

REPORT TO:	MERSEYSIDE FIRE AND RESCUE AUTHORITY
DATE:	04TH DECEMBER 2012
REPORT NO.	CFO/ 161 /12
REPORTING OFFICER:	CHIEF FIRE OFFICER
CONTACT OFFICER:	CHIEF FIRE OFFICER
OFFICERS CONSULTED:	STRATEGIC MANAGEMENT GROUP
SUBJECT:	RESTRUCTURE OF COMMUNITY FIRE PREVENTION MANAGEMENT.

THERE ARE NO APPENDICES TO THIS REPORT

Purpose of Report

1. To request that Members note the staffing arrangements put in place by the Chief Fire Officer to facilitate the management of Community Fire Prevention following staff reductions as a result of voluntary severance.

Recommendation

2. That Members note the restructure.

Introduction & Background

3. Currently there are a number of vacancies and savings in Community Fire Prevention team due to recent Voluntary Severance and Voluntary Early Retirement (VS/VER).
4. To fulfil the requirements of the Community Fire Prevention functional delivery plan for 2012/13 the management team was restructured to take account of VS/VER. This resulted in a trial restructure from May 2012 at no net cost.
5. The restructure included the provision of a Group Manager and a Station Manager A who report to the Area Manager for Prevention and Protection who have central responsibility for all aspects of prevention including Home Safety, Road Safety, Arson/AntiSocial Behaviour, Youth Engagement and Incident Investigation.
6. As a result the Chief Fire Officer has taken the decision to temporary promote candidates from the Group and Station Manager Assessment and Development Centres in to the Group Manager and Station Manager role.
7. The flexible elements of the roles provide additional support and resilience to the newly formed Operational Assurance Team.

8. Following the trial the Chief Fire Officer has considered the needs of the department in light of the current financial environment and has identified that the “Pilot” structure should be made permanent.

Equality & Diversity Implications

9. There are no Equality and Diversity implications contained within this report.

Staff Implications

10. The restructure of Community Fire Prevention provides an opportunity to support the professional development of two of our staff whilst maintaining the necessary levels of supervision and management.

Legal Implications

11. There are no legal implications contained within this report.

Financial Implications & Value for Money

12. The expansion of the roles as described within this report will be contained within existing budgets.
13. The Group Manager B costs will be met by the transfer of a Watch Manager B post from the Resource and Resilience team with a net shortfall of £28,816.
14. The Station Manager A (Non flexi) costs will be met from a Watch Manager B post from the Prevention Team with a net shortfall of £3,243.
15. The total net shortfall is £32,059 and will be contained within existing budgets because of savings from VS/VER.

Risk Management, Health & Safety, and Environmental Implications

16. The appointment of a Community Fire Prevention Manager will ensure that the risks associated with home safety, road safety, arson/antisocial behaviour, youth engagement and incident investigation are managed effectively.

Contribution to Achieving Our Mission:

“Safer, Stronger Communities, Safe, Effective Firefighters”

17. The primary objective of Community Fire Prevention is to manage risk in the homes and communities of Merseyside thus contributing to our mission.

Glossary of Terms

VS/VER Voluntary Severance/Voluntary Early Redundancy