



**NOTTINGHAMSHIRE**  
**Fire & Rescue Service**  
*Creating Safer Communities*

Nottinghamshire and City of Nottingham  
Fire and Rescue Authority

# POST DELETIONS

Report of the Chief Fire Officer

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**Date:** 26 September 2014

**Purpose of Report:**

To seek approval from the Fire Authority for the deletion of substantive posts from the establishment.

## CONTACT OFFICER

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Chief Fire Officer

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## **1. BACKGROUND**

- 1.1 Permanent changes to the establishment for support roles were agreed by the Human Resources Committee on 25 January 2013 as a result of a re-structuring exercise which commenced in 2011. This saw the re-alignment of a number of working teams and the creation of three directorates (Service Delivery, Corporate Support and Finance and Resources).
- 1.2 As part of an on-going review of workforce requirements, Heads of Departments have been asked to consider long-standing vacancies to determine whether these posts could be put forward as permanent deletions to the establishment and thereby effect budgetary reductions.
- 1.3 These deletions are made in addition to those reported to the Authority in February 2014 arising from voluntary redundancy applications.

## **2. REPORT**

- 2.1 The Human Resources Committee, at its meeting on 11 July 2014, considered proposals put forward for the deletion of the following vacant posts to effect salary savings in the support establishment:
  - Equalities Assistant (Grade 4)
  - Risk Reduction Manager (Grade 5)
  - Corporate Administrator x 3.5 (Grade 3)
- 2.2 In addition to the above deletions, a further voluntary redundancy has been agreed and will take effect from October 2014. This will result in the deletion of a Prince's Trust Support Officer (Grade 4) as previously agreed by the Human Resources Committee in addition to those reported to the Authority at its meeting on 7 February 2014.
- 2.3 The deletion of these posts will bring the establishment into line with budgetary commitments, and represents a saving to the salary budget.
- 2.4 A review of support roles will be undertaken during 2014-15 as part of measures to reduce the salary budget in preparation for budgetary savings required for 2016-17. This will involve a functional analysis of current activity by department and will inform any further rationalisation of the establishment. Any such proposals will be reported through the Human Resources Committee in the first instance, and brought to the full Authority for agreement.

## **3. FINANCIAL IMPLICATIONS**

- 3.1 All of the post deletions in Paragraph 2.1 have been taken account of within the 2014/2015 revenue budget.

- 3.2 The deletion of a Prince's Trust Support Officer post will give a budgetary saving of £25k, although this must be seen in the context of the current deficit of Prince's Trust activity, as reported to Policy and Strategy Committee in April 2014.

#### **4. HUMAN RESOURCES AND LEARNING AND DEVELOPMENT IMPLICATIONS**

The human resources and learning and development implications are set out in the report.

#### **5. EQUALITIES IMPLICATIONS**

An equality impact assessment has not been undertaken because this is not a new policy or change to an existing policy, function or service. The main discernible impact of these deletions on the equalities agenda is the deletion of the Equality Assistant post. However, the work previously undertaken in this role has reduced or is being provided in a different way.

It is acknowledged that non-uniformed positions can provide opportunities for greater gender and disability diversity within the Service. This is a factor that is given due regard when making wider decisions on re-structuring.

#### **6. CRIME AND DISORDER IMPLICATIONS**

There are no crime and disorder implications arising from this report.

#### **7. LEGAL IMPLICATIONS**

There are no legal implications arising from this report.

#### **8. RISK MANAGEMENT IMPLICATIONS**

There are no risk management implications arising from this report.

#### **9. RECOMMENDATIONS**

That Members approve the deletion from the establishment the vacant posts set out within the report.

**10. BACKGROUND PAPERS FOR INSPECTION (OTHER THAN PUBLISHED DOCUMENTS)**

None.

John Buckley  
**CHIEF FIRE OFFICER**