

Buckinghamshire & Milton Keynes Fire Authority



MEETING	Executive Committee
DATE OF MEETING	20 November 2013
OFFICER	Mick Osborne, Head of Service Delivery
LEAD MEMBER	Councillor Adrian Busby
SUBJECT OF THE REPORT	Update on the Pilot Scheme for Staff Bank System involving Operational Firefighters and Supervisory Officers
EXECUTIVE SUMMARY	<p>A successful pilot scheme to maintain appliance availability in the event of shortfalls in crewing, by use of a "bank" of staff that have the requisite skills and qualifications, being remunerated at 'flat rate' has been running since September 2012.</p> <p>This approach utilising volunteers replaces the requirement on occasion to use 'pre-arranged overtime' as provided for in the national NJC terms and conditions of employment at a remuneration rate of time and a half.</p> <p>This type of system and staff utilisation will also assist in providing the flexibility and resilience required as different crewing solutions are developed in line with the on-going IRMP process.</p>
ACTION	Information.
RECOMMENDATIONS	<p>Members are asked to:</p> <ol style="list-style-type: none"> 1. Consider the outcomes of the pilot and note that full implementation is underway.
RISK MANAGEMENT	<p>Lack of uptake in members of staff wishing to be put on the bank system list, due to the payable allowance being lower than previous overtime rate.</p> <p>Insufficient numbers of staff on the bank system list could potentially lead to a situation where minimum crewing levels cannot be met through the bank system; however this is one of a range of solutions to address any shortfalls along with on-going future considerations in line with the IRMP process.</p>
FINANCIAL IMPLICATIONS	Whilst it is anticipated that full implementation of the system will not deliver significant savings in the short

	<p>term, there is the opportunity to reduce costs as the allowance that will be paid to staff will be lower than the current time and a half rate paid.</p> <p>In addition as the service moves forward, there will be opportunities to utilise existing staff more flexibly without the requirement to recruit to previous levels.</p> <p>The system will optimise 'Value for Money' as potentially the amount previously spent on pre-arranged overtime will be reduced.</p> <p>Based upon the figures for 2011/12 and 2012/13 up until the introduction of the pilot system, the pre – arranged overtime costs were £6,387 and £13,195 respectively. These utilising this approach, would have been reduced to £4,258 and £8,796 generating an overall saving of £6,528.</p>
LEGAL IMPLICATIONS	The basis of the contractual arrangements is explained in the body of the original report.
HEALTH AND SAFETY	No implications.
EQUALITY AND DIVERSITY	<p>None envisaged;</p> <p>The bank system will be more flexible and fair to all operational employees as it is open to all whole-time staff and those RDS staff who have received additional training to ensure they are competent to operate all equipment carried on a standard rescue appliance.</p>
USE OF RESOURCES	<p>There will be no additional resource requirements for the full implementation or monitoring of the system.</p> <p>The costs incurred through the running of the system will be monitored through monthly budget monitoring by the budget holder and members of the finance team. Throughout the pilot these costs have been negligible.</p> <p>The system will continue to be reviewed in line with current governance arrangements within Service Delivery.</p>
PROVENANCE SECTION & BACKGROUND PAPERS	<p>Executive Committee, 8 August 2012, Bank System for Operational Staff (Item 19).</p> <p>http://www.bucksfire.gov.uk/NR/rdonlyres/895C0376-D5C7-489B-A8F3-D09F0997AF1E/0/080812Executive14to22.pdf</p>
APPENDICES	None.
TIME REQUIRED	5 minutes.
REPORT ORIGINATOR	Mick Osborne

Update on the Pilot scheme for Staff Bank System involving Operational Firefighters and Supervisory Officers

AND CONTACT	mosborne@bucksfire.gov.uk 07979 747172
--------------------	--