

WEST MIDLANDS FIRE AND RESCUE AUTHORITY

16 SEPTEMBER 2013

1. REVIEW OF THE PRINCIPAL MANAGEMENT STRUCTURE AND SUPPORT STAFF REPORTING DIRECTLY TO THE CHIEF FIRE OFFICER

Report of the Clerk to the Authority

RECOMMENDED

- 1.1 THAT the Acting Chief Fire Officer and the Clerk, in consultation with the Chair of the Authority, develop a scoping document for a review of the staffing structure and pay and conditions of service for principal officers, Assistant Chief Fire Officers, Directors, Deputy Chief Fire Officer and Chief Fire Officer which may consequentially include any direct support to these posts.

2. PURPOSE OF REPORT

- 2.1 This report seeks approval for scoping work that would facilitate a potential review of the principal management structure, roles and responsibilities and within that, pay and conditions.

3. BACKGROUND

- 3.1 The Authority's "The Plan" references several important challenges facing the Authority. The new Chief Fire Officer and the senior leadership and management within the Authority will need to effectively deal with those challenges. The context in which they will need to operate will be markedly different to what existed previously when these structures were robustly assessed previously.
- 3.2 Sir Ken Knight's report "Facing the Future" also picks up on the challenges and the different ways to achieve efficiencies.

- 3.3 It would be entirely proper to consider reviewing the principal management structure therefore to see how it can be redesigned so that it most effectively delivers “The Plan” whilst realising the necessary efficiencies.
- 3.4 As these are matters for the Authority, they need not await the appointment on a permanent basis to the post of the Chief Fire Officer. The recruitment would be on the basis of more certainty. To delay the review would hold back the Authority’s progress on these matters.

4. **EQUALITY IMPACT ASSESSMENT**

- 4.1 In preparing this report, an initial Equality Impact Assessment is not required and has not been carried out. The matters contained in this report will not lead to and/or do not relate to a policy change.

5. **LEGAL IMPLICATIONS**

- 5.1 The Authority has the power to approve any changes in staffing models, structures and pay and conditions of service, where there is a significant impact upon a group defined by one or more of the protected characteristics set out in the Equality Act 2010. It also grants approval of the staffing structure and pay and conditions of service for principal and statutory officers. The appointment of Chief Fire Officer, Deputy and Assistant Chief Fire Officers and Directors is delegated to the Appointments Committee.
- 5.2 The Executive Committee has within its terms of reference “To consider and make recommendations to the Authority on the conditions of service and salary of the posts of Chief Fire Officer, Deputy Chief Fire Officer and Assistant Chief Fire Officers and non-uniformed Directors.
- 5.3 The Appointments Committee’s role and functions include the substantive appointments of the Chief Fire Officer, Deputy Chief Fire Officer, Assistant Chief Fire Officers and non-uniformed Directors.
- 5.4 It is also intended that the Policy Planning Forum will be used to consult with members of the Authority with regard to the review.

- 5.5 The Acting Chief Fire Officer and Clerk will need some external support from organisations such as Chief Fire Officers Association and West Midlands Councils to develop and settle the scoping document. Such support will provide some independent assurance for members and also hopefully furnish some useful benchmarking data to inform the review.

6. **FINANCIAL IMPLICATIONS**

- 6.1 There are no significant financial implications arising directly out of this report, although external support to the Acting Chief Fire Officer and the Clerk in developing the scoping document is likely to have some small cost implications.

**N SHARMA
CLERK TO THE AUTHORITY**