

Agenda Item: Car Provision for Operational Middle Managers

Purpose of report

1. To seek agreement from SMB on the provision of cars for operational Group Commanders (GC) and Station Commanders (SC).

Recommendations

It is recommended that:

- (i) The Service continues to provide cars to each of the identified Flexible Duty Officer (FDS) posts on the establishment.
- (ii) The Service provides cars to the non-Flexible Duty Station Commander posts that are substantive in the structure until the identified posts are removed.
- (iii) Until the leases expire, the Service allocated the remaining existing cars to those staff currently under development for Flexible Duty roles.
- (iv) Once staff in the posts identified for removal have retired and existing vehicle leases have expired, the Service provides a total of 31 cars for use by operational middle managers - 28 for the FDS officers and 3 to provide resilience and development opportunities. (A reduction in 3 vehicles over existing provision).

Background

2. In September 2012 a structural reorganisation took place within the Service. This reorganisation resulted in an overall reduction of 3 Flexible Duty (FDS) Officer posts to leave a total of 28 FDS posts. This paper is to consider the implications on the number and distribution of cars to operational middle managers (Group and Station Commanders).

Findings

3. The reorganisation identified that it will take some time for the posts to become vacant through natural wastage; however the structure was implemented as of 1st September 2012.
4. This resulted in 4 posts being identified for removal (2 x Technical Fire Safety, 1 x Cluster Manager & 1 x Ops Policy) and the creation of the 8th Group Commander post leaving 28 FDS posts on the establishment.
5. It was determined that as these posts are currently occupied by FDS officers, they will remain in place until they retire (anticipated to be by the end of 2014).
6. Currently there are 3 posts in the structure that are being covered on a temporary basis whilst the Service waits for the natural wastage to occur (Wyre Forest, Training and Development Centre and Central Worcestershire). The personnel in these posts currently provide resilience to the FDS rota (but are not FDS) and are competent to attend incidents as a level 2 commander.

7. The restructure identified that a maximum of 28 FDS were needed to provide level 2 and 3 operational cover however, by permitting the posts identified for removal to remain on the structure until the post holders retire, this has created the need for 31 cars.
8. In addition to the removal of the FDS posts, the 4 Community Risk Manager posts were changed from Station Commander (A) to Watch Commander (B). This now means that there are no 'transition' posts available which can be used to prepare personnel for the FDS rota or to provide a pool of people that can provide resilience to the rota. Future FDS (substantive or temporary) will no longer come from the SC (A) roles but will come from the Watch Commander level and as such, suitable candidates will need to be developed and prepared for the role.
9. There are now 2 'development' Station Commander roles within the Service (Technical Fire Safety and PO Staff Officer). As these posts are not substantive on the structure, and are not FDS, they do not attract a vehicle but access to a car would allow personnel in these roles to develop in incident command at level 2.
10. The Service currently has 34 Landrover Freelanders as Group and Station Commander cars, 16 of which are leased (expire in 2014).

Conclusions

11. The Service is currently using 31 cars to cover the 28 FDS posts. Once the 3 posts identified on the re-structure are lost through natural wastage, this need will drop to 28 however, this does not allow any resilience or for staff development.
12. There are sufficient cars currently within the Service to meet the operational need and to provide resilience to the FDS rota.
13. There is a need to provide additional blue light response vehicles to facilitate the development of future FDS Officers.

Supporting Documentation

Appendix 1: Current Distribution of Cars to Operational Middle Managers

Financial Considerations

Consideration	Yes/No	Reference in Report i.e. paragraph no.
There are financial issues that require consideration	Yes	1(iv) & 11

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	

Additional Considerations

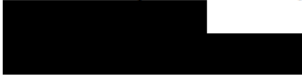
The table below sets out any additional issues arising from the proposals contained in this report and identifies the relevant paragraphs in the report where such issues are addressed.

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

Contact Officer

AC Keith Chance

Head of Operations Support



Appendix 1: Current Distribution of Cars to Operational Middle Managers

	Rank	Role	Name	Notes	Reg	Type	Location	No
1	GC B	North	Russell		VX10FSZ	LAND ROVER FREELAND	NORTH DIST.OFF.OPS.	0045
2	GC B	West	Ball		VX10FUA	LAND ROVER FREELAND	WEST DIST. OFF. OPS.	1107
3	GC B	South	Wills		VU11EOG	LAND ROVER FREELAND	SHQ FIRE SAFETY	1051
4	GC B	Intervention Support	Cadman		VU11EOH	LAND ROVER FREELAND	SHQ, OPS POLICY	1474
5	GC B	Technical Fire Safety	Cunningham		VX61HUA	LAND ROVER FREELAND	SHQ FIRE SAFETY	1105
6	GC B	Training & Development	Jordan		VX10FTK	LAND ROVER FREELAND	DROITWICH T&DC	0370
7	GC B	Equipment Support Group	Prust		VU11EOD	LAND ROVER FREELAND	OPS.LOGISTIC MALVERN	0046
8	GC B	Operational Assurance	Sherry		VX61HUY	LAND ROVER FREELAND	SHQ PPP	1838
9	SC B	Wyre Forest Cluster	CGB	George Marshall for CGB	VX10FTN	LAND ROVER FREELAND	NORTH D.O.FIRE SAFET	0031
10	SC B	North Worcestershire Cluster	Berry		VX61HUO	LAND ROVER FREELAND	NORTH DIST.OFF.OPS.	0386
11	SC B	Droitwich/USAR (Section 31 Funded)	Quinn		VU11EOF	LAND ROVER FREELAND	DROITWICH STN 26	1077
12	SC B	Technical Rescue (Section 31 Funded)	Fox		VX61HUZ	LAND ROVER FREELAND	DROITWICH USAR	1531
13	SC B	Worcester	Kempton		VX61HUJ	LAND ROVER FREELAND	WORCESTER STN 21	1350
14	SC B	South Worcestershire Cluster	Strutt		VX10FSY	LAND ROVER FREELAND	SOUTH DIST.OFF.OPS.	0373
15	SC B	Central Worcestershire Cluster	Pigott	Guy Palmer for Phil Major	VU11EOE	LAND ROVER FREELAND	TECH FS WEST	0182
16	SC B	Hereford	Bailey		VX61HUH	LAND ROVER FREELAND	HEREFORD STN 46	1678
17	SC B	North Herefordshire	Baker		VX61GKO	LAND ROVER FREELAND	WEST DIST. OFF. OPS.	WMFS1
18	SC B	South Herefordshire	Jay		VX10FTZ	LAND ROVER FREELAND	WEST DIST. OFF. OPS.	0392
19	SC B	Central Cluster	Lilwall		VX10FUD	LAND ROVER FREELAND	WEST DIST. OFF. OPS.	1747
20	SC B	TFS North	Jallands		VU11ENY	LAND ROVER FREELAND	SHQ, TECH FIRE SAFE	1038
21	SC B	TFS South	Williams		VX10FTV	LAND ROVER FREELAND	SHQ FIRE SAFETY	0172
22	SC B	TFS West	Butlin		VX10FTE	LAND ROVER FREELAND	SHQ, TECH FIRE SAFE	1048
23	SC B	Operational Policy	Holland		VX10FTJ	LAND ROVER FREELAND	SHQ, OPS POLICY	0376
24	SC B	PPP	Griffiths		VX10FTC	LAND ROVER FREELAND	SHQ PPP	1677
25	SC B	Training Centre Manager	Lown		VX10FTA	LAND ROVER FREELAND	DROITWICH T&DC	1290
26	SC B	Training Centre Manager	Moore	Stuart Crebbin for Adrian Moore	VU11EOA	LAND ROVER FREELAND	SHQ, OPS POLICY	0035
27	SC B	ESG	Thompson		VX61HUJ	LAND ROVER FREELAND	OPS.LOGISTIC MALVERN	0103
28	SC B	CFS	Haley		VX10FUE	LAND ROVER FREELAND	SHQ, TECH FIRE SAFE	1379
29	SCB	Temp TDC	Crebbin		VX10FUB	LAND ROVER FREELAND	OPS.LOGISTIC MALVERN	
30	SCB	Temp Wyre Forest	Marshall		VU11EOB	LAND ROVER FREELAND	NORTH DIST.OFF.OPS.	1047
31	SCB	Temp Central Worcs Cluster	Palmer	Has Phil Major's car	VX10FTD	LAND ROVER FREELAND	MALVERN STN 41	0227
32	SCB	PO Staff Officer (Development)	Sproat		VX61HUV	LAND ROVER FREELAND	SHQ OPERATIONS	1937
	SCB	TFS (Development)	Elliot					
33	ACB	Ops Support	Chance		VU11EOC	LAND ROVER FREELAND	SHQ OPERATIONS	0066
34			Fleet		VX10FTF	LAND ROVER FREELAND	OPS.LOGISTIC MALVERN	