

12. Report from Policy and Resources Committee

Purpose of report

1. To inform the Authority of the proceedings of the Policy and Resources Committee Meeting held on 23 January 2013.
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Recommendation

The Policy and Resources Committee recommends that the Authority note the proceedings of the Committee meeting held on 23 January 2013.

Budget 2013/14 and Review of Medium Term Financial Plan (MTFP)

2. A report was considered that reviewed the current position in relation to budgets for 2013/14 and beyond and asked the Committee to make recommendations to the Fire and Rescue Authority.
3. A substantive report which makes recommendations to the Authority is included at agenda item number 7.

Development of Crewing Changes to Bromsgrove and Reduction in Watch Levels across the Service

4. A report was considered that informed the Policy and Resources Committee of progress towards the implementation of the changes to crewing and staffing at Bromsgrove Fire Station, aligned to the 2011/12 Integrated Risk Management Plan (IRMP) Recommendation 4.
5. The Chief Fire Officer commented that the changes to crewing at Bromsgrove and the reduction in watch levels had been agreed by the Authority on 7 June 2012. At that meeting it had been agreed to give an update on these two initiatives.
6. Members were advised that 11 out of the 18 posts identified to achieve watch reductions across the Service had been removed from the wholetime establishment. The remaining posts would be removed through natural loss within 2013.
7. With regard to the Day Crewing Plus (DCP) initiative a working group was established from whole time staff in Bromsgrove, management representatives, the Fire Brigades Union, retained staff and representatives from various departments.
8. The Working Group mainly considered accommodation, facilities and the level of remuneration for those working DCP. Staff would be required to perform 148

twelve hour day shifts per person per year to achieve their annual contracted hours with the Service offering a 25% pensionable allowance for working an additional on call element requiring approximately 133 twelve hour night shifts per firefighter. During night shifts staff would be on call only and could undertake personal activities during this time in the vicinity of the station and would be provided with appropriate rest and leisure facilities during this period. Furthermore it would be necessary for DCP staff to voluntarily opt out of the Working Time Directive based on the number of hours they average at work.

9. All existing staff at Bromsgrove had been consulted and it was anticipated that the new DCP crewing system would go live in spring 2014. Existing staff at Bromsgrove would be given the first opportunity to volunteer for DCP. Those staff not wishing to undertake DCP would be transferred to other alternative work locations but it could not be guaranteed that these would be their preferential alternative work location.
10. The DCP initiative and the watch reductions will ultimately realise anticipated revenue savings of circa £1m annually subject to the anticipated leavers and retirements within 2014.
11. The Policy and Resources Committee noted the content of the report.

Member Learning and Development Strategy

12. A report was considered that sought the views of the Policy and Resources Committee with regard to a 3 year strategy to drive forward the learning and development of Members.
13. A substantive report which makes recommendations to the Authority is included at agenda item number 11.

Joint Consultative Committee Update

14. A report was considered that informed the Policy and Resources Committee of the activities of the Joint Consultative Committee (JCC) since November 2012.
15. Members were advised of the items still under discussion and those items which had been closed.
16. At the JCC's next meeting the Authority's budget would be discussed and discussions would take place on the Medium Term Financial Plan. It was noted that so far dialogue on this matter had been very positive.
17. The Policy and Resources Committee noted the contents of the report.

Financial Considerations

| Consideration | Yes/No | Reference in Report i.e paragraph no. |
|---|--------|--|
| There are financial issues that require consideration | Yes | 2 - 9 |

Legal Considerations

| Consideration | Yes/No | Reference in Report i.e paragraph no. |
|---|--------|--|
| There are legal issues e.g. contractual and procurement, reputational issues that require consideration | No | 4 - 9 |

Additional Considerations

18. The table below sets out any additional issues arising from the proposals contained in this report and identifies the relevant paragraphs in the report where such issues are addressed.

| Consideration | Yes/No | Reference in Report i.e paragraph no. |
|--|--------|--|
| Resources (e.g. Assets, ICT, Human Resources, Training & Development, Sustainability). | No | 4 - 9 |
| Strategic Policy Links (e.g. IRMP, Authority Plan, Equality & Diversity, Partnerships, Environmental Impact). | No | 4 - 9 |
| Risk Management / Health & Safety (e.g. risk management and control measures, risk register score). | No | |
| Consultation with Representative Bodies | No | |

Supporting Information

Background papers – Agenda and Papers, Audit Committee, 16 January 2013.

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