

AGENDA ITEM:

REPORT TO:	MERSEYSIDE FIRE & RESCUE AUTHORITY
DATE:	17th SEPTEMBER 2009
REPORT NO.	CFO/218/09
REPORTING OFFICER:	CHIEF FIRE OFFICER
CONTACT OFFICER:	DEB APPLETON, DIRECTOR OF STRATEGY AND MEMBER DEVELOPMENT, EXTN. 4402 AREA MANAGER STEPHENS, DIRECTOR OF SAFETY CULTURE AND COMPLIANCE, EXTN. 4315
OFFICERS CONSULTED:	DIRECTOR OF COMMUNITY SAFETY DIRECTOR OF PERFORMANCE AND VALUES
SUBJECT:	BUDGET SAVINGS - REVIEW OF MANAGEMENT STRUCTURES

THERE ARE NO APPENDICES TO THIS REPORT

Purpose of Report

1. To advise Members of the outcomes of a review into Management Structures undertaken in order to meet the budget agreed by Members on 26th February and to request approval of the revised structure, subject to a further report detailing the outcomes of the consultation process with the representative bodies.

Recommendation

2. That Members approve the revised Management Structure as proposed within this report, subject to a further report detailing the outcomes of the consultation process with representative bodies.

Introduction & Background

3. From an operational cover and corporate responsibility perspective, there is an opportunity to provide the same level of Officer availability from a reduced number of uniformed managers.
4. At present there are 24 established Station Manager posts. The current level of Station Manager operational cover provision is 4 Station Managers available for operational response at all times. A number of existing Station Managers have agreed to work flexibly with the outcome that it is possible to achieve the required levels of Station Manager cover with 20 Station Managers.

5. Following consultation between the Area Managers it has been identified that 4 established Station Manager posts could be deleted with the workloads absorbed within the existing structures. The posts identified for deletion are 2 District Liaison Officers within the Community Safety Directorate, 1 District Based Station Manager within the Performance and Values Directorate and 1 Station Manager within the Safety, Culture and Compliance Directorate.
6. It should be noted that this arrangement maintains existing Officer availability set against a previous assessment of requirements for Officer cover (1 Area Manager, 2 Group Managers and 4 Station Managers) that has previously been agreed by the FRA. A review of Area Manager provision has also been carried out and the outcomes of that review will be included as part of a separate report included elsewhere on this agenda.
7. Any reductions in Managerial posts will be achieved by normal retirements.

Equality & Diversity Implications

8. None contained within this report.

Financial Implications & Value for Money

9. Implementation of this proposal realises a saving of £250,000 per annum. There are no additional costs associated with the redistribution of Station Manager posts as these have been addressed by departmental restructures. The remainder of the £400,000 savings target set within the Authority budget for the review of the management structure will be the subject of a separate report. A failure to approve this proposal will require an additional £250,000 annual savings to be found elsewhere.

Health & Safety and Environmental Implications

10. None contained within this report.

Contribution to Achieving the Vision:

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

11. The provision of high performing Managers ensures that the highest levels of service delivery are maintained to the community of Merseyside.

BACKGROUND PAPERS

None.