

report

meeting	NOTTINGHAMSHIRE AND CITY OF NOTTINGHAM FIRE & RESCUE AUTHORITY	
	POLICY & STRATEGY COMMITTEE	
date	22 May 2006	agenda item number

REPORT OF THE CHIEF FIRE OFFICER

TASK AND FINISH GROUP FOR SHIFT CHANGE IMPLEMENTATION

1. PURPOSE OF REPORT

The purpose of this report is to bring forward the recommendation approved at the Fire & Rescue Authority meeting of 28 April 2006 that the Policy and Strategy Committee establish a task and finish group with regard to shift change implementation.

2. BACKGROUND

An integral element of the shift change Collective Agreement secured with the Fire Brigades Union is the need to establish a task and finish group to monitor performance against the Authority's Community Safety Plan.

3. REPORT

- 3.1 The new rostering arrangements effective from 5 September 2006 will release over 200,000 hours of capacity per annum. This will enable the organisation to significantly increase its risk reduction activities, and better manage the workloads driven by New Dimension and Resilience expectations. Performance targets will be set to ensure this capacity is captured and focused on achieving Fire & Rescue Authority objectives.
- 3.2 The Policy and Strategy Committee have been tasked by the Fire & Rescue Authority to establish an independent task and finish group which will monitor the implementation and effectiveness of the new shift systems. It is proposed that the task and finish group report to this Committee, which in turn will report to full Fire & Rescue Authority meetings on a quarterly basis.
- 3.3 It is anticipated the task and finish group will meet monthly and comprise the Lead Opposition Spokesperson as Chair plus one further elected Member; two Officers of the Authority; and two Officials of the Trade Union. This will facilitate fair and balanced representation without the task and finish group being unwieldy.
- 3.4 The Collective Agreement is in legal parlance, and was the outcome of extended negotiations involving the Chief Fire Officer and the Area Manager Safety Services. Both have intrinsic knowledge of the implied and informal discussions around the issues and detail, and therefore best placed to comprise the Officers representation.

4. FINANCIAL IMPLICATIONS

There are no financial implications arising from this report.

5. PERSONNEL IMPLICATIONS

There no personnel implications arising from this report.

6. EQUALITY IMPACT ASSESSMENT

An initial impact assessment has identified there are no equality implications arising from this report.

7. RISK MANAGEMENT IMPLICATIONS

The effectiveness of the new shift system is an essential element in the process of meeting the expectations of Government as represented in the Authority's Community Safety Plan. Failure to do so could result in ministerial intervention at a local level.

8. RECOMMENDATIONS

It is recommended that this Committee:

- 8.1 Establish a task and finish group comprising the Lead Opposition Spokesperson and such further nominated Elected Members as it shall determine;
- 8.2 Direct the Chief Fire Officer and Area Manager Safety Services to comprise the Officers representation, and invite the Fire Brigades Union to nominate two Officials to comprise the trade union representation ;
- 8.3 Establish monthly meetings of the task and finish group with a reporting mechanism to this Committee.

9. BACKGROUND PAPERS FOR INFORMATION

- Fire and Rescue Authority Report of 28 April 2006 – Future Service Delivery Arrangements.

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