



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

Nottinghamshire and City of Nottingham  
Fire and Rescue Authority

# **FUTURE SERVICE DELIVERY**

Report of the Chief Fire Officer

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**Agenda No:**

**Date:** 19 December 2008

**Purpose of Report:**

To advise Members of revised arrangements regarding operational cover within Nottingham City Centre.

## **CONTACT OFFICER**

**Name :** Frank Swann  
Chief Fire Officer

**Tel :** (0115) 967 0880

**Email :** [frank.swann@notts-fire.gov.uk](mailto:frank.swann@notts-fire.gov.uk)

**Media Enquiries Contact :** Elisabeth Reeson  
(0115) 967 5889 [elisabeth.reeson@notts-fire.gov.uk](mailto:elisabeth.reeson@notts-fire.gov.uk)

## **1. BACKGROUND**

- 1.1 Members will recall that following protracted negotiations, a collective agreement on working patterns between management and the Fire Brigades Union (FBU) was presented to the Authority and signed on 28 April 2006.
- 1.2 As part of that agreement, the principle of variable rostering and the provision of Community Safety teams were agreed. This gave the Authority the opportunity to vary the provision of emergency cover depending on demand throughout the county.

## **2. REPORT**

- 2.1 Since the revised working arrangements were formally introduced in January 2007, Nottinghamshire Fire and Rescue Service have varied the night-time cover available within Nottingham City Centre. This has allowed the Service to meet peak demand whilst ensuring staff have been available to deliver support for the delivery of Community Safety.
- 2.2 Through arrangements within Section 7 of the collective agreement, officers within a Community Safety Team have balanced their contracted hours between themselves and have ensured that Central Fire Station has maintained two operational appliances at operationally demanding times.
- 2.3 Whilst this has proved an effective balance between operations and Community Safety, the proposed merger between Dunkirk and Beeston stations has caused managers to review the current arrangements.
- 2.4 At present four operational appliances provide emergency response between the hours of 23:00 and 13:00 within the City. This is increased to five between 13:00hrs and 23:00hrs. With the completion of Highfields Station in January 2009, the City cover will theoretically reduce by one appliance, although this resource is available should the demand require.
- 2.5 In consideration of this fact a risk analysis undertaken as part of the original assessment of the Community Safety Team was reviewed. Although the core activity time of 13:00 – 23:00hrs was not identified as a particular concern, the reduction to three appliances within the City between 23:00 – 13:00hrs was an area which required addressing.
- 2.6 As a consequence, and in consultation with the staff within the Community Safety Team, the concept of re-introducing the second appliance at Central Fire Station to full 24hrs operational cover was raised. Clearly this would address any potential issues around operational cover, however, the Service did not want to lose the impact and momentum around its Community Safety delivery.
- 2.7 To address this senior managers, including the Assistant Chief Fire Officer Risk Reduction, reviewed the implications arising from the merger of the two

stations and the creation of the Specialist Rescue Team. Through this process it was identified that a dedicated team of eight officers (1 x Watch Manager, 1 x Crew Manager, 6 x Fire Fighters) could be established to carry on with Community Safety activities. This would also offer development opportunities for those staff who may not want to return to 'traditional' operational roles.

- 2.8 Following consultation with the trade unions and those staff concerned, it was agreed by the Strategic Management Team that from January 2009 the second appliance would return to full 24/7 operational availability and a Community Safety task force of eight posts would be established.

### **3. FINANCIAL IMPLICATIONS**

There are no financial implications arising from the proposals within this report. No additional staff are required and the Service has been able to re-introduce the second appliance with a neutral effect on the uniformed salary budget. Some small cost savings will be identified due to a reduction in supervisory roles offset against fire fighter salaries.

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

Those within the current Community Safety Team have been fully consulted on these proposals and those wishing to access posts within the new task force will be given priority. Those personnel expressing a preference for operational roles will also be given priority as the second appliance is re-introduced.

### **5. EQUALITY IMPACT ASSESSMENT**

A full equality impact assessment on the provision and duties of the revised task force will be undertaken as part of its implementation.

### **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**

It is essential that Nottinghamshire Fire and Rescue Service continues to balance effectively the provisions of prevention, protection and response. By re-introducing the second appliance at Central Fire Station the organisation ensures that it can meet its duties under the Fire and Rescue Services Act 2004. Additionally, the

establishment of a Community Safety task force will maintain an effective delivery of Community Safety which is a key priority of the Service.

## **9. RECOMMENDATIONS**

That Members note the contents of this report and the actions taken to re-introduce 24/7 operational cover within the City Centre, whilst maintaining a strong emphasis on Community Safety.

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

- Fire and Rescue Authority papers 24/02/06; 24/03/06; 28/04/06.
- Collective agreement between the Nottinghamshire and City of Nottingham Fire and Rescue Authority and the Fire Brigades Union – April 2006.

Frank Swann  
**CHIEF FIRE OFFICER**