

AGENDA ITEM:

REPORT TO:	MERSEYSIDE FIRE & RESCUE AUTHORITY
DATE:	17TH SEPTEMBER 2009
REPORT NO.	CFO/202/09
REPORTING OFFICER:	CHIEF FIRE OFFICER
CONTACT OFFICER:	MIKE HAGEN, DEPUTY CHIEF FIRE OFFICER, EXTN. 4104
OFFICERS CONSULTED:	
SUBJECT:	STAFFING REVIEW OF THE MOBILISING AND COMMUNICATIONS CENTRE (MACC)

THERE ARE NO APPENDICES TO THIS REPORT

Purpose of Report

1. Members are asked to authorise a review of the staffing arrangements in MACC in the wider context of the significant number and expressions of interest in Voluntary Early Retirement (VER) and Voluntary Redundancy (VR) and the Out of Scope Activities in relation to the Regional Control.

Recommendation

2. That Members agree to review the staffing arrangements with an expectation that the number of staff employed will reduce which will facilitate a VER/VR expectation.

Introduction & Background

3. Members have previously agreed that expressions of interest in VER/VR by staff will be considered against individual business cases. In the case of MACC staff, however, any such business case is likely to 'fail' as the current staffing arrangements (7 on duty from a watch strength of 10) restrict the Authority's ability to release staff and not replace them (the essence of any business case).
4. The recent VER/VR initiative has resulted in a significant number of MACC staff expressing an interest in such a scheme. This is not surprising given the age/career profile of some staff and the uncertainties surrounding the new Regional Control. As part of Members' approach to supporting staff, it is felt likely that VER/VR requests would be considered sympathetically. The staffing arrangements in MACC were last reviewed in 2006 so it is timely that they should be considered again with the benefit of the most up to date activity. It should be clear, however, that given the reduction in incident volume, such a

review is likely to propose a reduction in staffing members whilst still maintaining the very high performance levels.

5. It is also timely when considering the transition to Regional Control the 'Out of Scope Activities' – those activities currently undertaken by MACC that will not transfer as a function of the RCC – need to be considered in terms of how they will be carried out outside of MACC. This should realise some efficiencies within MACC.

Equality & Diversity Implications

6. Any proposed staffing changes will consider all relevant employment law and meet the values of the Authority.

Financial Implications & Value for Money

7. The review should produce savings for the Authority and support individual business cases around VER/VR. Any future report will consider the implications vis-à-vis Regional Control.

Health & Safety and Environmental Implications

8. No implications.

Contribution to Achieving the Vision:

“To Make Merseyside a Safer, Stronger, Healthier Community”

9. An efficient, effective MACC contributes to achieving our vision.