



NOTTINGHAMSHIRE
Fire & Rescue Service
Creating Safer Communities

Nottinghamshire and City of Nottingham
Fire and Rescue Authority
Human Resources Committee

ESTABLISHMENT OF INFORMATION AND COMMUNICATIONS TECHNOLOGY DEVELOPMENT OFFICER ROLE

Report of the Chief Fire Officer

Date: 22 January 2016

Purpose of Report:

To seek approval to increase the permanent establishment with the creation of an ICT Development Officer role.

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1. BACKGROUND

- 1.1 To address the continuing demands and reliance upon the use of technology in the Service, the ICT Department was reviewed in 2012, resulting in a revised structure that supported the objectives of the organisation.
- 1.2 Core support has been provided to the new human resources system (iTrent) and significant on-going support for the new tri-service mobilising system (Systel). The programmes to roll-out a new telephony system and implementation of a new Microsoft SharePoint 2013 solution are both active and there is a number of other projects that are proposed for the short and medium term.
- 1.3 Continued demands on ICT have resulted in the increased use of external consultants to maintain day-to-day capacity. As part of the ongoing functional reviews, this area has been assessed with particular regard to the ability of the organisation to retain the knowledge and resilience within the Service as opposed to the use of consultants.

2. REPORT

- 2.1 As with all modern organisations Nottinghamshire Fire and Rescue Service (NFRS) utilises an extensive ICT infrastructure, delivered through its ICT strategy. This strategy means additional skills and duties are now continually required of technology professionals, compared with those which have made up the team in 2012 when the ICT structure was last reviewed.
- 2.2 Resources are consistently required for systems development and maintenance, for example, the tri-service control project, which has seen the use of secondments, fixed term contracts and the use of external consultants to maintain an effective ICT provision and provide technical support across the organisation.
- 2.3 The ICT Strategy includes the aim to reduce the use of external consultants, however, in order to maintain sufficient development progress within a number of projects, the revenue spend in this area has increased. Rising from £52k in 2012-13 to £93k in 2014-15.
- 2.4 This reliance upon external support not only sees increases in financial terms, but also a reduction in organisational resilience and knowledge retention. The development workload of the ICT Department is forecasted to continue increasing over the next 12-24 months, with the potential to result in greater reliance on external technical resource, increase in corporate risk and ultimately financial cost.

PROPOSAL

- 2.5 In order to continue the advancements within ICT that have already been made, the ICT Department needs to be adequately resourced in the areas of technical system development, business analysis and project delivery. This report therefore recommends that an additional post of IT Development Officer is established substantively, from 1 April 2016.
- 2.6 The proposed change to the ICT structure will enable greater capacity to address demand, reducing the need to engage external consultants for technical knowledge and expertise. The ICT Department will be better positioned to provide technical support on a 24/7 basis and assure the success of future ICT projects, ultimately reducing corporate risk.
- 2.7 The post will be financed through the reduction of consultancy services and other non-pay budgets within the ICT Department.

3. FINANCIAL IMPLICATIONS

It is proposed that the establishment of an additional ICT Development Officer (Grade 6: £39,555.24 in salary and 'on costs') is financed by savings generated in ICT non-pay budgets.

4. HUMAN RESOURCES AND LEARNING AND DEVELOPMENT IMPLICATIONS

- 4.1 The grading (Grade 6) and duties of this role will be those applied to the existing IT Development Officer role.
- 4.2 In line with current procedures, this role would initially be open to application from existing employees and then advertised externally should that be required.

5. EQUALITY IMPLICATIONS

An equality impact assessment has not been undertaken as this does not represent a change to policy or service delivery.

6. CRIME AND DISORDER IMPLICATIONS

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

7. LEGAL IMPLICATIONS

There are no legal implications arising directly from this report.

8. RISK MANAGEMENT IMPLICATIONS

- 8.1 The creation of an additional ICT development role will increase organisational resilience through knowledge retention and better support projects by reducing the reliance upon external providers and controlling risk management issues.
- 8.2 The proposals detailed in this report will also be an enabler for the Service to manage risk that will be presented from the transformation and development of the organisation as it seeks to downsize to operate within its financial context and continue to deliver its Integrated Risk Management Plan.

9. RECOMMENDATIONS

That Members support and recommend to the Fire Authority the creation of an additional ICT Development Officer post with effect from 1 April 2016 to be funded by a virement from non-pay budgets and;

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

None.

John Buckley
CHIEF FIRE OFFICER