



DEVON & SOMERSET FIRE & RESCUE AUTHORITY

REPORT REFERENCE NO.	HRMDC/09/7
MEETING	HUMAN RESOURCES MANAGEMENT AND DEVELOPMENT COMMITTEE
DATE OF MEETING	15 APRIL 2009
SUBJECT OF REPORT	REDUCTION IN THE NUMBER OF AREA MANAGER POSITIONS
LEAD OFFICER	Assistant Chief Fire Officer (Operations) and Assistant Chief Fire Officer (Community Safety)
RECOMMENDATIONS	<p><i>That the Committee notes:</i></p> <p>(a) <i>The reduction of Area Manager positions to six;</i></p> <p>(b) <i>That the staffing improvements in service delivery created by this proposal have been made within the departments undertaking the reduction in posts.</i></p>
EXECUTIVE SUMMARY	Following the Authority decision to reduce the number of Area Manager (AM) posts from twelve to nine there is a need to develop a new duty system for the AM group. Coupled with this is the opportunity to reduce the number of AM posts by a further three posts to six.
RESOURCE IMPLICATIONS	Costs will be contained within existing budget allocations.
EQUALITY IMPACT ASSESSMENT	
APPENDICES	None
LIST OF BACKGROUND PAPERS	None

1. **BACKGROUND**

- 1.1 Following the Authority decision to reduce the number of Area Manager (AM) positions from twelve to nine, it has been identified that there is an opportunity through staff turnover to reduce this further to six. This enables an evolution to a more strategic role which will enhance the support for the Strategic Management Board, whilst improving the continuity for partnership working with our County and Unitary Authorities, Constabularies and other partners.

2. **ROLES**

- 2.1 Following a review of organisational need, it has been determined that there is a need for Area Managers level posts to head up the following areas of work:

- Operations and Resilience
- Community Safety
- Training and Workforce Development
- Area Commands (3) (Eastern, Central and Western)

- 2.2 The posts holders will continue to provide the link between the Strategic Management Board and service delivery groups whilst enhancing the maintenance of strategic partnerships locally.

3. **DUTY SYSTEM**

- 3.1 At the strategic level of the organisation there is a requirement to ensure that managers availability is maximised, therefore any on call rota system must minimise the potential for disruption which is why the AM roles have a separate rota to the Group Manager/Station Manager Flexible Duty System. Because of the lower levels of operational disturbance and reduced need to work positive hours in the evening or weekend, Area managers will be expected to maximise their time at their desks during the normal working week.

4. **IMPROVEMENTS TO DEPARTMENTAL STAFFING**

- 4.1 Each affected department is proposing to develop a flatter structure which will improve communication across the organisation and remove duplication. New posts that will be established as a result of this initiative involve the following strategic areas of work:

Community Safety

Children and Young People
Road Safety Partnerships
Targeting and Evaluation

Operations and Resilience

Service Development
Resilience Planning

Service Planning and Review

Increased capacity in analysis and review.

4.2 All costs will be contained within existing budget allocation.

PETE SMITH
ACFO (COMMUNITY SAFETY)

TREVOR STRATFORD
(OPERATIONS)