



NOTTINGHAMSHIRE
Fire & Rescue Service
Creating Safer Communities

Nottinghamshire and City of Nottingham
Fire and Rescue Authority

PROPOSED CHANGES TO THE PERMANENT ESTABLISHMENT

Report of the Chief Fire Officer

Date: 27 November 2020

Purpose of Report:

For Members to consider proposals to approve a new role within the permanent establishment.

Recommendations:

That Members approve the establishment of a Digital Systems Learning Officer post with effect from 1 January 2021.

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1. BACKGROUND

- 1.1 As part of its workforce planning process to ensure that the Service continues to have the skills and knowledge to support the effective delivery of its services, a review has been undertaken of digital learning support.
- 1.2 The outcome of this review is to propose the creation of a Digital Systems Learning Officer post in the permanent establishment, the details of which are set out below.

2. REPORT

- 2.1 Digital learning has become part of mainstream training delivery – supporting, supplementing and sometimes replacing classroom training and is an efficient and effective mechanism to support the acquisition and maintenance of competence and knowledge across a range of subject areas, including the introduction of new equipment, and working practices.
- 2.2 Since 2017, the digital learning team has implemented and embedded a new e-learning platform (NFRSLearn), with 100 plus new packages and some 24,000 course accesses over this time. E-learning products also support delivery of National Operational Guidance into the Service.
- 2.3 Digital and e-learning has proved particularly effective during Covid-19 when face to face contacts have been reduced, and this has meant that employees have been able to continue to access learning and development activities. Going forward it is clear that e-learning will continue to be utilised as part of a blended approach to learning, to create greater efficiency and effectiveness.
- 2.4 Increasingly, this format will be used to deliver key community safety messages, as part of the Service's broader communication strategy, and the team have already assisted Nottinghamshire Police in developing an on-line cyber security product.
- 2.5 In addition to developing e-learning products, the current post also manages the Redkite competency recording system, to ensure that maintenance of competence activities is undertaken and recorded, and is engaged in a project to improve and streamline current training platforms. This is a significant project which will run into 2021 and the proposed role will be fully involved in scoping, planning and delivering the new system. These were recognised as areas for improvement in the HMICFRS inspection.
- 2.6 The e-learning development team comprises of two digital e-learning developers, one of whom has been employed on a fixed term basis since 2017.
- 2.7 A business case to substantiate the fixed term position as a permanent role has been approved by the Strategic Leadership Team in recognition of the

growing importance of digital training for development activities, and as part of its communication strategy.

- 2.8 The post has been evaluated as a Grade 5 role, within the salary range £27,041 - £30,451.

3. FINANCIAL IMPLICATIONS

The cost of the Grade 5 Digital Learning Systems Officer post would be between £34,535(SCP22) to £39,043(SCP 26), including on-costs. This cost has been temporarily built into the budget since 2017 and therefore would not increase the current salary commitment going forward.

4. HUMAN RESOURCES AND LEARNING AND DEVELOPMENT IMPLICATIONS

The current post holder has been in a fixed-term role since 2017, following a competitive recruitment process, and it is proposed that this employee will be substantiated in role from 1 January 2021.

5. EQUALITIES IMPLICATIONS

An equality impact assessment has not been undertaken as the proposal does not represent a change to policy or service delivery.

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

- 8.1 Review of the support and skills required to meet organisational need forms part of the workforce planning process and ensures that the Service is able to address workforce sustainability issues identified within its corporate risk register.
- 8.2 The proposed changes to the establishment will ensure that the Service has the requisite skills and knowledge available in-house to support delivery of its key priorities.

9. COLLABORATION IMPLICATIONS

There are no specific collaboration implications, although the digital learning team is engaged in development of e-learning or on-line products with regional fire and rescue services through the National Operational Guidance project and has supported the Nottinghamshire Police with community messaging.

10. RECOMMENDATIONS

That Members approve the establishment of a Digital Systems Learning Officer post with effect from 1 January 2021.

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

None.

John Buckley
CHIEF FIRE OFFICER