

## Impact Assessment

### Option 4 – Changes to the current Wholetime shift systems

The following tables show the areas of concern that members of the public and our staff thought that Fire Authority Members should consider when making their decision on this proposal.

Issues of concern to our staff
<ul style="list-style-type: none"><li>• Impacts on family due to non-family friendly shifts, e.g. additional child care costs etc.</li><li>• Impact on response times of the initial and supporting appliances</li><li>• Negative impacts and stress on remaining staff and morale</li><li>• The Fire Authority should not be asking firefighters to do more work for less money, to cover the funding gap</li><li>• Set-up costs, including accommodation etc. will impact on projected savings</li><li>• Impacts on resilience due to a reduced number of appliances</li><li>• Any new system would require staff to be willing to work it</li><li>• Other shifts are also worth considering, e.g. 24 on, 48 off</li><li>• Staff may choose to leave the Service</li><li>• Difficult for different shifts to work with such a small number of staff</li><li>• Will put additional pressure on remaining Wholetime and RDS personnel, e.g. primary employers and families etc.</li><li>• Impact that the Working Time Directive could have on any new shift system</li><li>• Different pay rates amongst wholetime staff could reduce movement of staff within organisation</li><li>• Potential for staff skills gap due to lack of recruitment</li><li>• Impacts on ability for staff to switch crew special appliances</li></ul>

Whilst it is not possible to provide quantifiable evidence against all of the issues highlighted above, the following pages provide the information on those matters where such evidence is available.

#### Projected savings

There is the potential for approximately 28 Wholetime staff to retire by 2020. Including on-costs, if all of this reduction in staffing were realised through effective planning, this could result in a reduction of approximately £900k in the Service's annual revenue budget.

Any alternative fire cover, introduced to overcome concerns about reduction in levels of service, would reduce this figure.

#### Impact on response times

The impact on the amount of time that the current fire engines are crewed by wholetime firefighters will be very dependent on what change is introduced. This could be minimal, if something like the 'full pump' shift system is introduced, and more significant if one of the 'half pump' shift systems were introduced, especially during those times when the fire engine is not crewed. This could have a knock-on impact to response times, especially on those occasions when the other fire engines in the area are already dealing with incidents and the next nearest fire engine has to come from outside the immediate area.

The project currently being undertaken by Process Evolutions will provide evidence to quantify what level of impact this will be with each of the various systems being explored.