



Essex Police, Fire and Crime Commissioner Fire and Rescue Authority

Decision Report

Please ensure all sections below are completed

Report reference number: 016-21

Government security classification: Official-Sensitive

Title of report: Community Speed Watch - Recruitment

Area of county / stakeholders affected: ECFRS Community Speed Watch

Report by: W Newman

Date of report: 15 February 2021

Enquiries to: James Palmer & Will Newman

1. Purpose of the report

The purpose of this report is to seek agreement to recruit a Community Speed Watch (CSW) Co-ordinator. This is a role which sits under the management of ECFRS Prevention function. The role is part funded between ECFRS, Safer Essex Road Partnership (SERP) and the PFCC's office.

2. Recommendations

- To approve the request to recruit to the Community Speed Watch Co-ordinator Post, noting this is a Fixed Term Contract for 24 months.
- Funding for this post is within budget, however approval to recruit to this post is required due to the department being over establishment. ECFRS wishes to urgently recruit to this post to avoid any further delays.

1. Benefits of the proposal

The recruitment of the CSW Co-ordinator ensures a dedicated resource is in place to manage and oversee the work of Community Speed Watch Volunteers.

ECFRS recognises the importance of resuming this activity to ensure continuity of service delivery, to fulfil the Fire and Rescue Plan Priorities.

Recruitment to this post is necessary to support the delivery of the ECFRS Prevention Strategy.

3. Background and proposal

Recruiting to this post will mean that the Prevention department goes over establishment for the following reasons:

The previous CSW Coordinator post-holder resigned in October 2020 leaving a vacant post.

During October and November 2020, Essex Police developed and tabled a business case supported by all SERP Partners, to realign the Community Speed Watch Co-ordinator from ECFRS to Essex Police (EP). The EP proposal was scheduled for final agreement in December 2020. With the expectation in mind that the post was expected to be funded from EP, the post was removed from the 2021-2022 ECFRS budget.

However, in January 2021, a decision was made by EP not to progress the business case for the reallocation of the CSW Co-ordinator post to sit with them.

Therefore, in order that ECFRS can continue to deliver the function, there is a need to recruit a new CSW coordinator. As during the budget setting process for 2021-2022 the post was removed, in order to now recruit, we will go over establishment.

4. Alternative options considered and rejected

The EP Business Case, which was retracted in January 2021, explored the potential for the CSW Co-ordinator Post was to be repositioned to EP. This has not been progressed.

The CWS volunteers require a dedicated coordinator – this work cannot be covered by existing roles. Since October 2020, leaving the position vacant has been possible due to the cessation of CSW activity during the COVID lock-down periods.

5. Strategic priorities

This proposal supports the priorities outlined in the:

- Fire and Rescue Plan 2019-2024 of Improving Safety on our Roads
- Prevention Strategy 2020-2024
- SERP MOU
- SERP Vision Zero strategy

6. Operational implications

With the withdrawal of the EP Business Case, ECFRS will need to urgently recruit to this post.

7. Financial implications

The CSW Coordinator post has partnership funding for a further 24 months, however if agreed, this will mean there is a requirement for the Prevention Department to be over establishment.

The CSW Coordinator Post is part funded by the SERP partnership, The expected salary cost accounts for £27,041. Total cost including on-costs of the role are £35,342. The contribution required from ECFRS is £12,000 (1/3 of the total cost).

8. Legal implications

None identified.

9. Staffing implications

As detailed within the recommendation section, the Prevention Department requests the approval of the PFCC to increase the establishment to reaccommodate the CSW Coordinator Post.

10. Equality and Diversity implications

ECFRS is committed to best practice in terms of ensuring and increasing equality, diversity, and inclusion. All engagement and recruitment activity will be in line with ECFRS own policies and procedures in this respect.

11. Risks

As outlined in this paper, there is a risk of the inability to deliver the requirements outlined in the Prevention Strategy.

12. Governance Boards

ECFRS Service Leadership Team
SERP Strategic Board

13. Background papers

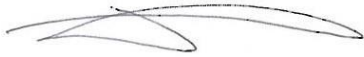
None.

Decision Process (016-21)

Step 1A - Chief Fire Officer Comments

(The Chief Fire Officer is asked in their capacity as the Head of Paid Service to comment on the proposal.)

The proposal as outlined above should be supported in order to fulfil existing commitments to keeping the people of Essex safe as part of SERP.



Sign: Date:.....25/2/21.....

Step 1B – Consultation with representative bodies

(The Chief Fire Officer is to set out the consultation that has been undertaken with the representative bodies)

This decision sheet is concerned with recruitment to an existing vacant post. There is no change to the term, conditions, or remit of the role therefore consultation on this matter is not deemed necessary.

Step 2 - Statutory Officer Review

The report will be reviewed by the Essex Police, Fire and Crime Commissioner Fire and Rescue Authority’s (“the Commissioner’s”) Monitoring Officer and Chief Finance Officer prior to review and sign off by the Commissioner or their Deputy.

Deputy Monitoring Officer

Sign: 

Print: Darren Horsman

Date: 3 March 2021

Chief Finance Officer

Sign: ... 

Print: ...Neil Cross.....

Date: 25/2/21

Step 3 - Publication

Is the report for publication? YES

If 'NO', please give reasons for non-publication (Where relevant, cite the security classification of the document(s). State 'none' if applicable)

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If the report is not for publication, the Monitoring Officer will decide if and how the public can be informed of the decision.

Step 4 - Redaction

If the report is for publication, is redaction required:

- 1 Of Decision Sheet NO
- 2 Of Appendix NO

If 'YES', please provide details of required redaction:

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Date redaction carried out:

If redaction is required, the Chief Finance Officer or the Monitoring Officer are to sign off that redaction has been completed.

Sign: Print:
.....

Date signed:

Step 5 - Decision by the Police, Fire and Crime Commissioner or Deputy Police, Fire and Crime Commissioner

I agree to the recommendations to this report:

Sign:  (PFCC)

Print: Roger Hirst
Date signed: 3 March 2021