

## Localism Act 2011

### Report of the Chief Fire Officer

For further information about this report please contact Chief Fire Officer John Redmond on 01743 260203.

#### 1 Purpose of Report

This report proposes actions for the Fire Authority following receipt of the notice of retirement from Chief Fire Officer John Redmond.

#### 2 Recommendations

The Fire Authority is asked to:

- a) Agree, in principle, to employ a Chief Fire Officer on a salary of over £100,000; and, if agreed,
- b) Delegate authority to the Brigade Managers' Employment Panel (the Panel) to review and amend the job description of the Chief Fire Officer;
- c) Agree to engage recruitment advisors to assist in the recruitment process; and
- d) Direct the Panel as a matter of urgency to commence the recruitment process for a new Chief Fire Officer, reporting back to the Fire Authority with its recommendations for appointment.

#### 3 Retirement of Chief Fire Officer Redmond

Chief Fire Officer John Redmond joined London Fire Brigade on 28 November 1983 and served in Cheshire Fire and Rescue Service from 1995, before joining Shropshire Fire and Rescue in 2010. His notice of retirement within the terms of the Firefighters Pension Scheme rule B2 has been received and accepted by the Chair of the Fire Authority.

## **4 Localism Act 2011**

Under the requirements of the Localism Act 2011 new posts at Brigade Manager level and the respective remuneration, where it exceeds £100,000 per annum, are subject to approval by the full Fire Authority prior to advertisement. The Fire Authority is, therefore, asked to agree, in principle, to employ a Chief Fire Officer on a salary of over £100,000.

## **5 Job Description**

It is recommended that the Fire Authority delegates authority to the Brigade Managers' Employment Panel to review and amend, where necessary, the job description of the Chief Fire Officer.

## **6 Proposed Recruitment Process**

In difficult financial times the Authority will be aware that it will be a fine balance between ensuring that the right candidate is selected for the role and not spending large sums of money in achieving this end. It is recommended that recruitment advisors are engaged to assist the Panel. It is envisaged that they will charge in the region of £12 to 14k.

In recent years, authority has been delegated to the Brigade Managers' Employment Panel to deal with the recruitment process for Brigade Managers, including the Chief Fire Officer, as vacancies have occurred. It is, therefore, recommended that the Panel is tasked with commencing the recruitment process as a matter of urgency with a view to reporting back to the Fire Authority with its recommendation for appointment.

A draft time-line has been drawn up, which shows the potential 'best case' timescales to complete the work. It indicates that, should approval be given, the earliest an offer of employment could be made would be June /July 2016. If the post attracts external candidates allowance must be made for a potential notice period of up to 12 weeks to be served by the incoming post-holder.

## **7 Financial Implications**

It is anticipated that the cost of recruitment advisors would be in the region of £12 to £14k.

Other than recruitment costs, there is no direct cost to the Fire Authority resulting from Chief Fire Officer John Redmond's retirement. The national financial arrangements for the Firemen's Pension Scheme are such that the individual fire and rescue service incurs costs only if the retirement is on ill-health grounds.

## **8 Legal Comment**

Under the requirements of the Localism Act 2011 new posts at Brigade Manager level and the respective remuneration, where it exceeds £100,000 per annum, are subject to approval by the full Fire Authority prior to advertisement.

## **9 Equality Impact Assessment**

Officers have considered the Service's Brigade Order on Equality Impact Assessments (Personnel 5 Part 2) and have decided that there are no discriminatory practices or differential impacts upon specific groups arising from this report. An Initial Equality Impact Assessment has not, therefore, been completed.

## **10 Appendices**

There are no appendices attached to this report.

## **11 Background Papers**

There are no background papers associated with this report.