



NOTTINGHAMSHIRE
Fire & Rescue Service
Creating Safer Communities

Nottinghamshire and City of Nottingham
Fire and Rescue Authority

APPOINTMENT OF DEPUTY CHIEF FIRE OFFICER (DESIGNATE)

Report of the Chair of the Appointments Committee

Agenda Item No:

Date: 26 June 2009

Purpose of Report:

To seek approval to the recommendation from the Appointments Committee with regard to the appointment of a Deputy Chief Fire Officer (designate).

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. This vacancy was recruited to and it was confirmed at a meeting of the Authority on 3 April 2009 that Mr John Buckley be appointed as Brigade Manager at Assistant Chief Fire Officer level.
- 1.2 This appointment subsequently required that a decision be made on which of the four current Officers would undertake the role of Deputy Chief Fire Officer/Deputy Chief Officer. In this light a report was taken to the Policy and Strategy Committee on 24 April 2009 where a process for the appointment to the post of Deputy Chief Fire Officer/Deputy Chief Officer (designate) was agreed.

2. REPORT

- 2.1 Initially all four candidates were invited to apply for interview, and of those, two candidates requested to be considered for the post and therefore the Clerk to the Authority undertook to convene a meeting of the Appointments Committee as soon as was practicable.
- 2.2 The subsequent appointments process was undertaken by the Appointments Committee at Fire and Rescue Service Headquarters on Friday 22 May 2009. Supported by an independent human resources advisor, and the Chief Fire Officer, the process included a presentation and an interview. 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 presentation to the Appointments Committee, subsequent interview and after an extensive application of the criteria set, the recommendation was that Mr Andrew Beale, currently serving as Assistant Chief Fire Officer in Nottinghamshire, be appointed to the role of Deputy Chief Fire Officer (designate).
- 2.4 Subject to the approval of the Fire Authority it is proposed that ACFO Beale takes up his role on 1 July 2009.

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 Andrew Beale as Deputy Chief Fire Officer (designate), as recommended by the Appointments Committee, be confirmed, and a start date of 1 July 2009 is agreed.

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

None.

Councillor Darrell Pulk
CHAIR OF THE APPOINTMENTS COMMITTEE