

Impact Assessment

Option 5 – Changes to the current Fire Control 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">• 4/3 shift system - difficulties include problems with maintaining JO cover, staffing numbers insufficient and increased O/T costs• Self-roster shift system - difficulties include that it is open to abuse, not family friendly, lack of team cohesion, development and needs full support of all• Control carry out lots of additional work, which somebody else will need to do• Impact on staff, e.g. stress and increased sickness, family life etc.• Lack of local knowledge leading to increase in response times, increasing risk to the public and firefighters• Increased workload on remaining staff, especially during breaks etc.• Single operators in both FRS's will be unable to assist other FRS, impacting on resilience• Feasibility of remote Fire Control not workable• Lack of call management

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

Projected savings

This proposal looks at the potential impacts from reducing staffing in Fire Control by up to 25% of the current levels, or a total of 4 staff. If achieved, this could produce savings totalling approximately £120k per year in the Service's current annual revenue budget.

Assessment of additional costs likely to be incurred due to a reduction in the capacity for other duties to be carried out within Fire Control

Many non-fire call related administrative tasks and functions are also undertaken by Shropshire's Fire Control staff. A reduction in the number of staff on duty at any one time would have some impact on the capacity for the Team to do these additional tasks, resulting in the possibility that some of them may have to move elsewhere. Detailed analysis would need to be undertaken, as part of any proposal going forward for full implementation, in order to quantify accurately the additional cost and resources required to accommodate these tasks elsewhere in the Service.

Increases in sickness absence

Whilst it is possible that there could be a correlation between staff morale, welfare and the levels of staff sickness absence experienced within any organisation, it is not possible to quantify the impact that these factors could have, if some form of change were implemented.

Supervision and management

There could be a potential increase in the need for Operational Officers to support Fire Control operators, if the levels of supervision and management, within Fire Control were reduced. The impact this would have is difficult to quantify.