



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

Date: 22 April 2016

Purpose of Report:

To update Members on the posts which have been re-designated during the period April 2015 – March 2016.

CONTACT OFFICER

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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 i.e. whole-time to support 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 2015 to March 2016 the following conversions have taken place:
 - 3 x Watch Manager (Fire Protection) roles converted to a non-uniform FP Inspecting Officer posts (Grade 6).
- 2.3 The conversion of Watch Manager (Fire Protection) roles forms part of a long-term strategy to reduce the number of uniformed roles undertaking statutory inspections and other non-statutory fire protection duties and resulted from a retirement. Within the FP team there are now 13 non-uniformed Inspecting Officers, 3 Fire Inspection and Arson Reduction roles and 1 role which provide advice to the business sector.
- 2.4 The application of the Fire Protection Competency Framework for Business Fire Safety Regulators ensures a common standard for the training of Fire Safety Inspectors and provides a professional framework for the development of both uniformed and non-uniformed employees in Fire Protection roles.

3. FINANCIAL IMPLICATIONS

The conversion of a Watch Manager post to a Fire Inspector post has released a budget saving of £14,157 per post. This saving has been built into the 2016/17 budget.

4. HUMAN RESOURCES AND LEARNING AND DEVELOPMENT IMPLICATIONS

- 4.1 The conversion of the Watch Manager roles have resulted from retirements within the Fire Protection team.
- 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

John Buckley
CHIEF FIRE OFFICER