

Appendix 2

Questionnaire **PROPOSED RESPONSES – shown in bold**

Q1. To what extent do you agree or disagree with proposal that the practice of senior fire officers retiring from post and subsequently being re-employed in the same or very similar roles should be discouraged?

Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree

Q2. If you disagree with proposal that the practice of senior fire officers retiring from post and subsequently being re-employed in the same or very similar roles should be discouraged, please give reasons.

Not applicable

Q3. To what extent do you agree or disagree that an addendum to the National Framework is the best way to discourage the practice of senior fire officers retiring from post and subsequently being re-employed in the same or very similar roles?

Strongly agree **Agree** Neither agree nor disagree Disagree Strongly disagree

Q4. If you disagree with proposal that that an addendum to the National Framework is the best way to discourage the practice of senior fire officers retiring from post and subsequently being re-employed in the same or very similar roles, please give reasons.

Not applicable

Q5. To what extent do you agree or disagree that that the practice of senior fire officers retiring from post and subsequently being re-employed in the same or very similar roles can be justified in exceptional circumstances when necessary in the interests of public safety?

Strongly agree **Agree** Neither agree nor disagree Disagree Strongly disagree

Q6. If you disagree that that the practice of senior fire officers retiring from post and subsequently being re-employed in the same or very similar roles can be justified in exceptional circumstances when necessary in the interests of public safety, please give reasons.

Not applicable

Q7. Are there any additional requirements that could be added to the proposed addendum to the National Framework to discourage the practice of senior fire officers retiring from post and subsequently being re-employed in the same or very similar roles?

After the second paragraph of the suggested text for the Addendum to the National Framework:

“Fire and rescue authorities must not re-appoint principal fire officers after retirement to their previous, or a similar post, save for in exceptional circumstances when such a decision is necessary in the interests of public safety. Any such appointment must be transparent, justifiable and time limited.”

The following requirement should be added: “A Fire and Rescue Authority must therefore ensure that its Pay Policy Statement reflects this.” Once incorporated into a Fire and Rescue Authority’s Pay Policy Statement it would be unlawful for it not to comply with it.

Q8. Are there any measures included in the proposed addendum that should be excluded from the National Framework?

Measure	Exclude?
FRA's must not re-appoint principal fire officers after retirement to their previous (or a similar) post, save for in exceptional circumstances when such a decision is necessary in the interests of public safety	include
Any such appointment must be transparent, justifiable and time limited	include
In the exceptional circumstance that a re-appointment is necessary in the interests of public safety, this decision should be subject to agreement by a vote of the elected members of the fire and rescue authority	include
FRA's must publish the reason why the re-appointment was necessary in the interests of public safety and alternative approaches were deemed not appropriate.	include
The officer's pension must be abated until they cease to be employed by a FRA.	include
All principal fire officer posts must be open to competition nationally.	include

Q9. If you think that there any measures included in the proposed addendum that should be excluded from the National Framework, please give reasons.

Not applicable

Q10. Are there any other views or comments that you would like to add in relation to this issue that were not covered by the other questions in this consultation?

The approach being proposed is reflective of the position already in place in Buckinghamshire and Milton Keynes Fire Authority (BMKFA), as documented in several Policy and procedures. We agree that the routine re-engagement of senior officers is not appropriate and would only be operated in the most exceptional circumstances and with proper authority and governance in place. The Authority's business continuity plan includes leadership and management succession plans in place at senior level to mitigate the need to reengage senior officers, which are reviewed with Authority members.

The Authority has operated a comprehensive workforce planning process since 2011, which forecasts training needs and career development programme requirements for aspiring senior managers and supports recruitment predictions. BMKFA'S People Strategy sets out to improve diversity of the workforce and senior management retirements provide opportunity to progress the Authority's equality agenda. Re engaging senior managers would work against this local and national fire reform priority.