

For Publication

Bedfordshire Fire and Rescue Authority
14 December 2017
Item No. 12

REPORT AUTHOR(S): CHIEF FIRE OFFICER
SUBJECT: DCFO APPOINTMENT PROCESS

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Background Papers:

Implications (tick ✓):

LEGAL		FINANCIAL	
HUMAN RESOURCES		EQUALITY IMPACT	
ENVIRONMENTAL		POLICY	
CORPORATE RISK	Known	OTHER (please specify)	
	New	CORE BRIEF	

Any implications affecting this report are noted at the end of the report.

PURPOSE:

To advise Members of the delegated decision taken by the Fire and Rescue Authority Executive in respect of succession planning for the vacant post of Deputy Chief Fire Officer.

RECOMMENDATION:

Members endorse the decision of the FRA Executive to proceed with a national advertisement for the post of Deputy Chief Fire Officer in January 2018.

1 Background

- 1.1 The current Principal Officer structure comprises Chief Fire Officer (CFO), Deputy Chief Fire Officer (DCFO) and Assistant Chief Officer (ACO). Efficiency reductions removed the position of Assistant Chief Fire Officer around two years ago which led to the introduction of the Service operational Commanders (SOC) who are the Services' most senior rostered operational incident commanders and they are supported by a sharing arrangement with Cambridgeshire Fire and Rescue Service.

- 1.2 The current Principal management structure provides for 2 operational Principal Officers who are conditioned to a continuous duty system. At least one operational Principal Officer must be available in the country and within six hours of Bedfordshire county area at all times.
- 1.3 In terms of management the Principal Officers references are broadly interchangeable although as part of the Principal Officer reduction CFO took personal responsibility for oversight of finance. Generally there are some obvious skill matches which the CFO tries to recognise in the reference allocation.
- 1.4 The Authority scheme of delegations makes provision for appointments up to but not including ACFO to be delegated to the CFO. As such the permanent appointment of CFO, DCFO, ACFO or ACO are a matter for the Fire and Rescue Authority to determine.
- 1.5 There are two other Fire authority appointments and these two posts fall outside of direct line management of the Chief Fire Officer. These are the Secretary/Monitoring Officer and the Treasurer/Section 151 Officer.
- 1.6 The DCFO vacancy arises as a result of the retirement of DCFO Glen Ranger, since then we have operated an interim structure which provides for an ACFO rather than a DCFO post.

2. Decision

- 2.1 Members of the Executive considered a wide range of options, implications and costs and after discussion determined to appoint an operationally competent Deputy Chief Fire Officer.
- 2.2 A national advertisement will be placed in January 2018.
- 2.3 The Executive delegated the detailed arrangements and content of the advertisement and selection process arrangements to the Chief Fire Officer in consultation with Fire Authority Chair.

**PAUL M FULLER CBE QFSM DL
CHIEF FIRE OFFICER**

**J ATKINSON
SECRETARY/MONITORING OFFICER**

NOTE FOR AUTHORS

Definitions of Implications

LEGAL

May affect the powers of the Authority.

FINANCIAL

May require budget provision to be agreed or consequential provision may have financial implications.

HUMAN RESOURCES

May require recruitment of employee(s) or other Human Resources input.
New policy or a review of existing Human Resources policy or procedures.

ENVIRONMENTAL

May involve change in energy consumption or environmental change.

POLICY

May signify change of current policy or establishment of new policy.

ORGANISATIONAL RISK

Possible risks of non compliance.

EQUALITY IMPACT

May have an adverse impact against one or more of the strands of diversity.
(Age, Disability, Gender, Ethnicity, Religion/Belief/Faith, Sexual Orientation)