



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: 19 April 2013

Purpose of Report:

To update Members on the posts which have been re-designated during the period April 2012 – March 2013.

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1. BACKGROUND

- 1.1 The Service maintains an overview of its workforce establishment to ensure its continued suitability to meet the challenges of service delivery requirements, in terms of both function and efficiency. Post conversion is one means by which the Service may address changes to the establishment by transferring duties from one area of the workforce to another, ie: wholetime to non-uniformed roles or vice versa.
- 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 2012 to March 2013 the following conversions have taken place, all within the Fire Protection team of the Service Delivery Department as a result of the re-structure process already reported to Committee:
 - (i) Station Manager (Fire Protection) role converted to a non uniform Fire Protection Support Team Partnership Manager post (Grade 6).
 - (ii) Three Watch Manager (Fire Protection) roles converted to 3 non-uniform Fire Protection Inspecting Officers (Grade 6).
- 2.3 These post conversions have arisen as a result of a long-term strategy to reduce the number of uniformed roles undertaking statutory inspections and other non-statutory fire protection duties and have been achieved either through natural wastage, following retirement, or through the transfer of Watch Managers to operational duties.
- 2.4 Transitional arrangements have been put in place to cover the training period for newly appointed Fire Protection Inspectors to ensure no loss of capacity whilst Inspectors become competent in role. At the end of this period, 2 Watch Managers will revert to operational duties within the whole-time establishment.

3. FINANCIAL IMPLICATIONS

- 3.1 During the transition period there is an additional cost of maintaining the three Watch Manager posts. This is estimated to be £141k in 2013/14, reducing to £35k in 2014/15 and nil the following year – the additional costs have been built into the budget.

- 3.2 The on-going saving from the post conversions is £32k per annum. This saving has already been built into the budget following the Fire Cover Review and Organisational Restructure implementations.

4. HUMAN RESOURCES AND LEARNING AND DEVELOPMENT IMPLICATIONS

- 4.1 The conversion of the Station Manager role has been achieved through natural wastage and the Watch Managers have been re-assigned to operational roles.
- 4.2 Conversion of posts are undertaken in line with the procedure detailed in the Conversion of Posts Policy.

5. EQUALITIES IMPLICATIONS

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

Post conversion forms part of the facility available to the Service to align Service workforce resources to meet changing requirements, to affect efficiencies and to address risk.

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