



NOTTINGHAMSHIRE
Fire & Rescue Service
Creating Safer Communities

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

POST DELETIONS

Report of the Chief Fire Officer

Agenda Item No:

Date: 28 January 2011

Purpose of Report:

To seek approval from Members for the deletion of nine vacant posts from the establishment of Nottinghamshire Fire and Rescue Service.

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1. BACKGROUND

- 1.1 On Monday 13 December 2010, Nottinghamshire Fire and Rescue Service received notification of its grant settlement from Communities and Local Government (DCLG). This proposed a reduction in grant to Nottinghamshire Fire and Rescue Service of 12.5% over two years, or £3.7 million in financial terms.
- 1.2 The consequence of the grant reduction has a direct impact on the establishment of the Service. Clearly with a reduction in financial capacity, the Service's staff levels, which account for approximately 80% of spend, will have to reduce accordingly.
- 1.3 It is important however, that a constructive approach is taken and that the random application of a reduction in the establishment is avoided. The first aspect of this is to review the existing vacancies and determine whether or not these posts are essential for future service delivery or whether the work can be transferred or downgraded.
- 1.4 This report outlines the outcomes from this process and recommends the deletion of nine posts from the establishment to meet the current shortfall in budgetary provision.

2. REPORT

- 2.1 As a matter of course, all vacancies that occur within the existing establishment of Nottinghamshire Fire and Rescue Service are reviewed by the Corporate Management Board (CMB). This Board consists of members of the Strategic Management Team and other senior managers from within the organisation.
- 2.2 Upon receipt of the budgetary settlement from central government, CMB considered and agreed a report from the Chief Fire Officer regarding the proposed deletion of nine posts from the establishment. These posts are detailed below.

2.2.1 Station Manager (42hr) Resilience Function

This role had become vacant in recent weeks due to retirement. At the time the senior managers of the Service had decided not to fill the post due to concerns regarding budget. The post had previously been associated with the commencement and engagement of the Local Resilience Forum and also the implementation of the New Dimension programme. With much of this work now completed, the remainder of the role has been transferred to other posts within the organisation. The risks of deleting this post are considered low and the effect on service delivery is considered low.

2.2.2 Station Manager (42hr) Strategic Support Officer

This role had become vacant following the promotion of the previous incumbent. The role was primarily to support the Chief Fire Officer and the Strategic Management Team in work which primarily fell outside of the Service's normal structure. This included ceremonial work, charity issues and any specific work in relation to the Fire Authority on behalf of the Chief Fire Officer. Following an assessment, the majority of the work has now been transferred to the Corporate Services function, with other aspects being dealt with by the Strategic Management Team themselves. The risks associated with the deletion of this post are low.

2.2.3 Crewing Officer (37hr)

This post had become vacant following the recent retirement of the previous incumbent. The post was created, along with one other, following the implementation of the first revised shift pattern for wholetime duty staff. When the concept of self-rostering was introduced in April 2010, the workload for the post was greatly reduced. It is now considered that the remaining duties can be accommodated within the remaining crewing post. The risks of deleting this post can be considered as low.

2.2.4 Watch Manager x2 (42hr) Community Safety

These posts had originally been created when the Community Safety Department was formed in 2003, following the inaugural Integrated Risk Management Plan (IRMP) of the Service and the shift from response to prevention. Over the intervening years their occupancy has been sporadic and the impact on service delivery minimal. They have provided opportunity for development and progression which will be lost, however with a reduction in the establishment overall, opportunities will be reduced anyway. The Service will now seek to accommodate the specific duties that were originally allocated to these posts within its general review of community safety delivery as part of the Knowledge Transfer Partnership with Nottingham Trent University. The risks of deleting these posts are considered low.

2.2.5 Crew Manager x3 (42hr) Community Safety

As with the Watch Manager posts detailed above, these were originally created as a result of the inaugural IRMP in 2003. These posts have proved difficult to maintain following recent promotions and often act purely as a stepping stone for any incumbent. As a result, much of the associated work has been re-allocated within the Community Safety Department. The introduction of the Community Safety Advocates has also improved service delivery and removed the impact of these vacant posts. The risks of deleting these posts are considered to be low.

2.2.6 Environment and Sustainability Manager (37hr)

The Environment and Sustainability Manager post was created as a two year fixed term contract in January 2009, following the approval of the Human Resources Committee. The post became vacant in late 2010 following the resignation of the post-holder. The original intention of the post was to ensure legal compliance and look for a best practice approach to the Service's environmental credentials. In the intervening period a number of processes and procedures have been put in place to reduce risks to the Service, although there are some residual elements still to maintain. It is intended that these will be picked up through the necessary restructuring that will need to take place as a consequence of the budget reductions. The deletion of this post is considered to be of a low risk.

- 2.3 In all cases, the risks to the Service are minimal, although it is important to identify that when reducing the establishment there is a likelihood of some impact, however low.

3. FINANCIAL IMPLICATIONS

The following savings will be made against salary budgets:

Station Manager 42hr plus on costs x2 posts	£52,947
Watch Manager 42hr plus on costs x2 posts	£46,200
Crew Manager 42hr plus on costs x3 posts	£40,247
Crewing Officer plus on costs	£24,768
Environmental Officer plus on costs	£36,083
Total Savings:	£379,886

4. HUMAN RESOURCES & LEARNING AND DEVELOPMENT

In respect of human resources implications, the Service will need to ensure that any unallocated work previously undertaken by these roles is addressed. This may, in limited circumstances, result in an increased role for remaining employees. This will be addressed as a matter of process with employees through human resources procedures. There are no specific learning and development implications.

5. EQUALITY IMPACT ASSESSMENT

There are no specific equalities issues arising from this report. All of the posts are full-time posts, are vacant and therefore present no disproportionate effect on any member of the Service.

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 Service has to manage the financial constraints imposed by budget, the implications of the deletion of the role and the impact on service delivery. It is considered that the least risky approach is to seek the early deletion of vacant posts and address residual issues, thus realising immediate revenue savings for the Service.

9. RECOMMENDATIONS

That Members approve the deletion from the establishment of the following nine posts:

- Station Manager (42hr) Resilience.
- Station Manager (42hr) Strategic Support Officer.
- Crewing Officer (37hr).
- Watch Manager x2 (42hr) Community Safety.
- Crew Manager x3 (42hr) Community Safety.
- Environment and Sustainability Manager (37hr).

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

None.

Frank Swann
CHIEF FIRE OFFICER