



NOTTINGHAMSHIRE
Fire & Rescue Service
Creating Safer Communities

Nottinghamshire and City of Nottingham
Fire and Rescue Authority

APPOINTMENT OF TEMPORARY ASSISTANT CHIEF FIRE OFFICER

Report of the Chair of the Appointments Committee

Date: 25 February 2022

Purpose of Report:

To seek the approval of the Fire Authority to the recommendations of the Appointments Committee for the appointment of Mr Michael Sharman as temporary Assistant Chief Fire Officer.

Recommendations:

That Members approve the recommendation of the Appointments Committee to the appointment of Mr Michael Sharman as temporary Assistant Chief Fire Officer.

CONTACT OFFICER

Name: Craig Parkin
Deputy Chief Fire Officer

Tel: 0115 8388900

Email: craig.parkin@notts-fire.gov.uk

**Media Enquiries
Contact:** Corporate Communications
corporatecomms@notts-fire.gov.uk

1. BACKGROUND

- 1.1 The Fire Authority will be aware the current Chief Fire Officer retires from Nottinghamshire Fire and Rescue Service on 15 April 2022. As a consequence, a recruitment process for the role was undertaken and Deputy Chief Fire Officer Craig Parkin will be appointed Chief Fire Officer, effective 16 April 2022.
- 1.2 In approving the recommendations of the Appointments Committee for the post of Chief Fire Officer the Fire Authority, at its meeting on 17 December 2021, tasked the Chief Fire Officer with supporting the Authority in the recruitment of a temporary Assistant Chief Fire Officer, to provide operational and managerial support to the Chief Officer team. This report details the outcomes of that process.

2. REPORT

- 2.1 Following the Fire Authority meeting in December 2021, expressions of interest were sought from the internal competent Area Managers in applying for the role. Two prospective candidates submitted a written statement detailing why they should be considered.
- 2.2 A meeting of the Appointments Committee was therefore convened for Friday 4 February 2022, to interview the candidates for the role.
- 2.3 Both candidates gave a strong account and reflected the quality the Service has to draw from and, after careful consideration, Area Manager Michael Sharman was recommended to take up the temporary opportunity.
- 2.4 To support the transition to the team and effective handover to the role, it is proposed the appointment will commence from Monday 14 March 2022.
- 2.5 The appointment is to be made on the salary of £109,300 (within the range of £109,300 - £121,445) in line with the current pay policy for principal officers.
- 2.6 Following a review by the Chief Fire Officer, a report will be brought to the Fire Authority later in the year providing recommendations on the future permanent structure of the Chief Officer Team.

3. FINANCIAL IMPLICATIONS

- 3.1 The appointment on 14 March 2022, one month ahead of the retirement of the current Chief Fire Officer, will have a slight additional cost, however this will be offset as the appointment is being made at 90% of the Assistant level of pay, against a budget for the Deputy level.
- 3.2 There were no costs associated with appointment process as no external resources were required.

4. HUMAN RESOURCES AND LEARNING AND DEVELOPMENT

- 4.1 As this has been an internal appointment, there will need to be a backfill process behind it. Potential implications from this have been identified and are being managed.
- 4.2 Both candidates will be receiving feedback from the process, and points for development will be discussed with them.

5. EQUALITIES IMPLICATIONS

There are no equalities implications arising from this report.

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

Appointment to the temporary post will be made one month before the new Chief Fire Officer takes up his position. This overlap will provide continuity and immediate capacity to ensure the Service is able to continue with current workloads.

9. COLLABORATION IMPLICATIONS

There are no collaboration implications arising from this report.

10. RECOMMENDATIONS

That Members approve the recommendation of the Appointments Committee to the appointment of Mr Michael Sharman as temporary Assistant Chief Fire Officer.

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

None.

Councillor Michael Payne
CHAIR OF THE APPOINTMENTS COMMITTEE