



NOTTINGHAMSHIRE
Fire & Rescue Service
Creating Safer Communities

Nottinghamshire and City of Nottingham
Fire and Rescue Authority

AMENDMENTS TO THE PERMANENT ESTABLISHMENT

Report of the Chief Fire Officer

Date: 08 June 2018

Purpose of Report:

To present proposals for amendments to the permanent establishment.

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1. BACKGROUND

- 1.1 At its meeting on 4 May 2018, the Human Resources Committee considered and approved, subject to agreement by the Fire Authority, a restructure of the Home Safety Check Operative roles (HSCO) within the prevention department.
- 1.2 The aim of this restructure is to ensure that the correct skills are available to respond to the identified needs arising from improved targeting of vulnerable people within the prevention department.

2. REPORT

- 2.1 Over the last few years the HSCOs have concentrated their efforts on vulnerable households in areas of the community covered by stand-alone retained duty system (RDS) sections which have not been responsible for carrying out these checks within their own areas. From May 2018, the Service will be rolling out safe and well inspections across the county. As part of this, on-call sections will be responsible for conducting their own safe and well inspections within their districts.
- 2.2 Improved targeting of vulnerable persons across the county using the fatal fire profile identified by CHARLIE, and the 'stratification of vulnerability' through various data sets (eg: Exeter data) is likely to result in an increase in the specialist advice and equipment that will need to be provided by members of the PAR (persons at risk) team.
- 2.3 In addition, the potential for new work (for example the delivery of a Children's home safety equipment scheme in collaboration with the County Council and new collaborative opportunities with the Police) may result in more specialist advice and equipment being provided by members of the PAR team.
- 2.4 These changes within the Service mean that the roles of HSCO are no longer required, however additional capacity is required at the higher level of Specialist Home Safety Operative (SHSO) due to increased identification of vulnerable people through the use of data and enhanced safe and well checks.
- 2.5 The recommendations within this report request that the two vacant HSCO roles are deleted and an additional post of Specialist Home Safety Operative (SHSO) is created, bringing the total number to three, which better meets current and future needs, and delivers savings of £16k per annum.

3. FINANCIAL IMPLICATIONS

- 3.1 The budgeted cost for each HSCO is £20,744 (including on costs). Therefore, the total cost of these two roles is £41,488.

- 3.2 The budgeted cost for a SHSO role is £25,289 (including on costs).
- 3.3 This proposal therefore constitutes a potential saving to the organisation in the region of £16k.

4. HUMAN RESOURCES AND LEARNING AND DEVELOPMENT IMPLICATIONS

- 4.1 The two HSCO roles are currently vacant so no redundancy or redeployment is proposed.
- 4.2 With the roll-out of safe and well inspections, the SHSO will be required to respond to the anticipated increase in referrals generated. Therefore, if this proposal is supported early recruitment will be required. As one of the two existing SHSOs is retiring in June a recruitment process is already planned regardless of the outcome of this proposal so there will not be any additional recruitment costs.
- 4.3 Some learning and development would be required for the new SHSO. These are primarily around the delivery of a safe and well inspection and the fitting of specialist equipment. Much of this will be delivered 'in house' by other members of the prevention team.

5. EQUALITIES IMPLICATIONS

An initial equality impact assessment will be completed prior to any recruitment campaign for an additional SHSO.

6. CRIME AND DISORDER IMPLICATIONS

The provision of services by the SHSO ensures capacity to support the Authority's statutory duties under Section 17 of the Crime and Disorder Act 1998.

7. LEGAL IMPLICATIONS

The provision of SHSO supports the Authority's statutory duties relating to community safety.

8. RISK MANAGEMENT IMPLICATIONS

There is a risk to Nottinghamshire Fire and Rescue Service that specialist referrals cannot be responded to in a timely manner if the SHSO capacity is not increased to the recommended level. This could have direct consequences for the safety of vulnerable members of the community and the organisational reputation.

9. COLLABORATION IMPLICATIONS

Increasing the team of SHSOs to three will potentially expand the PAR team's capacity to undertake additional collaborative work with new and existing partners.

10. RECOMMENDATIONS

It is recommended that Members agree the proposals to:

- 10.1 Disestablish the two Grade 1 Home Safety Check Operative roles.
- 10.2 Create an additional Grade 3 Specialist Home Safety Operative role.

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

None.

John Buckley
CHIEF FIRE OFFICER