

# Localism Act 2011

## Report of the Chief Fire Officer

For further information about this report please contact Chief Fire Officer Rod Hammerton 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 Rod Hammerton.

### 2 Recommendations

The Fire Authority is asked to:

- a) Agree, in principle, to replace the Chief Fire Officer on a salary of over £100,000 on a permanent basis; 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 Hammerton

Chief Fire Officer Rod Hammerton joined Hampshire Fire Service in 1992 and moved to South Wales Fire and Rescue Service in 2007, before joining Shropshire Fire and Rescue in 2014 as Deputy Chief Fire Officer where he subsequently gained promotion to Chief Fire Officer in May 2016. 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, with an effective retirement date of 1 January 2023.

## **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**

Our aim is to identify, target and secure a diverse range of candidates from both within and outside of the region. To do this it is recommended that the Service engage recruitment advisors to assist with the process and support the Panel.

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.

## **7 Financial Implications**

The associated costs for recruitment advisors will be outlined to the Brigade Managers Employment Panel with the option for them to consider who the most appropriate provider might be.

Other than recruitment costs, there is no direct cost to the Fire Authority resulting from Chief Fire Officer Rod Hammerton'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 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.