

From: Marzec Nicci <Nicci.Marzec@northantspfcc.gov.uk>

Sent: 27 June 2023 17:03

To: [REDACTED]

Subject: Restricted: NFRS - Interim Management Arrangements

Hi [REDACTED]

[REDACTED]

We are now in the process of putting interim management arrangements for the service post his departure which will effectively see me take on the responsibility of Head of Paid Service for NFRS in addition to my current responsibilities as Head of Paid Service for the OPFCC and Monitoring Officer for the OPFCC and NFRS. Then, within the service I will delegate the operational fire responsibilities for on call and emergency response cover to the DCFO who will start in post on 17 July and the two ACFOs who are already in post.

It is our understanding, based on the advice that [REDACTED] gave us previously when we were undertaking the abatement of the Chief Constable's pension, that as my role will be interim for up to 12 months and I am already employed by the Commissioner there is no requirement to hold a Panel confirmation hearing. [REDACTED] had advised that, had Paul Gibson been DCC in Northants he could have been temped up without having hold a Panel hearing, but as he was seconded from another Force it was his advice that we would have to – happy to forward that to you if that helps.

In addition, when I was appointed to the role of HoPS and MO I was subject to a Panel confirmation hearing at that time and as I am already the MO for Fire and will just be assuming the HoPS responsibilities in addition that we should not need to replicate that process again. We will of course advise the Panel of the proposed changes and the rationale for putting interim arrangements in place and not proceeding at this point to recruitment. The rationale includes the need to stabilise and reset the organisation, the imminent inspection and the proximity to the next election and the preference not to make a permanent appointment immediately before the election, hence the 12 months which would take us just beyond.

We are also working on the basis that as I am already MO for both that is not an issue and we will, for the duration, temporarily suspend my delegated authority to authorise expenditure without PFCC counter signature for matters relating to Fire to ensure there is appropriate oversight and challenge.

If you could confirm in relation to the Panel process that would be really helpful, noting however, that given the need to put arrangements in place at speed any confirmation hearing if required would be retrospective in any event.

Thanks

Nicci

Nicci Marzec

Head of Paid Service, Monitoring Officer and Director for Early Intervention

Telephone [REDACTED]

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From: [REDACTED]
Sent: 27 June 2023 19:24
To: Marzec Nicci <Nicci.Marzec@northantspfcc.gov.uk>
Subject: RE: Restricted: NFRS - Interim Management Arrangements

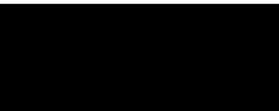
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Nicci

I am pleased to hear that talks are progressing, which should produce a better outcome for all concerned.

In terms of your role, I would confirm that, if you are simply acting as Head of Paid Staff on an interim basis pending the appointment of a permanent Head, then it should not be necessary for you to have to undergo a confirmation hearing. That is because you will be appointed to act as rather than to be the Head.

Regards



Head of Legal Services

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