

Rota Arrangements

All NJC conditions outside of the locally negotiated AC rota will apply to Area Commanders. Area Commanders will work a 42 hour week of positive hours Monday to Friday. When designated Duty AC, there will be no requirement to provide positive hours at weekends. A maximum of 48 positive hours per week averaged over a 17 week cycle will not be exceeded. Area Commanders will work flexibly to achieve this within the rota. Where operational response is required, appropriate compensatory breaks will be taken to ensure sufficient rest is achieved and they remain fit for duty.

Area Commanders working the AC rota will be responsible for taking leave and covering rota deficiencies to ensure that 1 Duty AC officer is available at all times. In each 3 week period, ample opportunity exists for leave to be taken.

Area Commanders working the AC rota will be required to adopt a flexible approach to covering short term deficiencies and provide cover as required. An element of self-rostering is necessary to achieve this and is reflected in the remuneration package which applies to the AC rota. Where unplanned longer term deficiencies occur through sickness etc, principal officers will make necessary arrangements to support the AC rota.

Operational Cover

Officers working the AC rota will when rostered as 'duty AC' be available for immediate operational response within the Service Area. At other times Area Commanders will work as required by their role within the Service.

Operational response will be determined by the Service's mobilising policy, or through discretion/professional judgement applied by the AC.

Area Commanders not designated Duty AC may be required to support Service events falling outside of office hours. This will be accommodated by the flexible approach required of the Area Commander rota.

Recall to duty arrangements applying to FDS officers may be utilised to provide additional operational support from Area Commanders, as per the locally determined recall to duty arrangements.

The Duty AC will oversee and coordinate all operational matters within the Service. Additionally the Duty AC will be the senior officer responsible for daily management of the Service's policies and procedures. Where necessary some of these functions will be undertaken in conjunction with the Service's Duty Principal Officer. On occasion, Area Commanders may be asked to undertake short term operational fire cover at Principal Officer level to cover deficiencies. All Area Commanders will maintain through appropriate training the necessary competencies to reflect this additional duty. Additionally, further officers may also maintain this competency in order for them to be able to undertake the AC rota.

Hereford & Worcester Fire and Rescue Service

Area Commander Rota arrangements

Effective from 1 January 2011

Introduction

This paper formalises the arrangements for the Area Commander (AC) rota which will be worked exclusively by the three Area Commander roles on the Service establishment.

The aim of the rota will be to provide senior officer cover with responsibility for overseeing and coordinating operational matters within the Service including incident response where appropriate. The rota will be separate to the Flexible Duty Officer rota groups comprising Station and Group Commanders.

The AC rota will provide an appropriate balance of office availability and operational cover. It will necessitate officers assigned to it to work a rota pattern which sits outside of the current NJC national Conditions of Service. As such the AC rota has been agreed through negotiation with the relevant Representative Bodies and will attract a remuneration package deemed appropriate to the requirements of the AC rota arrangements and level of responsibility.

AC Rota

Area Commanders will work a 3 week rota. Week 1 will comprise of 7 days of 24 hour operational cover as Duty AC, split between positive and standby hours, followed by 2 x 5 day weeks of positive hours only. Area Commanders will work an average of a 42 hour week of positive hours. Other hours will be worked as standby hours. Two weekends will consist of days where no formal cover is required (R). This is set out below:

| Week 1 | Mon | Tue | Wed | Thur | Fri | Sat | Sun |
|---------------|------------|------------|------------|-------------|------------|------------|------------|
| AC1 | Duty AC | Duty AC | Duty AC | Duty AC | Duty AC | Duty AC | Duty AC |
| AC2 | 8 | 8 | 8 | 8 | 8 | R | R |
| AC3 | 8 | 8 | 8 | 8 | 8 | R | R |
| | | | | | | | |
| Week 2 | | | | | | | |
| AC1 | 8 | 8 | 8 | 8 | 8 | R | R |
| AC2 | Duty AC | Duty AC | Duty AC | Duty AC | Duty AC | Duty AC | Duty AC |
| AC3 | 8 | 8 | 8 | 8 | 8 | R | R |
| | | | | | | | |
| Week 3 | | | | | | | |
| AC1 | 8 | 8 | 8 | 8 | 8 | R | R |
| AC2 | 8 | 8 | 8 | 8 | 8 | R | R |
| AC3 | Duty AC | Duty AC | Duty AC | Duty AC | Duty AC | Duty AC | Duty AC |