



NOTTINGHAMSHIRE
Fire & Rescue Service
Creating Safer Communities

Nottinghamshire and City of Nottingham
Fire and Rescue Authority

APPOINTMENT OF BRIGADE MANAGER

Report of the Chair of the Appointments Committee

Agenda Item No:

Date: 03 April 2009

Purpose of Report:

To seek approval to the recommendation from the Appointments Committee with regard to the appointment of a Brigade Manager in the role of Assistant Chief Fire Officer.

CONTACT OFFICER

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Chief Fire Officer

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1. BACKGROUND

- 1.1 On 19 December 2008 the Nottinghamshire and City of Nottingham Fire and Rescue Authority confirmed Mr Frank Swann as Chief Fire Officer (designate), following a selection process. As a consequence a vacancy for a post at Brigade Manager level was created.
- 1.2 To address this vacancy an advert was placed nationally and a recruitment process began in January 2009.

2. REPORT

- 2.1 Initially Nottinghamshire Fire and Rescue Service received 16 applications for the post. These were assessed by the Appointments Committee on 9 February 2009, supported by an independent human resources professional, the Chief Fire Officer and the Human Resources Manager (Corporate). Following this process, a shortlist of eight were considered as appropriate and informed via an invitation to the appointments process. Those candidates who were not successful were informed as to why by the independent advisor.
- 2.2 The appointments process was undertaken by the Appointments Committee at Fire and Rescue Service Headquarters over 4 and 5 March 2009. Supported by the independent human resources advisor used for the shortlisting process, and the Chief Fire Officer, the process included a written paper, a group discussion, a presentation and an interview over the two days. The process was structured so that after the first day only those successful would be eligible for the second day. The process complied with expectations of an appointment at Brigade Manager level and the independent human resources advisor was qualified to assess at strategic level.
- 2.3 Following the first day the Appointments Committee deemed that two individuals met the criteria and were considered for the final element of the process. The final element being a presentation to the Appointments Committee and a subsequent interview. After an extensive application of the criteria set, the recommendation was that Mr John Buckley, currently serving as Acting Assistant Chief Fire Officer in Nottinghamshire, be appointed at Brigade Manager level in the role of Assistant Chief Fire Officer.
- 2.4 The appointment, if agreed by the Fire Authority, will subsequently require that a decision be made on which of the four current Officers will undertake the role as Deputy Chief Fire Officer/Deputy Chief Officer. Under the provisions of the Authority's governance this decision will be subject to a recommendation by the Appointments Committee and brought to a future meeting of the Fire Authority for approval.

3. FINANCIAL IMPLICATIONS

The Authority holds a budget for appointments at Principal Officer level. The costs associated with the selection process were met from existing contingencies.

4. HUMAN RESOURCES AND LEARNING AND DEVELOPMENT IMPLICATIONS

The use of an independent human resources advisor ensured that the process was robust and complied with all relevant employment legislation.

5. EQUALITY IMPACT ASSESSMENT

An initial equality impact assessment has identified no specific aspects relating to a disproportionate effect in respect of the key equality strands.

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

This appointment now ensures that Nottinghamshire Fire and Rescue Service has stability at its strategic level and will ensure that the Service can move forward against local and national agendas. This removes the risks of negative views expressed through external assessments.

9. RECOMMENDATIONS

That the appointment of Mr John Buckley at Brigade Manager level in the role of Assistant Chief Fire Officer, as recommended by the Appointments Committee, be confirmed.

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

None.

Councillor Darrell Pulk
CHAIR OF THE APPOINTMENTS COMMITTEE