



NOTTINGHAMSHIRE
Fire & Rescue Service
Creating Safer Communities

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

POST DELETIONS – PRINCE’S TRUST

Report of the Chief Fire Officer

Date: 30 January 2015

Purpose of Report:

To recommend permanent deletions to the non uniformed establishment arising from a re-structuring of the Prince’s Trust team.

CONTACT OFFICER

Name : Craig Parkin
Assistant Chief Fire Officer

Tel : 0115 067 0880

Email : craig.parkin@notts-fire.gov.uk

Media Enquiries Contact : Bridget Aherne
(0115) 967 0880 bridget.aherne@notts-fire.gov.uk

1. BACKGROUND

At its meeting on 25 April 2014, the Policy and Strategy Committee agreed to a reduction in the number of funded positions within the Prince's Trust team as a result of the re-structuring the funding model and introduction of partnership arrangements with Nottinghamshire Police.

2. REPORT

- 2.1 The Service has worked with the Prince's Trust for a number of years in a highly successful partnership, providing training and work placements for young people aged 16-24, with the aim of developing key life and work skills. Many of the young people supported through this programme have gone on to find permanent employment or to gain entry into full-time education. The scheme forms part of the Authority's commitment to work within the community and with partner agencies.
- 2.2 The last year has seen a re-structuring of the funding model which provides income to the service to run Prince's Trust programmes and which has led to a reduction in funding received by the Service. This in turn led to a reduction in the number of funded positions for Team Leader and Support Officer roles who undertake the day-to-day running of the programmes.
- 2.3 Significant work has been undertaken by officers to maintain the current provision as far as possible, and to seek alternative funding providers. This has led to a new funding arrangement with West Nottinghamshire College and the development of a partnership with Nottinghamshire Police to provide seconded employees to undertake Team Leader and Support Officer roles.
- 2.4 The reduction in staffing numbers has been subject to extensive consultation with employees and trade union representatives, with the aim of mitigating the need to affect compulsory redundancies wherever possible.
- 2.5 In the event, a member of the team resigned to take up other employment and two voluntary redundancies were agreed which provided opportunities to maintain employment for existing team members. Members previously considered and agreed reports on 7th February and 11th July 2014 in respect of the voluntary redundancy applications.
- 2.6 To finalise this re-structuring process, the Committee is asked to formally recommend the deletion of two posts from the permanent establishment, as set out below:
 - Prince's Trust Team Leader;
 - Prince's Trust Support Officer.

3. FINANCIAL IMPLICATIONS

- 3.1 The removal of the Prince's Trust Team Leader from the establishment has resulted in a permanent saving of £34k. The permanent saving arising from the deletion of the Prince's Trust Support Worker post is £24k. Total savings are therefore £58k.
- 3.2 These savings have already been built into the 2015/16 budget, and have contributed to the elimination of the Prince's Trust activity deficit.

4. HUMAN RESOURCES AND LEARNING AND DEVELOPMENT IMPLICATIONS

Human resources implications are set out within the report.

5. EQUALITIES IMPLICATIONS

There are no equalities 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 re-structuring of the delivery model has safeguarded the immediate future of the Prince's Trust programme. However, it is acknowledged that work will need to continue to be undertaken to secure future funding and partnership arrangements to maintain the programme going forward.

9. RECOMMENDATIONS

That Members support the recommendation to permanently delete the roles of Prince's Trust Team Leader and a Prince's Trust Support Officer, and that this proposal is put forward for the agreement of the full Fire Authority.

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

None.

John Buckley
CHIEF FIRE OFFICER