

14. Review of Service's Organisational Structure

Purpose of Report

1. To seek Members' approval for the Chief Fire Officer to review the organisational structure of the Service.
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Recommendation

The Chief Fire Officer recommends that

- ***The Authority agrees to the Chief Fire Officer carrying out a 12 months' rolling review of the organisational structures of the Service.***
- ***The Authority instructs the Chief Fire Officer to present a paper(s) to the Authority containing any major proposed structural changes and once they have been through the appropriate consultation to seek Authority permission to implement.***

Background

2. The Service currently has structures based on four Directorates and three operational Districts. The current Directorates are Service Delivery, Service Support, Policy, Performance and Planning and Finance. The current Districts cover three geographical areas (West, South and North) based on Herefordshire, Malvern Hills; Worcester and Wychavon and Redditch, Bromsgrove and Wyre Forest. This structure continues to satisfy the organisational and operational needs of the Service although inevitably, as with any organisation, there will always be room for improvement.
3. Coupled to the existing potential for structural improvement is the current economic climate, which indicates that financial resources are likely to be reduced in the short and medium term. Should financial resources be reduced an avenue for seeking efficiencies would be within the structure of the organisation.
4. Taking into consideration the above two drivers for structural review, the Chief Fire Officer seeks the Authority's permission to carry out a rolling review of the organisational structures of the Service. Should any major changes be considered necessary, the Chief Fire Officer will bring a paper(s) back to the Authority to seek permission for the implementation of those changes.

Corporate Issues

4. The review of managerial structures does not impact on the organisation other than the Officer time in contributing to the review. The implementation of any subsequent recommendations will have an impact and as such any future Authority paper on the findings of the review will have a full impact assessment.

Contact Officer

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