



NOTTINGHAMSHIRE
Fire & Rescue Service
Creating Safer Communities

Nottinghamshire and City of Nottingham
Fire and Rescue Authority
Community Safety Committee

RETAINED DUTY SYSTEM SUPPORT

Report of the Chief Fire Officer

Date: 30 June 2017

Purpose of Report:

To update Members on the governance arrangements for the support of Retained Duty System staff.

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1. BACKGROUND

- 1.1 Nottinghamshire Fire and Rescue Service currently employs 257 Retained Duty System (RDS) personnel as part of its delivery of services to communities.
- 1.2 Throughout the last two years, the Service has facilitated an on-call review (OCR) which has aimed to develop and support the RDS. This review has seen a number of developments across the duty system and has focused on the recruitment, retention and availability of personnel.
- 1.3 In the Chief Fire Officer's 'Sustainability Strategy for 2020' paper presented to the Fire Authority in February 2016, it is highlighted how the Service will be required to invest in the RDS and utilise them for service delivery, to a greater extent in coming years.

2. REPORT

- 2.1 In order to support the continued development and sustainability of the RDS, it is important that the Service has appropriate structures in place to offer the required governance, support and focus. The establishment of the OCR has allowed the Service to prioritise areas of development for the RDS, however, as a project, this role has a temporary life-span and limited scope to achieve its objectives.
- 2.2 The structure of the OCR is a productive one, with representation from departments, the workforce and representative bodies, however there is a view that this is a review at a moment in time and not a continuous work stream to support the RDS. Therefore, the establishment of a 'Sustainability of On-Call Group' (SoOC) has been adopted.
- 2.3 This group replaces the role of the OCR, but is now an established body within the Service, with appropriate governance and responsibility of continually developing the RDS. The SoOC group reports to the Service Delivery Area Manager and has adopted the current structure and establishment of the OCR, but with a wider remit of representing the RDS in terms of policy and procedural change, Service development and service delivery.
- 2.4 The formation of this group has seen the Group Manager Service Delivery, Chair of the SoOC group, adopt the formal role of governance for RDS development. Existing management duties for day-to-day management remain with district teams.
- 2.5 The continued development and success of the RDS within the Service is of paramount importance and to ensure this is sustained and realised, the RDS require a focus and level of support which has not previously been present in the Service. This requires a level of investment in the RDS, which was identified by the Chief Fire Officer in the 'Sustainability Strategy for 2020' but

has yet to be fully realised in the Service, and will require both a financial, time and capacity investment.

- 2.6 Future developments for support to RDS staff include expanding the use of 'liaison' roles to assist existing RDS Watch Managers with the availability of RDS appliances, production of local training plans, development of staff, support for delivery of specialist technical training and recruitment of new staff.

3. FINANCIAL IMPLICATIONS

Financial implications may arise from the implementation of Paragraph 2.7 above which will be subject to inclusion and approval within future budgets. Any other arrangements will be contained within existing budgets.

4. HUMAN RESOURCES AND LEARNING AND DEVELOPMENT IMPLICATIONS

The provision of this structure within the organisation will assist in a number of human resources and learning and development considerations in the future, these include but are not limited to, recruitment, retention, policies, procedure and training.

5. EQUALITIES IMPLICATIONS

An equality impact assessment has been undertaken and the implications are identified as being positive for the workforce (RDS) as the Service aims to make the duty system a robust and sustainable provision of service delivery.

6. CRIME AND DISORDER IMPLICATIONS

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

7. LEGAL IMPLICATIONS

The support of RDS staff contributes to the Authority's risk management obligation and the effective provision of response services in accordance with the Integrated Risk Management Plan.

8. RISK MANAGEMENT IMPLICATIONS

- 8.1 The provisions in this report will help to mitigate the corporate risk of workforce sustainability, as identified in the Corporate Risk Register, through supporting the RDS workforce in terms of training, recruitment and retention.
- 8.2 The long-term investment in the RDS will also ensure that the Service has a thorough and robust on-call provision.

9. COLLABORATION IMPLICATIONS

- 9.1 The Service is represented on the National Fire Chiefs' Council On-Call Firefighter Group which assists in collaborative working and information sharing.
- 9.2 Work streams from the SoOC Group will involve the exploration of regional working with other fire and rescue services to deliver collaborative projects. This will relate to the areas of recruitment and training.

10. RECOMMENDATIONS

That Members note the contents of this report and endorse the Service's approach to governance and support for Retained Duty System staff.

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

None

John Buckley
CHIEF FIRE OFFICER