

LANCASHIRE COMBINED FIRE AUTHORITY
PLANNING COMMITTEE

Meeting to be held on Thursday, 31 July 2008

**PROPOSED DISESTABLISHMENT OF RETAINED DUTY SYSTEM AT C52
FULWOOD
(Appendix 1 refers)**

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Executive Summary

Following the implementation of the Flexible Staffing Model and the introduction of the Mobile Fire Station as C52 Fulwood, it is now proposed that the Retained Duty System at C52 Fulwood is no longer required for operational cover purposes and should be disestablished.

Recommendation

The Committee is requested to consider approving that the proposal be submitted for consultation.

Information

The Retained Duty System (RDS) unit at C52 Fulwood was established as a means of supporting the crewing of the Control Unit/Canteen Van. However, as a result of the introduction of the new Mobile Fire Station in 2007, crewing levels as defined by the Flexible Staffing Model (see Appendix 1) now indicate that the need to maintain an RDS unit at C52 no longer exists and that the Mobile Fire Station at Fulwood can be staffed as at Blackburn and Lancaster Fire Stations, where the other two Mobile Fire Stations are based.

The retained unit at C52 Fulwood currently consists of three members whose current contracts provide for the following hours of cover:

- Firefighter 'A': 96 hours of cover per week
- Firefighter 'B': 120 hours of cover per week
- Firefighter 'C': 120 hours of cover per week

Within the current RDS salary framework, C52 Fulwood is located in the lowest activity banding level. Given that the arrangements at both Blackburn and Lancaster Fire Stations (where Mobile Fire Stations are based) are such that all appliance availability is maintained through the Service's flexible staffing model, it is entirely feasible for similar arrangements to exist at Fulwood Fire Station with no reduction in the Service's emergency response capability.

Consequently, it is proposed that the RDS unit at C52 Fulwood be disestablished and that the three affected staff be dealt with by similar arrangements that were employed for the recent disestablishment of pumping appliances at N14 Carnforth, E72 Great Harwood and B93 Barnoldswick.

Business Risk

No impact on emergency response capability

Environmental Impact

None

Equality and Diversity Implications

None in respect of RDS workforce diversity profile.
Minimal impact on Wholetime diversity profile
Need to adopt similar approach to N14/E72/P93 in order to ensure a consistent and equitable approach.

HR Implications

Implications regarding transfer/redeployment/redundancy in relation to 3 staff who form C52 RDS unit.

Financial Implications

Short-term costs from potential redundancies
Potential longer-term savings

Local Government (Access to Information) Act 1985

List of Background Papers

Paper	Date	Contact
Reason for inclusion in Part II, if appropriate:		

So/ops/150
RE-ISSUED 11/2007
REVIEW 07/2009

4 CREWING

4.1 FLEXIBLE STAFFING MODEL

In order to ensure both an effective emergency response service to the communities of Lancashire and a safe system of work for staff who provide that service, Lancashire Fire and Rescue Service has adopted the following flexible staffing model for stations conditioned to the wholetime shift and day-crewed duty systems.

DUTY SYSTEM	STATION	WATCH ESTABLISHMENT	NORMAL CREWING LEVEL	MINIMUM CREWING LEVEL
<i>(Wholetime)</i>	N11 Lancaster	13	9	9
	N12 Morecambe	10	7	6
	N32 Fleetwood	7	5	4
	W30 Blackpool	14	10	10
	W31 Bispham	7	5	4
	W36 St Annes	7	5	4
	W37 South Shore	7	5	5
	C50 Preston	15	10	10
	C53 Bamber Bridge	7	5	4
	C57 Penwortham	7	5	4
	S54 Chorley	7	5	5
	S56 Skelmersdale	7	5	4
	E70 Hyndburn	14	10	10
	E71 Blackburn	13	9	9
	E76 Darwen	7	5	4
	P74 Rawtenstall	7	5	4
	P90 Burnley	14	9	9
	P94 Nelson	7	5	4
	<i>(Day-crewed)</i>	C52 Fulwood *	7	5
C55 Leyland		7	5	4
S51 Ormskirk		7	5	4
P73 Bacup		7	5	4

* Detachments to C52 should, wherever possible, involve an individual trained in the use of the Mobile Fire Station.

4.1.1 APPLIANCE STAFFING ARRANGEMENTS

4.1.1.1 The flexible staffing model takes into account the geographical location of stations within areas and paired areas. The staffing model is designed to ensure that all operational appliances are available for response to emergency incidents and that a safe system of work is maintained for staff providing that emergency response service.