

NORTH WALES FIRE AND RESCUE SERVICE**FIRE AUTHORITY REPORT**

DATE:	15 th December 2003
REPORT BY:	CHIEF FIRE OFFICER
PURPOSE OF THE REPORT:	To inform members on the implementation of the Review of the Management Structure, and to confirm the progress made to-date.

1. Information

- 1.1 At the Fire Authority meeting on the 18th March 2002, members received the Chief Fire Officer's proposals for a revised Management Structure for the North Wales Fire Service. It was resolved that the report be submitted to the Executive Panel for consideration, and that the Panel should then submit recommendations to a meeting of the Fire Authority for approval.
- 1.2 Members were updated on the Review and progress to-date at the Fire Authority meeting on the 24th June 2002. Joint meetings with the representative bodies were held between July and October of that year, but were suspended due to the industrial dispute.

2. Background

- 2.1 At the Fire Authority meeting held on the 27th October 2003, members approved the Draft Integrated Risk Management Plan and authorised publication of the report for consultation.
- 2.2 One of the Risks highlighted in the Integrated Risk Management Plan was that the present organisational structure is top heavy with too many tiers of management. The proposed action is to adopt the principles of the new organisational structure as recommended in the 2002 Review of the Management Structure.
- 2.3 Consultation with the Fire Brigades Union has restarted and the Chief Fire Officer recently met with FBU officials to discuss the Management Structure Review. Further meetings are scheduled. Progress has been made on the Principal/Senior management level of the structure. For the last 18 months the two posts of Senior Divisional Officer have been vacant and covered by one additional Temporary Assistant Chief Fire Officer as part of an interim structure agreed between the Chief Fire Officer and the representative bodies.

2. Background (continued)

- 2.4 This structure has been working satisfactorily and it is now proposed to remove from the current establishment the posts of two Senior Divisional Officers and one Divisional Officer Grade 1 and replace with one additional Assistant Chief Fire Officer. This move will not involve any redundancy or unreasonable relocation of an individual, but will formalise the senior management arrangements that have, in the main, been operating for the last 18 months. The Fire Brigades Union is recommending acceptance of this proposal to its members.
- 2.5 The net savings will be £105,427 in the 2004/05 budget. This figure has been included in the Treasurer's report on the draft budget for 2004/05.
- 2.6 Consultation will be continued with the Unions on the implementation of the remainder of the Management Structure Review.

3. Recommendations

- 3.1 To confirm the reduction of two Senior Divisional Officers and one Divisional Officer Grade 1 posts.
- 3.2 To supplement the principal management structure by one Assistant Chief Fire Officer.