Nottinghamshire and City of Nottingham
Fire and Rescue Authority
Community Safety Committee

SHIFT CHANGE PILOT – SELF ROSTERING ARRANGEMENTS

Report of the Chief Fire Officer

Agenda Item No:

Date: 18 January 2008

Purpose of Report:

To highlight the detail of a pilot scheme being rolled out in the Service which will see a "self rostering arrangement" introduced at Newark, West Bridgford and within the Specialist Rescue Team.

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1. BACKGROUND

1.1 The Community Safety Committee will be aware that from January 1, 2007 Wholetime duty system personnel working on Stations had their shift patterns changed to accommodate business expectations and enhance productivity.

1.2 The implementation of the new work arrangements has seen significant outcomes from the introduction. Sickness absences have fallen considerably and Nottinghamshire Fire & Rescue Service is now one of the top performing Services within our 'Best Value Performance Indicator' (BVPi) Family Group with around 3.6 shifts lost per Wholetime staff member in the last identified quarter (BVPi Family Group performance statistics).

1.3 Community Safety activity has also increased with the changes made to staff working arrangements. This was reported at the Committee in April 2007 and continued improvements have been identified since.

1.4 Despite these improvements management still feel that to enhance these results further, there is a need for increased engagement from the workforce. Additionally, some elements, such as Station continuity, diary management and Community Safety appointments have been affected detrimentally.

1.5 As a result of these issues management proposed to the appropriate representative bodies a "pilot" option to look at the concepts of "self-rostering".

2. REPORT

2.1 The pilot sets out to establish whether the principles of a "self rostering" arrangement will work. Management and the Fire Brigades Union (FBU) have worked productively to agree the requisite parameters and staff requirements needed to be put in place to as far as possible allow the pilot to be a success.

2.2 Management and the FBU have collectively consulted staff at the chosen locations to highlight the principles and to generate the required level of ownership amongst staff. This has been particularly important with regards to the Supervisory managers at those locations as they will play a crucial role in the co-ordination of staff requirements.

2.3 To that end, a workshop was arranged for this particular group. Information and possible solutions have been presented to this group who have since been working on the tailored solution required for their given work location. Boundaries have been set which allow the Service to be legally compliant and meet business expectations.

2.4   Management see this as the next required step to enhance our arrangements to meet the needs of a modern, productive Fire & Rescue Service. Management also see the empowerment of staff as being pivotal. This approach is indicative of a mature Service which allows decision making amongst staff who deliver the front line outcomes set by the Authority.

2.5   Members will be aware that a Task and Finish Group, chaired by Councillor John Cottee has overseen the introduction of the existing shift system, however it is proposed Management will use the Community Safety Committee as a conduit to present outcomes brought forward from the pilot and oversee any potential roll out beyond the chosen pilot Stations. Clearly if the pilot is successful and rolled out across the organisation, any amendment to local collective agreements will be a matter for the Fire & Rescue Authority.

2.6   It is clear that Operational Assurance and the delivery of a "fit for purpose" Service is an organisational priority. Shift arrangements are pivotal in this delivery and Management have put in place monitoring arrangements to identify any issues arising out of this move.

3.   FINANCIAL IMPLICATIONS

The nature of a "self rostering" arrangement will see "units" being self sustaining. This should significantly reduce costs associated with detachments etc. from neighbouring Stations. The pilot will however identify cost implications as part of its work and these will be reported as necessary.

4.   PERSONNEL IMPLICATIONS

It is clear there will be implications for those staff working at Stations participating in the pilot will be varied. However, the constructive dialogue with the FBU will continue to overcome any negative impacts that can be identified.

5.   EQUALITY IMPACT ASSESSMENT

An initial equality impact assessment is attached Appendix A.

6.   CRIME AND DISORDER IMPLICATIONS

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

7.   RISK MANAGEMENT IMPLICATIONS

As with all of our undertakings, failure to meet legal frameworks and Community Safety expectations could promote scrutiny for the Service. Risks are controlled by our risk management arrangements. The effective monitoring of the pilot will control identifiable risks and allow such interventions as necessary.

8.	RECOMMENDATIONS

That Members of the Community Safety Committee note the report and endorse this pilot as a way of Service advancement and enhancement.

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

None.

Frank Swann
CHIEF FIRE OFFICER

INITIAL EQUALITY IMPACT ASSESSMENT

Section RISK RESPONSE	*Manager* ACFO HORTON	Date of Assessment DECEMBER 2007	New or Existing N/A
Name of Report to be assessed		SHIFT CHANGE PILOT – SELF ROSTERING	
1. Briefly describe the aims, objectives and purpose of the report.		THE REPORT SETS OUT TO HIGHLIGHT THE MOVE TO INCORPORATE A PILOT STAFFING MODEL BUILT ON A "SELF ROSTERING" ARRANGEMENT.	
2. Who is intended to benefit from this report and what are the outcomes?		STAFF WILL BE THE PRINCIPAL BENEFICIARIES, HOWEVER THE SERVICE SEES FURTHER ENHANCEMENTS TO FRONT LINE SERVICE DELIVERY THUS IMPROVING PERFORMANCE.	
3. Who are the main stakeholders in relation to the report?		SENIOR MANAGEMENT AND THE REPRESENTATIVE BODIES.	
4. Who implements and who is responsible for the report?		SENIOR MANAGEMENT.	

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.

STRAND	Y	N	NEGATIVE IMPACT	POSITIVE IMPACT
Race		X		
Gender		X		
Disability		X		
Religion or Belief		X		
Sexuality		X		
Age		X		

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

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)…ACFO HORTON………………………………….   Date …DECEMBER 2007………...