

Merseyside Fire and Rescue Service

Equality Impact Assessment

Title of policy:	Review of Staffing System at Marine Rescue Unit
Department:	Marine Rescue Unit/Operational Preparedness
Date:	08/03/11

You identified this policy as needing a full Equality Impact Assessment (EIA). You should complete sections 1 – 5 below (where appropriate) before sending to DiversityTeam@merseyfire.gov.uk for inclusion on the next DAG meeting agenda.

1: Identify the aims and purpose of the policy

This should identify “the legitimate aim” of the policy (there may be more than one)

The purpose of this EIA is to consider the reduction of the number of personnel employed by the Authority at the Marine Rescue Unit in order to meet the savings target as agreed by MFRA. This is due to the reduced funding to MFRA through the Governments spending review.

To retain the current skills, service and abilities of core members of staff in a fair and objective way.

2: Identify the individuals and organisations who are likely to have an interest in, or be affected by the policy.

This should identify the persons/organisations who may need to be consulted about the policy or procedure and its outcomes (There may be more than one)

This procedure applies to all personnel employed at the Marine Rescue Unit. It has been agreed by ELT and will be ratified by the Fire Authority. Consultation will be held with relevant representative bodies and the individuals' involved.

The Identified groups are:

Merseyside Fire and Rescue Authority,
Executive Leadership Team,
Corporate Leadership Team,
Fire Brigades Union
Individuals at the MRU.

3. Monitoring

Summarise the findings of any monitoring data you have considered regarding this policy. This could include data which shows whether the policy is having the desired outcomes and also its impact on members of different equality groups.

There will be no impact on any one particular equality group due to all personnel within the Marine Rescue Unit being given the same opportunity to apply for the available posts.

4: Research

*Summarise the findings of any research you have considered regarding this policy.
This could include quantitative data and qualitative information; anything you have obtained from other sources e.g. CFA/CLG guidance, other FRSS, etc*

Analysis of historical data has been carried out by various departments within MFRS to assist in determining the most efficient staffing system at the Marine Rescue Unit.

The analysis of activity shows two discernable peaks between 1100hrs and 1200hrs and 1600hrs and 1700hrs.

Overall the greatest likelihood of a mobilisation occurs between 0800hrs and 2200hrs each day.

The MRT have averaged a total of 69 incident responses per year over the period 1st April 2008 – 31st January 2011. Of these incidents around 25 involve a risk to life and may result in a rescue.

The timing and distribution of these mobilisations can be accurately predicted across the year.

Time and Resource Management have reviewed various staffing models and systems that are utilised in a wide range of employment whilst determining this shift pattern.

5. Consultation

Summarise the opinions of any consultation. Who was consulted and how? (This should include reference to people and organisations identified in section 2 above) Outline any plans to inform consultees of the results of the consultation

This procedure will be consulted on with all relevant Trade Unions and individuals as identified in Section 2. The Service has a clear consultation strategy which will be adhered to so as to facilitate Trade Union input.

6. Conclusions

Taking into account the results of the monitoring, research and consultation, set out how the policy impacts or could impact on people from the following protected groups? (Include positive and/or negative impacts)

6.1 Age:

All personnel who are currently employed at the MRU will be given the opportunity to seek a voluntary severance package. All personnel who do not take up this option will fall within the selection process and will receive the same opportunity to apply for one of the available posts. No external personnel will be considered for the posts.

The proposed changes to the duty system will have no impact on Age considerations.

6.2 Disability:

Same as 6.1 with reference to disability.

6.3 Gender:

Same as 6.1 with reference to Gender.

6.4 Race:

Same as 6.1 with reference to Race.

6.5 Religion or Belief:

Same as 6.1 with reference to Religion or Belief.

6.6 Sexual Orientation:

Same as 6.1 with reference to Sexual Orientation.

7. Decisions

If the policy will have a negative impact on members of one or more of the protected groups, explain how the policy will change or why it is to continue in the same way.

If no changes are proposed, the policy needs to be objectively justified as being an appropriate and necessary means of achieving the legitimate aim set out in 1 above.

The redundancy procedure provides a transparent and understandable framework within the current legislative procedures, to facilitate the termination of Fire Service Employees on the ground of Voluntary or Compulsory Redundancy.

It provides clear consultation protocol and timescales for clarity of any employee who becomes involved in this process, and provided the ability for the Authority to compensate in excess of the National Regulations.

In respect of the groups identified in Section 6, none of them will form part of the selection process for personnel at the Marine Rescue Unit.

8. Equality Improvement Plan

List any changes to our policies or procedures that need to be included in the Equality Action Plan/Service Plan.

Action Planned	Responsibility of	Completed by
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