



NOTTINGHAMSHIRE
Fire & Rescue Service
Creating Safer Communities

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

CONVERSION OF POSTS

Report of the Chief Fire Officer

Agenda Item No:

Date: 15 April 2011

Purpose of Report:

To update Members on the posts which have been re-designated during the period April 2010 – March 2011.

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1. BACKGROUND

- 1.1 To ensure that Nottinghamshire Fire and Rescue Service remains best placed to meet the challenges of continued service delivery, a review of all posts when they become vacant is carried out to ensure suitability for the Service. This process applies to both uniformed and non-uniformed roles.
- 1.2 At its meeting of 16 December 2005 the Nottinghamshire and City of Nottingham Fire Authority approved the delegation of the task to the Chief Fire Officer with the caveat that a report was brought to the Authority on an annual basis, updating on post changes that have been implemented.

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 2010 to March 2011 there have been no post conversions.

3. FINANCIAL IMPLICATIONS

There are no financial implications arising from this report.

4. HUMAN RESOURCES AND LEARNING AND DEVELOPMENT IMPLICATIONS

Conversion of posts is undertaken in line with the procedure detailed in the Conversion of Posts Policy.

5. EQUALITY IMPACT ASSESSMENT

There are no equality impact implications arising from this report.

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 ability to convert posts allows the senior managers of Nottinghamshire Fire and Rescue Service to align their workforce to the challenges that the organisation faces. Failure to do this could leave the Service short in areas of need and unable to respond accordingly.

9. RECOMMENDATIONS

That Members note the contents of this report.

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

None.

Frank Swann
CHIEF FIRE OFFICER