



AGENDA ITEM: 11

NORTH WALES FIRE AND RESCUE AUTHORITY

20th June 2011

SUMMARY OF PROGRESS AGAINST INTERNAL REVIEWS

Report by Dawn Docx, Deputy Chief Fire Officer

Purpose of Report

- 1 This report is to update Members as to the progress of a number of internal reviews which directly contribute to the Fire and Rescue Authority's Resource Strategy Objectives for 2011/12.

Introduction

- 2 In North Wales Fire and Rescue Authority's combined Risk Reduction and Improvement Plan there are three resource strategy objectives, two of which are "To change aspects of the organisation's structure and ways of operating" and "To review and improve internal business processes".
- 3 These were to be achieved by carrying out a number of reviews and implementing new ways of working. Examples of those proposed reviews and changes were:
 - i) implementing the new officer cover structure;
 - ii) introducing new ways of delivering the legislative fire safety function;
 - iii) reviewing the support staff function;
 - iv) re-designing the operational support and development function;
 - v) re-designing the training, development and learning function.
- 4 It is self evident that the outcomes from many of these reviews are interconnected.

Information

- 5 Formal consultation with the representative bodies concluded in January 2011 with an agreement as to the number of posts to be removed from the original establishment and the distribution of the remaining posts.
- 6 Professional discussions took place between all operational middle managers and the Chief Fire Officer and Deputy Chief Officer in order to allocate posts and to assist with succession planning.
- 7 At the same time preparatory work for the change in structure was carried out and led by the four Area Managers as part of an implementation group which was chaired by ACFO Simmons.
- 8 The new structure came into being on 1 April 2011. The operational benefits of the new structure will be monitored quarterly by the implementation group. The cashable savings of the restructure amounting to £450,000 will be monitored by the Executive Group.
- 9 The new Fire Safety structure which was piloted last year has now coalesced into the new structure which replaces operational posts with nine compliance officers on Green book (i.e support staff) terms and conditions.
- 10 A national training course has been identified and this will be used to develop the new compliance officers over a period of 18 months. The posts have now been advertised internally.
- 11 An administration review is currently underway alongside a six month trial of administrative support for Retained Duty System stations on Ynys Môn.
- 12 The review into the operational support department resulted in a restructure which aims to support the County based Response Managers, to enable them to have more time to concentrate on operational standards in their area.

- 13 Similarly, a review of the training department has produced changes which will provide for more specialist training support on stations at no additional cost.

Recommendation

- 14 Members are asked to note the progress to date against the Resource Strategy Objectives.