



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: 11 April 2014

Purpose of Report:

To update Members on the posts which have been re-designated during the period April 2013 – March 2014.

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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. wholetime to non-uniformed 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 2013 to March 2014 the following conversions have taken place:
 - (i) Watch Manager (Fire Protection) role converted to a non uniform FP Inspecting Officer post (Grade 6).
- 2.3 The conversion of Watch Manager (Fire Protection) role 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 six non-uniformed Inspecting Officers, four Fire Inspection and Arson Reduction roles and two roles which provide advice to the business sector.
- 2.4 A new Fire Protection Competency Framework for Business Fire Safety Regulators will be implemented during 2014, which will ensure a common standard for the training of Fire Safety Inspectors and will provide 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 £11,333. This saving has been built into the 2014/15 budget.

4. HUMAN RESOURCES AND LEARNING AND DEVELOPMENT IMPLICATIONS

- 4.1 The conversion of the Watch Manager role has resulted from a retirement 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 equalities implications arising directly from this report.

6. CRIME AND DISORDER IMPLICATIONS

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

7. LEGAL IMPLICATIONS

There are no legal implications arising directly 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 effect efficiencies and to address risk.

9. RECOMMENDATIONS

It is recommended that Members note the contents of this report.

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

None.

John Buckley
CHIEF FIRE OFFICER