

## ***Delegated Decisions by Cabinet Member for Safer & Stronger Communities - Monday, 13 December 2010***

### ***Statement of Decision***

#### **Present:**

Cabinet Member for Safer & Stronger Communities : Councillor Judith Heathcoat

Officers:                    John Lloyd, Assistant Chief Fire Officer  
                                  Christine Stevenson, Business and Improvement Manager  
                                  S. whitehead (Chief Executive's Office)

### **Petitions and Public Address**

The following request to address the meeting had been agreed:

Item 4 - Conditions of Service/Remuneration Arrangements for Fire Fighters on the Retained Duty - System Watch Manager, Darran Gough OIC 01 Banbury retained fire crew

Mr Gough spoke in support of the continuation and development of the trial pay scheme. He believed that the scheme was of benefit to both crews and the organisation for a number of reasons: it allowed rotation of individuals to increase opportunities for development; improved the skill base; pump availability was improved; it supported and delivered the family friendly policies of the Council and was more equitable. His concerns to see the scheme continued were wider than financial aspects and related to the improvement of the Service. He stressed that it had worked best in stations that already had sufficient staff in post such as Banbury but that it did help to keep staff. He was aware of stations that wished to move to the trial scheme who had sufficient staff to make it work. He requested that the trial be continued for a further 12 months and emphasised that he had been enabled to develop and maintain the competence of the crew.

The Cabinet Member for Safer & Stronger Communities thanked Mr Gough for his input and recognised and thanked his commitment.

In response to questions from the Cabinet Member for Safer & Stronger Communities Mr Gough replied that the trial scheme aided individual development as there was no financial penalty to staff rotation. The watch pattern rotated well with a good balance of staff, giving more opportunities to the new and inexperienced officers.

# Conditions of Service/Remuneration Arrangements for Fire Fighters on the Retained Duty System

**Documentation considered:**

Report Conditions of Service/Remuneration Arrangements for Fire Fighters on the Retained Duty System

*A copy is attached to the signed copy of this decision.*

**Summary of representations in person**

Christine Stevenson, Business and Improvement Manager stated that following the trial in 8 stations there had been nothing to indicate that across the board the scheme was meeting its objectives. The recommendation was to end the trial from 31 March 2011 but to instruct the Chief Fire Officer to continue to explore how the schemes objectives could be addressed.

**Cabinet Member’s Comments**

Responding to a query from the Cabinet Member for Safer & Stronger Communities about the implications on finance of the scheme, Christine Stevenson replied that the additional pay was based on actual figures. Costs had been managed but she did not know the impact if rolled out to the rest of the Service.

The Cabinet Member for Safer & Stronger Communities commented that the report showed less support for the scheme than she would have expected. One station had made the scheme work for them.

The Cabinet Member for Safer & stronger Communities was advised that more support had been made available as referred to in paragraph 13 and that was why it was not possible to say that any improvement in availability was the result of the pay scheme.

**Decision**

Having regard to the arguments and options set out in the documentation before me, the representations made to me and the further considerations set out above, I confirm my decisions on this matter as follows:

To:

- a) require the Chief Fire Officer to end the pay trial with effect from 31 March 2011; and
- b) require the Chief Fire Officer to continue to explore ways in which Retained Duty System recruitment and retention can be improved.

Signed .....  
Cabinet Member for Safer & Stronger Communities

Date .....2010

# The Future of the South East Fire and Rescue Service's Regional Management Board

**Documentation considered:**

Report The Future of the South East Fire and Rescue Service's Regional Management Board

**Summary of representations in person**

John Lloyd, Assistant Chief fire Officer introduced the contents of the report.

**Cabinet Member's Comments**

The Cabinet Member for Safer & Stronger Communities indicated that she was aware of the background to the proposal and received confirmation that if agreed the arrangement would conclude at the end of the current financial year.

She noted that there was a need for some mechanism to remain in place and referred to important work that had been undertaken. Oxfordshire though a smaller Brigade had lead on improvements on work and protective wear.

**Decision**

Having regard to the arguments and options set out in the documentation before me, the representations made to me and the further considerations set out above, I confirm my decisions on this matter as follows:

To:

- (a) agree to support the closure of the South East Regional Management Board at the appropriate time; and
- (b) agree to support the use of a South East Fire Improvement Partnership (SEFIP) format in its place.

Signed .....  
Cabinet Member for Safer & Stronger Communities

Date .....2010