



NOTTINGHAMSHIRE
Fire & Rescue Service
Creating Safer Communities

Nottinghamshire and City of Nottingham
Fire and Rescue Authority

APPOINTMENT OF DEPUTY CHIEF FIRE OFFICER

Report of the Clerk to the Fire Authority

Agenda Item No:

Date: 25 May 2012

Purpose of Report:

To seek approval for the recommendation from the Appointments Committee with regard to the appointment of Assistant Chief Fire Officer John Buckley to Deputy Chief Fire Officer.

CONTACT OFFICER

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1. BACKGROUND

- 1.1 On 26 June 2011, the Nottinghamshire and City of Nottingham Fire and Rescue Authority approved outline amendments to its managerial structures as part of its fire cover review. The Chief Fire Officer was tasked with implementation of these changes. One of the decisions taken was to reduce the establishment of uniform Brigade Managers by one Officer within the comprehensive spending review period.
- 1.2 In February 2012 the Chief Fire Officer presented a paper to the Policy and Strategy Committee outlining the basis of a new streamlined structure which saw the reduction of uniform Brigade Managers by one at Assistant Chief Fire Officer level. The proposed structure retained the role of Chief Fire Officer, Deputy Chief Fire Officer, Assistant Chief Fire Officer, and Assistant Chief Officer.
- 1.3 Following notification from the existing Deputy Chief Fire Officer of his intention to retire from the Service on 27 May 2012, a process to select a replacement was required. As the Service was undertaking a downsizing exercise, and the proposal was to permanently delete one post from the establishment, the selection had to be ring-fenced to internal candidates only.

2. REPORT

- 2.1 Initially the two incumbent Assistant Chief Fire Officers were invited to apply for interview for the vacant post at Deputy Chief Fire Officer level. As the post has an operational focus, EFSM1 and EFSM2 were part of the requirements of the role. This excluded the current Assistant Chief Officer from application.
- 2.2 The Fire Authority received one expression of interest and the Clerk to the Fire Authority undertook to convene a meeting of the Appointments Committee on Friday 27 April 2012.
- 2.3 The subsequent appointments process was undertaken by the Appointments Committee at Fire Service Headquarters on Friday 27 April 2012. The Appointments Committee was supported by the Clerk to the Fire Authority, the Chief Fire Officer and a senior member of the Service's Human Resources Department.
- 2.4 Following the process, it was the unanimous decision of the Appointments Committee that Mr John Buckley, currently serving as Assistant Chief Fire Officer in Nottinghamshire, be appointed to the role of Deputy Chief Fire Officer from 28 May 2012.
- 2.5 Therefore, subject to the approval of the Fire Authority, it is recommended that ACFO Buckley takes up this role from 28 May 2012.

3. FINANCIAL IMPLICATIONS

- 3.1 There are two aspects of a financial matter relating to this appointment. Firstly, the salary will be in line with the agreed pay policy of the Fire Authority (as agreed on 24 February 2012) and set at 82.5% of the Chief Fire Officer's salary.
- 3.2 Secondly, a permanent promotion to Deputy Chief Fire Officer will allow for the reduction of one uniform Brigade Manager post with immediate effect. The saving on salary and pension is circa £137k; with car allowance and national insurance this will increase the total gross saving to the Fire Authority to circa £150k per annum. There are some outstanding issues relating to operational rota to be addressed by the Fire Authority which will easily achieve savings in excess of £100k per annum against its senior pay bill.

4. HUMAN RESOURCES AND LEARNING AND DEVELOPMENT IMPLICATIONS

As the appointment is part of a reduction and restructure of the establishment, there was no requirement to advertise externally and it is perfectly legal to ring-fence the process. The role of Deputy Chief Fire Officer is an enhancement of responsibility, so the process was built around establishing whether the individual possesses the skills and attributes to take on these responsibilities. There is no requirement to assess strategic competence as this has already been undertaken and is maintained and monitored through maintenance of competence records and personal development review processes.

5. EQUALITIES IMPLICATIONS

As this was part of a restructure process there are no specific equalities issues arising from an internal ring-fenced process.

6. CRIME AND DISORDER IMPLICATIONS

There are no crime and disorder implications arising from this report

7. LEGAL IMPLICATIONS

There are no legal implications arising from this report.

8. RISK MANAGEMENT IMPLICATIONS

The appointment ensures that the Service has in place a firm structure at its most senior level to carry the Service through the current organisational re-structure. It also ensures that it remains on track to achieve its targeted budget savings in response to its current and predicted budget reduction strategy.

9. RECOMMENDATIONS

That the Fire Authority approve the recommendation of the Appointments Committee, that ACFO John Buckley be appointed Deputy Chief Fire Officer with effect from 28 May 2012.

10. BACKGROUND PAPERS FOR INSPECTION (OTHER THAN PUBLISHED DOCUMENTS)

None.

Malcolm Townroe
CLERK TO THE FIRE AND RESCUE AUTHORITY