



NOTTINGHAMSHIRE
Fire & Rescue Service
Creating Safer Communities

Nottinghamshire and City of Nottingham
Fire and Rescue Authority
Policy and Strategy Committee

APPOINTMENT OF DEPUTY CHIEF FIRE OFFICER/DEPUTY CHIEF OFFICER

Report of the Chief Fire Officer

Agenda Item No:

Date: 24 April 2009

Purpose of Report:

To seek approval of the Policy and Strategy Committee to call a meeting of the Appointments Committee to agree the process to select and make recommendation to the Fire Authority, a candidate for the post of Deputy Chief Fire Officer/Deputy Chief Officer.

CONTACT OFFICER

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Chief Fire Officer

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1. BACKGROUND

- 1.1 At its meeting of 19 December 2009, the Nottinghamshire and City of Nottingham Fire and Rescue Authority approved the appointment of Mr Frank Swann as Chief Fire Officer (designate). This appointment left a vacancy at Brigade Manager level within the Strategic Management Team.
- 1.2 Following an extensive selection process, on 3 April 2009 Mr John Buckley was confirmed as Brigade Manager in the role of Assistant Chief Fire Officer (ACFO).

2. REPORT

- 2.1 The appointment of John Buckley as ACFO now requires that one of the current Brigade Managers who support the Chief Fire Officer (CFO) and head up each of the service directorates within Nottinghamshire Fire and Rescue Service, be identified as the DCFO/DCO.
- 2.2 The role of Deputy forms an additional responsibility for an existing Officer which is as direct support for the CFO and line manager for the remaining Principal Officers. Nottinghamshire has held a post of Deputy for these purposes within its agreed establishment since its formation as a Fire Authority in 1998. The appointment is subject to Members' decision.
- 2.3 Within the paper submitted to the Fire Authority on 3 April 2009, the process to appoint to DCFO/DCO was referenced. Paragraph 2.4 stated:

“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.”
- 2.4 The process is subject to the approval of the Appointments Committee, however all of the candidates eligible to apply have previously demonstrated, through selection, the ability to operate at Brigade Manager level. External support will provide added validity to the process should the Appointments Committee deem this appropriate.
- 2.5 Under the current arrangements, the post of DCFO/DCO has been covered on a rotating basis. The current occupant is due to conclude this role on 30 June 2009. There is a planned meeting of the Fire Authority on 26 June 2009 at which any recommendation that the Appointments Committee may make can be considered.

3. FINANCIAL IMPLICATIONS

The Authority budgets for five Principal Officers to deliver the service on their behalf, which includes the post of DCFO/DCO. There will be some additional cost implications for external support, however these are minor and will be met from existing budgets to support appointments within the Service.

4. HUMAN RESOURCES AND LEARNING AND DEVELOPMENT IMPLICATIONS

The post of DCO/DCFO can only be selected from within the existing pool of Principal Officers who make up the Strategic Management Team. It is recommended that the Chair of the Appointments Committee write to the four potential candidates inviting them to the process at a date to be agreed. Those who may not wish to be involved in the process then have the option to discount themselves prior to any process commencing.

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

The appointment to DCFO/DCO will ensure that Nottinghamshire Fire and Rescue Service has in place an established and confirmed structure within its Strategic Management Team to respond to the issues facing the Service both locally and nationally. This reduces the risks to the Service from audit and external assessments.

9. RECOMMENDATIONS

It is recommended that the Policy and Strategy Committee:

- 9.1 Agree the process for selection at DCFO/DCO level.
- 9.2 Agree a provisional date on behalf of the Appointments Committee for the process to take place.
- 9.3 Agree that the Chair of the Appointments Committee should write to all of the potential candidates inviting them to take part in any selection process.

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

None.

Frank Swann
CHIEF FIRE OFFICER