

# Roy Wilsher

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- Director for 3 years, leading the strategic direction of the Community Protection Directorate
- Chief Executive to the Police and Crime Commissioner
- Chief Fire Officers Association Director of Operational Response, negotiating and influencing senior fire officers, local politicians and central government on fire service policy
- Leading, managing, coaching multifunctional teams, improving service delivery and performance to achieve substantial savings
- Chief Fire Officer for 10 years including Member of the County Council Strategic Management Board
- Chartered Engineer
- Prominent role in community leadership
- Leading culture and change management programmes
- Awarded OBE in 2007 for services to fire safety
- Awarded Queen's Fire Service Medal 2013

## CAREER HISTORY

### Director of Community Protection & Chief Fire Officer

April 2011 – to date

A role to bring together similar community protection activities within Hertfordshire, identifying synergies and bring together working practices and identifying efficiencies. Reporting to CEO and Executive Member, responsible for Trading Standards, Resilience, Community Safety Unit and Fire Rescue Service. Fire Service: responding to emergencies, inspecting buildings for fire safety and providing community safety education. Trading Standards: consumer protection. Resilience: emergency planning. Community Safety Unit: crime reduction mainly linked to drugs and alcohol and domestic violence. Responsible for 1100 staff with 5 direct reports including Deputy Chief Fire Officer, 2 Assistants and 2 Assistants Directors. Managing an annual budget of £51m. Member of the County Council Strategic Management Board.

Advisory roles: Chief Fire Officer Association lead for national operational guidance; Fire Control Legacy Projects; Emergency Services Interoperability; National Liaison with Health & Safety Executive; Advisor to National Fire Employers.

- Brought together four separate departments to create a new directorate in order to provide Community Protection Services to a diverse community. This included consultation with key stakeholders, amalgamation of working practices, training and coaching and continuous improvement of the processes and services. Saved £1.1m in the 1<sup>st</sup> year with total projected saving of over £3m.
- Led and successfully delivered "Project Engage" a programme to involve the whole fire & rescue service workforce in the development of efficiency savings' proposals and implementation.
- Lead for Diversity and Equality for the County Council. Delivered standard approach to diversity across all the County Directorates. Introduced a Hertfordshire Equality Council and led the "Equality Framework for Local Government" assessment, achieving well on the way to excellence. Achieved No. 64 on the Stonewall Top 100 Employers Assessment.
- Led the Asset Management workstream of the County Council transformation programme, identifying £11m in savings, including environmental projects such as "Smart Metering" and photovoltaic cells.
- Improved the capability of the Fire Rescue Service nationally, working with central government to formulate and implement the National Coordination and Advisory Framework (NCAF) to support the response to a national catastrophic incident.
- Lead for the County Councils Operational Response Plans for the Olympics, ensuring that emergency response plans are in place as well as ensuring that the Olympic brand is not compromised. Advising nationally on the UK Fire and Rescue Service response.
- Managed the budget to ensure it comes in on target every year.
- Maintained the high level of performance of the Fire Service and wider directed whilst delivering change and efficiency savings

- Continued development of senior management team, including their involvement in national boards and projects.

### **Chief Executive to the Police and Crime Commissioner for Hertfordshire**

**April 2013 – to date**

To have overall strategic management responsibility for the support to the Police and Crime Commissioner for Hertfordshire. Overall strategic lead for partnership arrangements, resourcing, planning, scrutiny and compliance required for the Commissioner to discharge their statutory duties.

### **Chief Fire Officer Hertfordshire Fire & Rescue Service (HFRS) April 2005 – March 2011**

Reported to CEO and Executive Member, providing strategic leadership, responsible for all aspects of the service for the County. Fire Service national Strategic Adviser to central Government and member of the County Council Strategic Management Board. Lead on Diversity & Community Cohesion and Asset Management. Managed an annual budget of £43m.

Advisory roles: Chief Fire Officer Association lead for national operational guidance; Fire Control Legacy Projects; Emergency Services Interoperability; Advisor to National Fire Employers.

- Successfully led HFRS through a difficult period of firefighter fatalities, probably Europe's largest peacetime fire, strike action and contested two HSE improvement notices.
  - Provided leadership through a series of enquiries and investigations. Dealing with local and national media in the aftermath of the incident and coroner's inquest and providing support to the families through dedicated Family Liaison Officers
  - Gold Commander for The Buncefield Oil Depot fire, bringing the incident to a successful conclusion and using the learning to develop the "National Coordination and Advisory Framework (NCAF). Providing information to HSE investigation.
  - Led the Fire Service through the first period of fire service strikes that had no military support.
- Improved the external assessment ratings from a low rating to second best in the country. This included redesigning the planning and budget monitoring arrangements.
- Led the UK international search and rescue team, responding to the Japanese tsunami in March 20/11.
- Ensured the service engages in partnerships with the police, district councils and other county council departments and third sector that add value in order to improve service delivery to the people of Hertfordshire.
- Introduced the HFRS Volunteer scheme that now has over 100 volunteers that help deliver community safety within Hertfordshire.

### **Deputy Chief Fire Officer for Hertfordshire Fire and Rescue Jan 2004 – March 2005**

Supported and assisted the Chief Fire Officer, deputising when appropriate. Member of the Service Executive Board, responsible for promotion boards. Represented the Service at County Council, Cabinet, Scrutiny, Panel, Topic Group, regional and national meetings. Managed the Service capital programme and operational performance of the service.

- Completed a review of the service management structure and implemented changes to improve service delivery whilst reducing costs.
- Introduced a new District based structure for Service Delivery which help enhance local partnership working.
- Managed the Service budget and was able to make the business case for the first new wholetime fire station in Hertfordshire against the pressures of school budgets for 30 years.

### **Assistant Commissioner in London from June 2002 – Dec 2003**

Responsible for Community Fire Safety (CFS) policy including the delivery of services, including School Liaison Officers and full time fire investigators. Led on community safety and engagement, arson reduction, CFS policy and advertising.

**Senior Divisional Officer (SDO)****Sept 1998 – May 2002**

Responsible for 11 boroughs in North and West London, then moved on to Fire Safety Policy. Led the project to re-structure London Fire Brigade from 3 commands to 32 boroughs plus the City of London. Following the successful completion of the project was responsible for Service Delivery in Tower Hamlets, City of London and Westminster. Oversaw the introduction of the first LiFE scheme working with young people to help reduce arson and anti-social behaviour

**Early Career**

Joined the London Fire Brigade in November 1981 and served in a variety of operational and fire safety roles.

**AWARDS**

- Long Service and Good Conduct Medal 2002
- Queen's Golden Jubilee Medal - 2002
- OBE (Officer of the Order of the British Empire) – New Year Honours 2007
- Queen's Diamond Jubilee Medal - 2012
- Queen's Fire Service Medal - 2013

**MEMBERSHIPS AND BOARDS**

- Chief Fire Officers Association (CFOA)
- The Institution of Fire Engineers
- Chair National Operational Guidance Programme Board
- Chair Joint Emergency Services Interoperability Project (JESIP) Board
- Vice Chair Fire Service Strategic Resilience Board
- Chair CFOA Operations Committee
- Hertfordshire University Court Member
- Trustee: Herts in Trust Charity

**PROFESSIONAL QUALIFICATIONS AND EDUCATION**

- Member Institute Fire Engineers exam 1990 (Godiva Award - highest national marks)
- B.Eng(Hons) Fire Safety Engineering 1<sup>st</sup> Class 1996
- Chartered Engineer 2000
- 9 "O" Levels including English Literature, English Language, History and Mathematics.
- 3 "A" Levels: English Literature, Geography and History.
  
- Divisional Command Course 1993
- Brigade Command Course 1996
- National School of Government Top Managers Programme – 2008
- European Union Civil Protection High Level Co-ordinator Course – 2010

**INTERESTS AND ACTIVITIES**

- Play golf occasionally and still play football, especially 5-a-side, general keep fit
- Reading, especially historical novels
- School Governor (2002-2010)