



**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 Chair of the Appointments Committee

**Date:** 28 February 2014

**Purpose of Report:**

To seek the approval of the recommendations of the Appointments Committee to the appointment of Mr Wayne Bowcock as the next Deputy Chief Fire Officer.

## **CONTACT OFFICER**

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Chief Fire Officer

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## **1. BACKGROUND**

- 1.1 The Fire Authority will be aware the current Chief Fire Officer retires from Nottinghamshire Fire and Rescue Service on 31 March 2014 and the Assistant Chief Fire Officer retires on 30 June 2014. As a consequence, a report was prepared for the Policy and Strategy Committee at its meeting of 1 November 2013 regarding the appropriate process and transition arrangements that would be needed to ensure both continuity and the selection of the right replacements.
- 1.2 The Policy and Strategy Committee approved this report and as a consequence, the selection of a temporary Assistant Chief Fire Officer and a replacement Chief Fire Officer began. These processes were conducted with the assistance of MPCG professional services and at the meeting of the Fire Authority on 13 December 2014, the current Deputy Chief Fire Officer was confirmed as the next Chief Fire Officer with effect from 01 April 2014.
- 1.3 As an outcome of the Fire Authority meeting, the Chief Fire Officer was tasked with recruiting to the forthcoming permanent vacancies of Deputy Chief Fire Officer and Assistant Chief Fire Officer.

## **2. REPORT**

- 2.1 As a consequence of the report to the Policy and Strategy Committee the decision was taken that the replacements would be selected from within the sector and would be professionals from the fire and rescue service. The decision was also taken to utilise the experience of a recruitment consultancy to maximise the exposure of the vacancies and also to attract greater interest.
- 2.2 The assistance of MPCG professional services to support the recruitment process was maintained and during the third week of December an advert for Deputy Chief Fire Officer was placed upon the Chief Fire Officers' Association website.
- 2.3 The advert attracted a significant number of quality applicants and the robust selection process involved application, written papers, profiling, media interview, presentation and panel interview. All of these were facilitated and arranged by MPCG with support from Nottinghamshire Fire and Rescue Service.
- 2.4 Following the process, the Appointments Committee came to the unanimous decision that Mr Wayne Bowcock should be offered the post of Deputy Chief Fire Officer.

### **3. FINANCIAL IMPLICATIONS**

The Fire Authority set aside a contingency of £20k within each of the financial years 2013/14 and 2014/15 to support this process. The total costs have fallen below this ceiling.

### **4. HUMAN RESOURCES AND LEARNING AND DEVELOPMENT**

The use of independent human resources advisers ensured that the process has been robust and has complied with all relevant legislation.

### **5. EQUALITIES IMPLICATIONS**

MPCG ensured the process has complied with all equalities requirements.

### **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 early nomination of the Deputy Chief Fire Officer ensures stability and continuity through the transition.

### **9. RECOMMENDATIONS**

That Members agree to the appointment of Mr Wayne Bowcock as the Deputy Chief Fire Officer, with effect from 7 April 2014, as recommended by the Appointments Committee.

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

None.

Councillor Darrell Pulk  
**CHAIR OF THE APPOINTMENTS COMMITTEE**