



Essex Police, Fire and Crime Commissioner Fire and Rescue Authority

Decision Report

Please ensure all sections below are completed

Report reference number: 060-21

Government security classification Not protectively marked

Title of report: Use of Reserves - Funding a Group Manager – On Call

Area of county / stakeholders affected: Service wide

Report by : Colette Black, Director of People Services

Date of report: 5/8/21

Enquiries to: Colette Black, Director of People Services

1. Purpose of the report

To seek approval for the use of the on-call support reserve to fund the role of a dedicated Group Manager for a period of 12 months. The role is intended to support On-Call colleagues and to implement changes developed through the On-Call Development Programme (OCDP).

2. Recommendations

To approve the use of the On-Call Support budget to fund the recruitment of 1 x 12mth FTC Group Manager as detailed. The total amount of monies being requested from the reserve to fund the post is £81,588 (including on costs).

3. Benefits of the proposal

The benefits of this proposed post include:

- i. Better adoption of the changes being delivered by the OCDP.
- ii. Improved sense of value and recognition among On-Call colleagues through them feeling more supported and having their voice heard.

- iii. Improved representation of On-Call in Service policies, processes, and change activities.
- iv. Continued improvement in On-Call recruitment.
- v. Continued improvement in On-Call training offering, meeting the demand of current recruitment.
- vi. Consistency in the application of processes and policies within On-Call. In particular, an improved understanding in the application of the Working Time Regulations.
- vii. Improved understanding and reporting on On-Call budgets.

4. Background and proposal

The on-call development programme is working to change the way that we support and operate On-Call, including introducing innovative solutions to the challenge of daytime availability at some on-call stations and working approaches that are achievable, flexible and support a sustainable work/life balance.

As part of a recent programme review and strategy activity, the On-Call Development Programme Board are proposing the appointment of a dedicated Group Manager on a FTC period of 12 months to offer the additional capacity required to implement the changes. The role is to support On-Call colleagues, the embedding of the changes being delivered and the wider support to the OCDP.

5. Alternative options considered and rejected

The possibility of continuing to deliver the programme within existing resources, we believe, would not deliver the benefits outlined above.

6. Strategic priorities

The role aligns to the Fire and Rescue Plan; in particular the objective to help all of our communities, both urban and rural, to stay safe, with particular focus on the more rural communities where our On-Call stations tend to be placed geographically.

7. Operational implications

This post will increase resilience at Group Manager level and on our flexi-bank.

8. Financial implications

We have £400,000 of earmarked reserves set aside for "On-Call – Support". This reserve is to support the On Call Development Programme, specifically targeting an improvement in recruitment and retention initiatives within this duty system.

We are proposing that the costs of £81,588.00 associated with this proposal come out of this set aside budget for the OCDP. The remainder of the reserve remains to fund our On Call Liaison Officer posts.

Role	Salary	Flexi Duty Allowance – 20%	On-Cost Element – 30%	Required Budget
On-Call Group Manager (Grey Book) – 12months FTC	£52,300.00	£10,460.00	£18,828.00	£81,588.00
			Total	£81,588.00

9. Legal implications

There are no legal implications to this proposal.

10. Staffing implication

Appointment to this post will result in a Station Manager vacancy.

11. Equality and Diversity implications

Is this decision anticipated to have an impact on any of the following protected groups as defined within the Equality Act 2010:-

Race	No	Religion or belief	No
Sex	No	Gender reassignment	No
Age	No	Pregnancy & maternity	No
Disability	No	Marriage and Civil Partnership	No
Sexual orientation	No		

12. Risks

This proposal is a control measure in itself in order to mitigate the risk of failing to embed the changes being delivered under the OCPD. This additional role has been identified as a requirement to ensure that the programme can deliver its objectives and that the changes are adopted and are effective within On-Call.

There are no identified risks with this proposal.

13. Governance Boards

The Service Leadership Team Meeting of 13 July 2021.

The On Call Programme Board meeting of 17 March 2021.

14. Background papers


None.

Decision Process (060)

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.)

I am happy to support this proposal.



Sign:

Date: ...31 August 2021

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 role is the outcome of ongoing project work and no official consultation is required, all rep bodies have been kept up to date informally of the project work.

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.

Monitoring Officer

Sign: 

Print: Darren Horsman - Deputy MO

Date: 14.10.2021

Chief Finance Officer

Sign:



Neil Cross

Date: 31 August 2021

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 | YES/NO |

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

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Date redaction carried out:

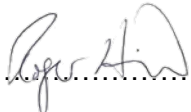
If redaction is required, the Chief Finance Officer or the Monitoring Officer are to sign off that redaction has been completed.

Sign: Print:

Date signed:

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

I agree the recommendations to this report:

Sign: 

Print: .Roger.Hirst..... Date signed: 21/10/2021.....