



NOTTINGHAMSHIRE
Fire & Rescue Service
Creating Safer Communities

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

CORPORATE GAMES 2017

Report of the Chief Fire Officer

Date: 21 April 2017

Purpose of Report:

To provide Members with an overview of the Corporate Games 2017 and seek support to engage with the Games.

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1. BACKGROUND

- 1.1 The United Kingdom (UK) Corporate Games is a multisport festival for organisations, businesses, corporations and institutions and is part of a worldwide initiative. This year the Games will be held on 6-9 July in Nottingham.
- 1.2 The Secretary of Nottinghamshire Fire and Rescue Service's Sports and Athletics Association (NFRSSAA) received an approach from the Games organisers and a presentation on the Games was arranged for the Strategic Leadership Team (SLT) to gain support.
- 1.3 Many organisations are signed up already for the Games, including Nottingham City Council with more organisations signing up daily, it is anticipated that in excess of 5000 competitors will compete over the weekend.
- 1.4 The Games seeks to enable organisations to capitalise on the benefits of taking part, these benefits include:
 - Create employee confidence, loyalty and team spirit;
 - Increased name and reputation;
 - Develop contacts with leaders and representatives of other organisations;
 - Reach new sectors;
 - Provide real incentive programmes;
 - Experience the ultimate mix of sport, business and tourism.

2. REPORT

- 2.1 Following the Corporate Games 2017 presentation to SLT, the principle of supporting employees was unanimously endorsed as it was seen as an ideal method to engage with employees across the organisation to compete in events for which they will have a personal interest.
- 2.2 Members will be well aware of the Authority's strong track record in supporting the health and well-being agenda for the organisation and wider community in the delivery of services, and the Games is seen as an opportunity to continue that commitment. The support for employees reinforces commitment to maintain a motivated and engaged workforce and encourages a reward ethos that can sometimes be difficult to deliver.
- 2.3 Given the range of entrants to the Games, this offers a platform to develop relationships with other organisations and demonstrate the Service as a role model by targeting the Games for positive action, the Organisational Development Team can seek to exploit such opportunities, with the Communications Team maximising coverage prior to, during and post the Games, for example, within the Service's newsletter.

- 2.4 The Service's Community Safety Team can ensure a presence to communicate key messages and engage businesses taking part, for example, the business advocate would be well placed to offer support on how this could be achieved.
- 2.5 Competitor applications are accepted on a first come, first served basis and registration closes on 14 June. With this in mind it is planned that the Service advertise the Games as soon as possible to give employees time to register an interest and for the funding to be put in place.
- 2.6 The Games operate from a different city each year and as these are to be held in Nottingham it reduces the cost for employees to engage, but may also be an opportunity for the Service to have future engagement, but on a more limited basis. Other fire and rescue services are being invited to attend and this may increase the fire sector competitive nature to the Games.

3. FINANCIAL IMPLICATIONS

- 3.1 Individual fees are £50 plus VAT and it is proposed that NFRSSAA and the Service contribute £20 each and the individual makes up the difference. Where teams are entered this figure may vary and activities such as Golf require further funding to cover green fees, these are for the individual to cover.
- 3.2 NFRSSAA is planning to fund an upper limit of 100 applicants, it should be noted that the NFRSSAA is set up to fund its members, so non-members would either require the Service or the individual themselves to make up the shortfall. The NFRSSAA would fully welcome and encourage employees to become members as part of a wider recruitment drive and would therefore be able to part fund these employees also.
- 3.3 The Corporate Games approach has clearly fallen outside of the normal budget planning process, however, the 'organisational development' budget is highlighted as the most appropriate to support this initiative as the event is cross cutting to the wider Service's agenda to support employees wishing to engage in the Games. The funding required for this approach is £5k approximately and the impact of using the identified budget for ongoing works will be monitored throughout the year.
- 3.4 Payment of fees may mean the Service pay the full amount, with the NFRSSAA paying their contribution direct to the Service as this is seen as a simpler method to engage with the Corporate Games organisers. A similar approach may prove beneficial for Service employees also, accepting this will create some demand upon the Services resources to administer.

4. HUMAN RESOURCES AND LEARNING AND DEVELOPMENT IMPLICATIONS

- 4.1 Given individuals may be taking part in active sports, this may lead to injuries that may have implications eg: management of staff absence – however, encouraging participation fully supports the Authority’s approach to the health and well-being of NFRS employees. The Service has a diverse range of employee support to deal with such implications from Occupational Health and fitness to managerial policies that cover such eventualities.
- 4.2 The Games will provide the ability to showcase the Service, for example, at registration events the Service should engage in positive action to attract underrepresented groups to consider the fire and rescue service as a career of choice. Given the likely number of competitors this is seen as a major positive to financially invest in our employees and potentially attract the employees of the future.

5. EQUALITIES IMPLICATIONS

An equality impact assessment has not been undertaken because this report does not amend existing policy or service provision.

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 Risk clearly arises from supporting employees outside of the workplace in terms of organisational reputation, however, given their high profile, level of co-ordination in the Games and anticipated enthusiasm of individuals, this is not seen to be a high risk and would not preclude support.
- 8.2 Injuries can occur when competing in any sport, it is anticipated that this risk is mitigated by those competing in sports potentially do so routinely in everyday life. These are also professionally organised Games, therefore having a range of risk control measures, including supervision, medical support and organisational experience.
- 8.3 The Service’s Risk Manager has been asked to look over the arrangements and advise of any recommended additional control measures that may be appropriate and proportionate to address any areas of residual risk.

9. COLLABORATION IMPLICATIONS

Collaborative opportunity exists within the organisation, between the Service, NFRSSAA and the wider workforce in promoting and supporting engagement with the Corporate Games and this report recommends taking that opportunity to emphasise positive relationships and support the well-being of employees.

10. RECOMMENDATIONS

That Members support the Service's engagement with the Corporate Games 2017.

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

None.

John Buckley
CHIEF FIRE OFFICER