



Promoting improvements
in policing and fire & rescue
services to make everyone safer

**His Majesty's Inspectorate of
Constabulary and Fire & Rescue
Services**

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Roy Wilsher OBE QFSM

His Majesty's Inspector of Constabulary
His Majesty's Inspector of Fire and Rescue
Services

By email

Commissioner, London Fire Brigade
All Chief Fire Officers in England

20 September 2022

Dear Colleague

HMICFRS opportunities

I am writing to encourage your continued support for our secondee programmes. Without your help we lose an important part of our inspection team. Secondees have a role not only inspecting but in helping us retain our currency of knowledge. As we look forward to developing round 3 inspections, we hope you send us talented and enthusiastic people to assist us with keeping the public informed of the progress within the fire sector.

You will have received notification this week of our current job vacancies for inspection officers and service liaison leads. The roles are also advertised on the [Civil Service job search - Civil Service Jobs - GOV.UK](#). We will also shortly advertise for a Chief of Staff role in the same way. Please could you bring this to your work force's attention and encourage those who have talent and potential to apply. I understand we are asking for some of your best staff, but the knowledge and experience they will return with will be a justified investment.

I will speak more at the next Chief and Chairs event, but I also encourage you to consider how you will maintain contact and continue considering the development of those staff who are successful in the secondee process. I am delighted that so many of our secondees have returned to their services with a promotional opportunity. However, losing staff before their secondment ends puts a burden on the inspectorate and, I know because you tell me, causes unwelcome changes with our service liaison provision to you.

In Round 3 we would like to increase diversity in our teams. As well as looking at a range of skills we are also hoping to use this opportunity to reflect the services and the communities you serve. We need your help with this to encourage staff from all backgrounds. Please can you use your staff networks to ensure our secondment opportunities are promoted to help us increase our team's diversity.

Lastly, I would like to thank those services who have provided us with short-term staff for our last 2 tranches of inspection. I understand this must be disruptive for your own business needs. Short term secondees give us an opportunity to select teams with a varied fire service background and participants quickly become valued members of

inspection teams. I will write to you again when we start recruiting for round 3 inspection work. We will be recruiting from Watch Manager to Group Manager and non-operational equivalents

If you require any further information, please do not hesitate to contact Mick Mason or Damian Henderson, chiefs of staff, at Michael.Mason1@hmicfrs.gov.uk or Damian.Henderson@hmicfrs.gov.uk.

Thank you for your continued support of our inspection activity.

Yours sincerely

A handwritten signature in black ink, appearing to be 'RW', written in a cursive style.

Roy Wilsher OBE QFSM
HM Inspector of Constabulary
HM Inspector of Fire and Rescue Services