 - c) Foster good relations between people who share a protected characteristic and those who do not, including tackling prejudice and promoting understanding.
14. The protected characteristics are age, disability, gender reassignment, pregnancy and maternity, marriage and civil partnership, race, religion or belief, sex and sexual orientation. The Act states that 'marriage and civil partnership' is not a relevant protected characteristic for (b) or (c) although it is relevant for (a).
15. The equality impact assessment indicates that the proposals in this report will not have a disproportionately adverse effect on any persons with a particular characteristic. Equal opportunities monitoring has been undertaken at all stages of the recruitment process. Of the 10 applicants, 90% declared as male with 10% declaring as female. 50% declared as white british and 50% declaring as BAME. 10% of applicants declared having a disability.
16. The 1 shortlisted candidate was male, white british and with no reported disability. There is no evidence of the process having any adverse impact on those applicants with protected characteristics.