

**Minutes of the Extraordinary Meeting of
Shropshire and Wrekin Fire and Rescue Authority
held in the Beech Room, Headquarters
on Tuesday, 2 August 2022, at 2.00 pm**

Present

Members

Councillors Burchett, Carter (Chair), Evans, Hartin, Hignett, Jhawar, Lea, Minnery (Vice-Chair), Offland, Overton, Pardy, Price, Thompson and Wynn

Officers

Rod Hammerton	Chief Fire Officer	CFO
Germaine Worker	Head of Human Resources and Administration	HHRA
Richard Phillips	Deputy Clerk to the Fire Authority	Clerk
Lynn Ince	Executive Support Officer	ESO

1 Apologies for Absence

Councillor Aldcroft

2 Disclosable Pecuniary Interests

None

3 Public Questions

None

4 The Localism Act 2011

This report proposed actions for the Fire Authority following receipt of the notice of retirement from Chief Fire Officer Rod Hammerton.

The HHRA presented the report to the meeting and advised that the recruitment costs are being worked on and these will be considered by the Brigade Managers' Employment Panel (BMEP) when it meets on 1 September 2022 to agree the recruitment process.

The CFO advised the meeting that he felt that this was the right time for him to retire as he has been in the post for six years and the Service's succession planning is working.

The Chair commented that it had been brought to the attention of the Fire Service Management Committee (FSMC) that the average time for a Chief Fire Officer to be in post is 2.5 years. This is because there are pension issues for senior officers which leave them with little option about when they retire. The FSMC has referred this matter to the Local Government Association, and it is hoped that changes to the pensions will stop this happening in the future.

Members expressed some concern that potential candidates will be coming from a small pool. The CFO advised that the job description does state that applicants must have a fire and rescue service background. It may also be that the Service's 'good' rating in the recent HMICFRS Inspection may attract a larger number of applicants for the position.

Members agreed that it was important that recruitment advisors are engaged to assist with all aspects of the process. Those Members that have been involved in previous senior officer recruitment processes welcomed the fact that the BMEP will consider and decide on the most appropriate provider to engage, as there have been vast differences in experiences over previous processes.

Members asked for an indication of the timelines for the process. The HHRA advised that the BMEP will meet on 1 September to agree the process; appoint a recruitment advisor and agree the job description for the role. It is anticipated that the advert will then go out on the Monday after this meeting (5 September) with the closing date being three weeks after that.

Councillor Hartin proposed a vote of thanks to the CFO which was agreed unanimously by the Fire Authority. The Chair praised the CFO for the excellent working relationships that he has fostered with the Chair and the Fire Authority. These clearly defined relationships are not present in all fire authorities.

Resolved that the Fire Authority

- a) Agreed in principle, to replace the Chief Fire Officer on a salary of over £100,000 on a permanent basis; and
- b) Delegate authority to the Brigade Managers' Employment 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.

The meeting closed at 2.25 pm.

Chair.....

Date.....