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

CONVERSION OF POSTS

Report of the Chief Fire Officer

Date: 13 July 2018

Purpose of Report:

To update Members on the posts which have been re-designated during the period April 2017 – March 2018.

CONTACT OFFICER

Name :	Tracy Crump Head of People and Organisational Development
Tel :	0115 967 0880
Email :	tracy,crump@notts-fire.gov.uk
Media Enquiries Contact :	Therese Easom (0115) 967 0880 therese.easom@notts-fire.gov.uk

1. BACKGROUND

1.1 The Service maintains an overview of its workforce establishment to ensure its continued suitability to meet the challenges of service delivery requirements, in terms of both function and efficiency. Post conversion is one means by which the Service may address changes to the establishment by transferring duties from one area of the workforce to another – ie: whole-time to support roles or vice versa.

1.2 At its meeting on 16 December 2005 the Fire Authority approved the delegation of decision on conversion to the Chief Fire Officer with the caveat that a report was brought to the Authority on an annual basis, updating on post conversions that have been implemented in the previous year.

2. REPORT

2.1 Post conversions are reported to the Human Resources Committee on an annual basis, in line with the financial reporting year.

2.2 During the period April 2017 to March 2018 the following conversion has taken place:

1 x Watch Manager Trainer to a Simulation Software Developer role.

2.3 The Service opened its new incident command training suite at Service Headquarters in April 2016. This facility operates as a virtual reality environment for the development and assessment for those seeking to attain or maintain competence at Level 1 and Level 2 incident command (Crew/Watch Manager to Station Manager) by using technology which provides simulated exercises to replicate operational incidents. The decisions of the officer under assessment feeds back to a main control room and technicians can respond by changing the scenario via a live feed.

2.4 In 2017 the incident command team were recognised by Skills for Justice as an accredited centre for Level 1 and 2 command training. The Service has also extended use of the incident command training suite to other fire and rescue and blue light services.

2.5 The Simulated Software Developer role is highly complex, involving the development of software to create realistic scenarios, which reflect both local and national risks, and to provide a dynamic response during assessments. This support was initially provided by one technician and three Watch Managers. However, in view of the increasing technical demands and the need to provide resilience within the team, approval was given to convert a Watch Manager role to an additional Simulated Software Developer role.

2.6 The vacancy was advertised and filled in September 2017.

3. FINANCIAL IMPLICATIONS

The conversion of this role resulted in a saving of £10,440 per annum.

4. HUMAN RESOURCES AND LEARNING AND DEVELOPMENT IMPLICATIONS

4.1 The role of Simulated Software Developer is contracted under National Conditions of Service for Local Government Services (Green Book) and forms part of the support (non-uniformed) establishment.

4.2 The opportunity to convert a Watch Manager Trainer post arose from a vacancy on the Learning and Development whole-time establishment.

5. EQUALITIES IMPLICATIONS

An equality impact assessment has not been undertaken as the post conversion does not constitute a change to policy or service delivery.

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

8.1 The incident command training suite provides an accredited level of development and assessment of competence for those providing incident command, and meets the requirements of National Operational Guidance at incident command Levels 1 and 2.

8.2 It is imperative that the programmes used in development and assessment of competence are reflective of the challenges faced at operational incidents. The employment of an additional technician role ensures that the Service maintains the skills and knowledge required to deliver a quality in-house training facility.

9.	COLLABORATION IMPLICATIONS

The Service has provided access to the incident command training suite to other local fire and rescue services and blue light partners to provide command training, and is actively engaged in an Incident Command Working Group which shares best practice across the region. In April, Nottinghamshire Fire and Rescue Service hosted a joint training exercise with Derbyshire, Leicestershire and Lincolnshire fire and rescue services and will be taking the mobile XVR unit, with technical support, to Lincolnshire Fire and Rescue Service to undertake command training at their training centre.

10.	RECOMMENDATIONS

That Members note the contents of this report.

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

None.

John Buckley
CHIEF FIRE OFFICER