



NOTTINGHAMSHIRE
Fire & Rescue Service
Creating Safer Communities

Nottinghamshire and City of Nottingham
Fire and Rescue Authority

JOINT HEADQUARTERS COLLABORATION UPDATE

Report of the Chief Fire Officer

Date: 24 September 2021

Purpose of Report:

To present Members with an update on the Joint Headquarters collaboration project.

Recommendations:

That Members note the progress of the Joint Headquarters programme.

CONTACT OFFICER

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1. BACKGROUND

- 1.1 At the 15 February 2019 Fire Authority meeting, Members approved the relocation of Nottinghamshire Fire and Rescue Service (NFRS) to a Joint Headquarters with Nottinghamshire Police at Sherwood Lodge, Nottingham.
- 1.2 Since the approval of this collaboration, the Service has progressed a programme of works to facilitate not only the new build project requirements of the site but also seven other workstreams and projects required to ensure a smooth transition.
- 1.3 NFRS and Nottinghamshire Police facilitate a Strategic Collaboration Board and a Collaboration Delivery Board, as well as a Joint Headquarters Programme Board, to oversee the collaboration between the two services.

2. REPORT

- 2.1 The transition to the Joint Headquarters at Sherwood Lodge is being managed through eight individual projects and coordinated through the Joint Headquarters Programme Board. This Board is chaired by the Assistant Chief Fire Officer.
- 2.2 The Programme Board operates through a series of quarterly meetings incorporating Project Leads from NFRS and Nottinghamshire Police.
- 2.3 The current programme risk register highlights a 'green' status with the programme running on-time and within budget.
- 2.4 The redevelopment project of the new building at Sherwood Lodge remains on-track and due to be completed by the end of 2021. The new building will host the Police Force Control Room, co-located personnel from NFRS and Nottinghamshire Police, a state-of-the-art gym for personnel, as well as meeting rooms and canteen facilities; the latter continuing to be provided by PulpFriction.
- 2.5 The majority of NFRS teams and departments will be located within the current Sherwood Lodge buildings which are due to be renovated prior to the transition of teams. An approach of co-locating comparable teams has been adopted, where possible, to enable greater collaborative working.
- 2.6 The Legal Framework and accompanying financial projects of the Programme have been closed, as previously reported to the Policy and Strategy Committee, the Fire Authority and the Strategic Collaboration Board.
- 2.7 NFRS and Nottinghamshire Police have introduced Joint Employee Forums and Joint Employee Updates in order to ensure that personnel from both organisations remain informed regarding developments and have the opportunity to engage with colleagues from each organisation.

- 2.8 This collaborative approach has led to the establishment of a Joint Women's Forum between the two organisations and plans are progressing to bring together other forums to assist in the transition and integration of personnel.
- 2.9 NFRS are progressing the People workstream including internal employee forums, personal consultation meetings and engagement with all personnel who will be affected by the move.
- 2.10 The Service continues to ensure effective communications through the employment of a dedicated Joint Headquarters Communications Officer; ensuring that personnel are kept abreast of developments in a timely manner.
- 2.11 A specific branding workstream has been established to ensure that joint branding is approved and adopted on the site and that each organisation can maintain its own identity. The branding designs, retaining each organisation's current insignia, will be progressed through the collaboration governance meetings for approval.
- 2.12 The Service plans for the Fire Investigation team to be the first relocation of resources in November 2021; collocating with the Nottinghamshire Police Crime Scene Investigation team.
- 2.13 Other NFRS teams will transition over to their new accommodation, in a phased approach, through Spring 2022 with the majority of personnel being relocated to their new places of work by April 2022.
- 2.14 A paper outlining recommendations for the disposal of the current headquarters site at Bestwood Lodge was received by Members in July 2021 and work progresses to facilitate the approved recommendations.

3. FINANCIAL IMPLICATIONS

There are no financial implications arising from this report.

4. HUMAN RESOURCES AND LEARNING AND DEVELOPMENT IMPLICATIONS

All human resources implications are being dealt with through a specific 'People' workstream within the Programme. There are no learning and development implications arising from the report.

5. EQUALITIES IMPLICATIONS

- 5.1 Equality impact assessments (EIAs) have been completed throughout the Programme and continue to influence the approach of the projects. Specific EIAs have been undertaken for some minority groups to ensure that specific impacts are considered and addressed.

- 5.2 An accessibility assessment has been undertaken for the refurbishment and new build projects to ensure the facilities are accessible to the Service's personnel and visitors.

6. CRIME AND DISORDER IMPLICATIONS

There are no crime and disorder implications arising from this report.

7. LEGAL IMPLICATIONS

The Authority has a statutory duty, under the Police and Crime Act 2017, to keep collaborative opportunities under review and, where it is in the interests of efficiency or effectiveness, to put those collaboration opportunities into practice.

8. RISK MANAGEMENT IMPLICATIONS

- 8.1 The Joint Headquarters Programme Board maintains a current risk register, formed from highlights on the project risk registers.
- 8.2 The current risk register does not highlight any significant risks to the success of the Programme which is currently reporting on-track and within budget.

9. COLLABORATION IMPLICATIONS

The facilitation of the Joint Headquarters collaboration will enable closer working with a key partner, Nottinghamshire Police. The colocation has already enabled closer working between personnel and will enable further opportunities to be explored under the new Community Risk Management Plan, 2022-25.

10. RECOMMENDATIONS

That Members note the progress of the Joint Headquarters programme.

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

None.

John Buckley
CHIEF FIRE OFFICER