



NOTTINGHAMSHIRE
Fire & Rescue Service
Creating Safer Communities

Nottinghamshire and City of Nottingham
Fire and Rescue Authority

OPERATIONAL RESILIENCE

Report of the Chief Fire Officer

Agenda No:

Date: 5 September 2008

Purpose of Report:

To seek approval from Members on the proposed arrangements regarding uniformed Principal Officer requirements and relevant availability in light of the development of Gold Command contingencies.

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1. BACKGROUND

- 1.1 Nottinghamshire Fire & Rescue Service uniformed Principal Officers operate within a continuous duty framework. This satisfies the Fire and Rescue Authority expectation around major incident provision and the political interface. Principal Officers are clear with regard to their requirements about information transfer as and when incidents occur.
- 1.2 Recently, following appropriate adjustments to attendance levels and also initiatives around the Local Resilience Forum (LRF) and Strategic Co-ordinating Group arrangements (SCG), great emphasis is now placed upon this multi-agency approach to incident resolution and the role of the relevant Principal Officers.
- 1.3 Recent attendance by Officers at high level training courses has reinforced the need to review existing arrangements in light of the increased threat and the development of partner interdependencies.

2. REPORT

- 2.1 Currently the availability of uniformed Principal Officers is administered utilising one individual nominated for immediate response, whilst the remainder are available for exceptional incidents and responding within reasonable but not agreed timescales. A minimum of four uniformed Principal Officers are required to continue to meet the requirements of the Service.
- 2.2 The availability of an individual able to respond immediately covers SCG requirements but protracted, incidents of high intensity require the upgrading of arrangements.
- 2.3 In order to satisfy business and incident needs, a more structured and incremental Principal Officer response arrangement is required.
- 2.4 It is suggested the following is adopted:
 - First Call Officer available for immediate response. Immediate response is defined as attendance at Gold Command or Nottinghamshire Fire and Rescue Service Headquarters within one hour of notification.
 - Second Call Officer available for response/attendance within 6-8 hours at either incident or other venue as appropriate.
 - Third and Fourth Call Officers available for response/attendance between 36-48 hours.
- 2.5 Leave and the flexible nature of commitments to work are unaffected by this proposal. The Second Call Officer will be allowed to take leave but must be

available under normal circumstances and respond within the agreed timescales.

- 2.6 There is no specific impact on non-uniformed Principal Officers from this proposal. However, it is clear that any impact on them with regard to any major or protracted incident will be significant. Whilst there may not be a requirement for 'operational' Gold Command, issues regarding business continuity, staff support and finance will have equal impact.
- 2.7 In respect of 2.6 above it is therefore proposed that as well as implementing the revised 'resilience' criteria, the Service also reviews the current non-uniformed Principal Officer requirements and reports back to the Authority with a future recommendation.

3. FINANCIAL IMPLICATIONS

- 3.1 A potential exists for additional budgetary implications should major incidents occur and Principal Officers are recalled to deal with such incidents. This would be predominantly around any travel reimbursement and/or compensations for leave lost should the individuals be out of the country at the time of any incident.
- 3.2 Any changes to the non-uniformed Principal Officers' contracts may result in a salary adjustment. This would be reflected in any additional responsibility placed upon the role in supporting any major incident.

4. HUMAN RESOURCES AND LEARNING AND DEVELOPMENT IMPLICATIONS

There are currently no specific requirements contained within uniformed Principal Officers' contracts to provide such operational cover. Therefore the contracts will need to be amended as appropriate. In respect of the non-uniformed employees at Principal Officer level, if a requirement is deemed necessary, appropriate adjustments will also need to be made.

5. EQUALITY IMPACT ASSESSMENT

The initial equality impact assessment is attached at Appendix A.

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

The changes to the contractual arrangements for Principal Officers will ensure that Nottinghamshire Fire and Rescue Service has a robust framework to respond to major incidents of a protracted nature.

9. RECOMMENDATIONS

Members are requested to approve the proposed arrangements regarding uniformed Principal Officer requirements and relevant availability in light of the development of Gold Command contingencies.

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

- Incident Command Manual
- Nottingham and Nottingham Local Resilience Forum
- Gold Command Handbook
- Fire Service College Gold Command Course notes

Frank Swann
CHIEF FIRE OFFICER

INITIAL EQUALITY IMPACT ASSESSMENT

<i>Section</i> Risk Response	<i>Manager</i> DCFO Horton	Date of Assessment July 2008	New or Existing N/A
Name of Report to be assessed		OPERATIONAL RESILIENCE	
1. Briefly describe the aims, objectives and purpose of the report.		To underpin and enhance Principal Officer availability in line with revised expectations and more structured LRF arrangements.	
2. Who is intended to benefit from this report and what are the outcomes?		High level performance and commitment to large scale incidents will be enhanced by the introduction thus benefiting service delivery to the community.	
3. Who are the main stakeholders in relation to the report?		Principal Officers contracted to Gold Book	
4. Who implements and who is responsible for the report?		DCFO Horton	

5. Please identify the differential impact in the terms of the six strands below. Please tick yes if you have identified any differential impacts. Please state evidence of negative or positive impacts below.

<i>STRAND</i>	Y	N	<i>NEGATIVE IMPACT</i>	<i>POSITIVE IMPACT</i>
Race		X		
Gender		X		
Disability		X		
Religion or Belief		X		
Sexuality		X		
Age		x		

6. Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group?	Y	N	7. Should the policy/service proceed to a full impact assessment?	Y	N
					x

I am satisfied that this policy has been successfully impact assessed. I understand the impact assessment of this policy is a statutory obligation and that, as owners of this policy, we take responsibility for the completion and quality of this process.

Signed (completing person).....DCFO HORTON.....

Date ...JULY 2008.....