



# Committee report

Committee	<b>CABINET</b>
Date	<b>11 OCTOBER 2018</b>
Title	<b>IMPACT REPORT OF ALIGNING THE PERMANENT WHOLE-TIME FIREFIGHTER RESOURCE TO THE TIMES OF GREATEST DEMAND</b>
Report to	<b>CABINET MEMBER FOR COMMUNITY SAFETY AND PUBLIC PROTECTION</b>

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## EXECUTIVE SUMMARY

1. The purpose of this report is to provide an assessment of the impact from aligning the permanent, whole-time firefighter resource to the times of greatest service demand.

## BACKGROUND

2. On Monday 16 April 2018, the Cabinet agreed that the Isle of Wight Fire and Rescue Service (IWFRS) should align whole-time firefighter resources to the times of greatest demand, to improve the effectiveness and efficiency of the service and the levels of community safety.
3. It was further agreed that the Cabinet member for community safety and public protection should present an impact report in October 2018, setting out how the whole-time resources are to be aligned to meet the times of greatest demand for the service.
4. The final impact report is attached at Appendix A to this paper. The conclusions of that report are that the alignment of whole-time firefighter resources to the times of greatest service demand would improve the effectiveness and efficiency of the service. It also recognises that, making any changes to the shift system to achieve this output would be unsettling for some staff and therefore changes to the systems need to be done in consultation with the most affected individuals.

## STRATEGIC CONTEXT

5. The Fire and Rescue National Framework for England provides strategic direction to fire and rescue authorities. Authorities must produce an integrated risk management plan (IRMP) which sets out the objectives and priorities for the service to undertake the functions conferred on it by the Fire and Rescue Services Act 2004.
6. A review of the Service undertaken in 2017 found the current IRMP to be suitable and relevant.

7. The current IRMP recognised the significant difference in the number of incidents the IWFRS attends across a 24-hour period, and that this difference was not reflected in how the IWFRS allocates its emergency response resources.
8. Changing the shift system and the way staff are rostered will continue to ensure the most efficient use of our resources increasing the capacity for training, risk information gathering and prevention work – thus meeting Outcome 2 of the IRMP 'Matching resources to the levels of risk'.
9. Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) independently assesses the effectiveness and efficiency of police forces and fire & rescue services – in the public interest. HMICFRS inspected the IWFRS in July 2018. In preparation for this inspection it was identified that the current shift system was inefficient and that the provision of risk information for firefighters at an incident could be improved.

### CONCLUSIONS FROM SERVICE REVIEW

10. The service review confirmed the risk of fire on the Isle of Wight is low, and the findings were consistent with the findings used for the 2014 -2020 IRMP.
11. The service review concluded the current IRMP 2014-2020 remains relevant and suitable and by modifying the shift system firefighter availability and response times can be improved.
12. The impact of aligning the whole-time resource to the times of greatest demand is set out in Appendix A.

### CONSULTATION

13. Public consultation is not required to implement the recommendations in this paper.
14. As part of the investigation into the Impacts of the service review the Cabinet member has met with staff across the Island.

### FINANCIAL / BUDGET IMPLICATIONS

15. Since 2014 the IWFRS has, in common with the rest of the council, had to reduce its spending to align with the resources made available in the Medium Term Financial Strategy (MTFS). This has seen a 16.67 per cent reduction in the net budget from £7.44 million (2013/14) to £6.2 million (2017/18). This has been achieved through 'back office' reductions and sharing services in partnership with Hampshire Fire and Rescue Service (HFRS). To continue the improvements in its financial management the IWFRS has undertaken a service review which has looked at how it resources its core functions and makes the most efficient and effective use of its firefighters.
16. The financial capacity created by aligning the whole-time resource to the times of greatest demand could reduce the number of whole-time posts needed and achieve the savings requirement for the IWFRS.

## LEGAL IMPLICATIONS

17. Section 21 of the Fire and Rescue Services Act 2004 requires the secretary of state to prepare a Fire and Rescue National Framework which sets priorities and objectives for fire and rescue authorities in connection with the discharge of their functions. Fire and rescue authorities have a duty to have regard to the Fire and Rescue National Framework, and to produce an IRMP which identifies and assesses all foreseeable fire and rescue related risks that could affect its community.

## EQUALITY AND DIVERSITY

18. The council, as a public body, is required to meet its statutory obligations under the Equality Act 2010 to have due regard to eliminate unlawful discrimination, promote equal opportunities between people from different groups and to foster good relations between people who share a protected characteristic and people who do not share it. The protected characteristics are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

19. There are no adverse effects on individuals or groups of people with protected characteristics.

## OPTIONS

20. There are two options that Cabinet is asked to consider:

1. Reject the impact report and do not proceed with aligning the whole-time resources to the times of greatest demand.
2. Endorse the impact report and allow the Chief Fire Officer to align the whole-time resources to the times of greatest demand.

## RECOMMENDATION

Option 2 - Endorse the impact report and allow the Chief Fire Officer to align the whole-time resources to the times of greatest demand.

APPENDICES ATTACHED - [Appendix A](#) – Impact Report

BACKGROUND PAPERS - Integrated Risk Management Plan 2014 –2020

<https://www.iow.gov.uk/azservices/documents/2719-IRMP-2014-20-Final.pdf>

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