

**HERTFORDSHIRE COUNTY COUNCIL**  
**EMPLOYMENT COMMITTEE**  
**MONDAY 5 FEBRUARY 2018 AT 2.30PM**

<u>Agenda item</u> <u>No.</u> <b>4</b>
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**CHIEF OFFICER SECONDMENT – UPDATE AND REQUEST TO EXTEND  
BACKFILL ARRANGEMENT**

*Report of the Chief Executive and Director of Environment*

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**1. Purpose of report**

- 1.1 To update the Employment Committee on the secondment of Roy Wilsher, Director of Community Protection to the Chief Fire Officers Association (CFOA) *and*
- 1.2 For Committee to note that Darryl Keen, will continue to backfill this post until March 2019.

**2. Summary**

- 2.1 The Director of Community Protection is responsible for leadership of the Department which includes Hertfordshire Fire and Rescue Service, Trading Standards and County Community Safety Unit. The current substantive post holder (Roy Wilsher) has been on secondment to the Chief Fire Officers' Association "(CFOA )" since 1 April 2017. The Committee is asked to note that the post holder has advised of his intention to retire in March 2018 which will mean this secondment arrangement and employment will formally end at that time.
- 2.3 The post of Director of Community Protection is a Chief Officer role, and the Employment Committee made the decision in December 2016 to appoint a backfill arrangement to cover the secondment until 31 March 2018, with the possibility of extension.

**3. Recommendations**

- 3.1 That the Committee:-
  - (a) Note the intention of the existing substantive post holder as set out in 1.1.
  - (b) Agree that current temporary arrangement with Darryl Keen as Acting Director is extended until 31 March 2019.

#### **4. Background**

- 4.1 The Community Protection Directorate was formed in 2011 by bringing together the activities of Fire and Rescue, Trading Standards and the combined Community Safety unit. Its formation was intended to align a number of prevention and regulatory activities and a significant amount of integration across uniformed and non-uniformed staff has been achieved delivering better and more streamlined outcomes for service users.
- 4.2 Since its formation Roy Wilsher has been its Director. In March 2017, Roy Wilsher was seconded to the CFOA for up to two years. The Committee agreed to a temporary arrangement to cover this secondment.
- 4.3 In August 2017, the Police and Crime Commissioner (“PCC”) advised his intention to ask the Home Secretary to transfer governance of the Fire & Rescue service from the County Council to the PCC. The County Council opposes the PCC’s bid and CIPFA have recently carried out an independent assessment of the PCC’s business case which will be reported to the Secretary of State. It is not known when the Secretary of State will make a decision on the PCC’s bid. .
- 4.4 In January 2018, Roy Wilsher advised of his intention to retire in April 2018.
- 4.5 Given the uncertainty, it is felt it is appropriate to extend the current arrangement until the outcome of the PCC bid is known.
- 4.6 Employment Committee will be given the opportunity to review the Chief Officer arrangement once the outcome of the PCC bid is known.

#### **5. Financial implications**

- 5.1 The backfill post holder falls within the Chief Officer salary band and is paid £121,160 and will be subject to any pay increase arising from the annual review of senior pay. Provision has been made in the base budget for 2018/19.

#### **6. Equality Implications**

- 6.1 When considering proposals placed before Members it is important that they are fully aware of, and have themselves rigorously considered the Equality implications of the decision that they are making. Rigorous consideration will ensure proper appreciation of any potential impact of that decision on the County Council’s statutory obligations under the Public Sector Equality Duty. As a minimum this requires decision makers to read and carefully consider the content of any Equalities Impact Assessment (EQiA) produced by officers.
- 6.2 The Equality Act 2010 requires the County Council when exercising its functions to have due regard to the need to (a) eliminate discrimination,

harassment, victimisation and other conduct prohibited under the Act; (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it and (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it. The protected characteristics under the Equality Act 2010 are age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion and belief, sex and sexual orientation.

- 6.3 There are no equality implications for the County Council arising from the proposals in this report.