

Area Manager Appointments

Report of the Chief Fire Officer

For further information about this report please contact Paul Raymond, Chief Fire Officer, on 01743 260201 or John Redmond, Deputy Chief Fire Officer, on 01743 260278.

1 Purpose of Report

This report provides an update to Members on the outcomes of the recent Area Manager Promotion round.

2 Recommendations

The Committee is asked to note the Area Manager appointments.

3 Background

Within the succession planning arrangements for the Service, an Assessment Development Centre (ADC) has been conducted to appoint three Area Managers. Prior to the ADC a review of the structure and role requirements for each post was undertaken which included a wider review of organisational need. The responsibilities within each post were amended to reflect the needs of the Service now, and for the future, and job descriptions created or amended as appropriate.

The appointments ensure that the Service can continue meet the requirements of the Incident Command System and maintain the operational resilience of the service at Area Manager/ Principal Officer level.

Following this review it was decided to recruit to each of the following roles:

- Head of Operations and Risk
- Head of Development and Training
- Head of District Performance
- Head of Prevention

The Appendix indicates where the posts appear in the organisational structure

4 Appointments

The recruitment process was based on the established ADC programme and applications were invited from both internal and external candidates. At the conclusion of the process the following appointments were made:

- | | |
|--------------------------------|-----------------|
| • Head of Operations and Risk | Martin Timmis |
| • Head of People Development | Andy Perry |
| • Head of District Performance | Andy Johnson |
| • Head of Prevention | John Das Gupta. |

All except the Head of Prevention (John Das Gupta) will take up their appointments on the 1 April 2010. John will take up his appointment following the retirement of Mike Ablitt in June. He will undertake work within the Operations and Risk Department until that date.

5 Further appointments

Following the conclusion of the Area Manager appointments, the next stage in the process is to backfill the vacancies that have been generated. The process will incorporate the need for a number of Group Manager and Station Manager appointments that have arisen following the Area Manager promotions and also to fill vacancies due to the retirement of staff. Again a review of the organisational and departmental requirements has been undertaken and changes will be made based on the outcomes of that review.

The appointments will be made following ADCs at Middle Manager level. Until they are completed, a number of temporary appointments will be made.

6 Financial Implications

There are no additional financial implications to these appointments

7 Legal Comment

There are no legal implications related to these appointments.

8 Equality Impact Assessment

An Initial Equality Impact Assessment has been completed and is attached to this report.

9 Appendix

Revised Organisation Structure

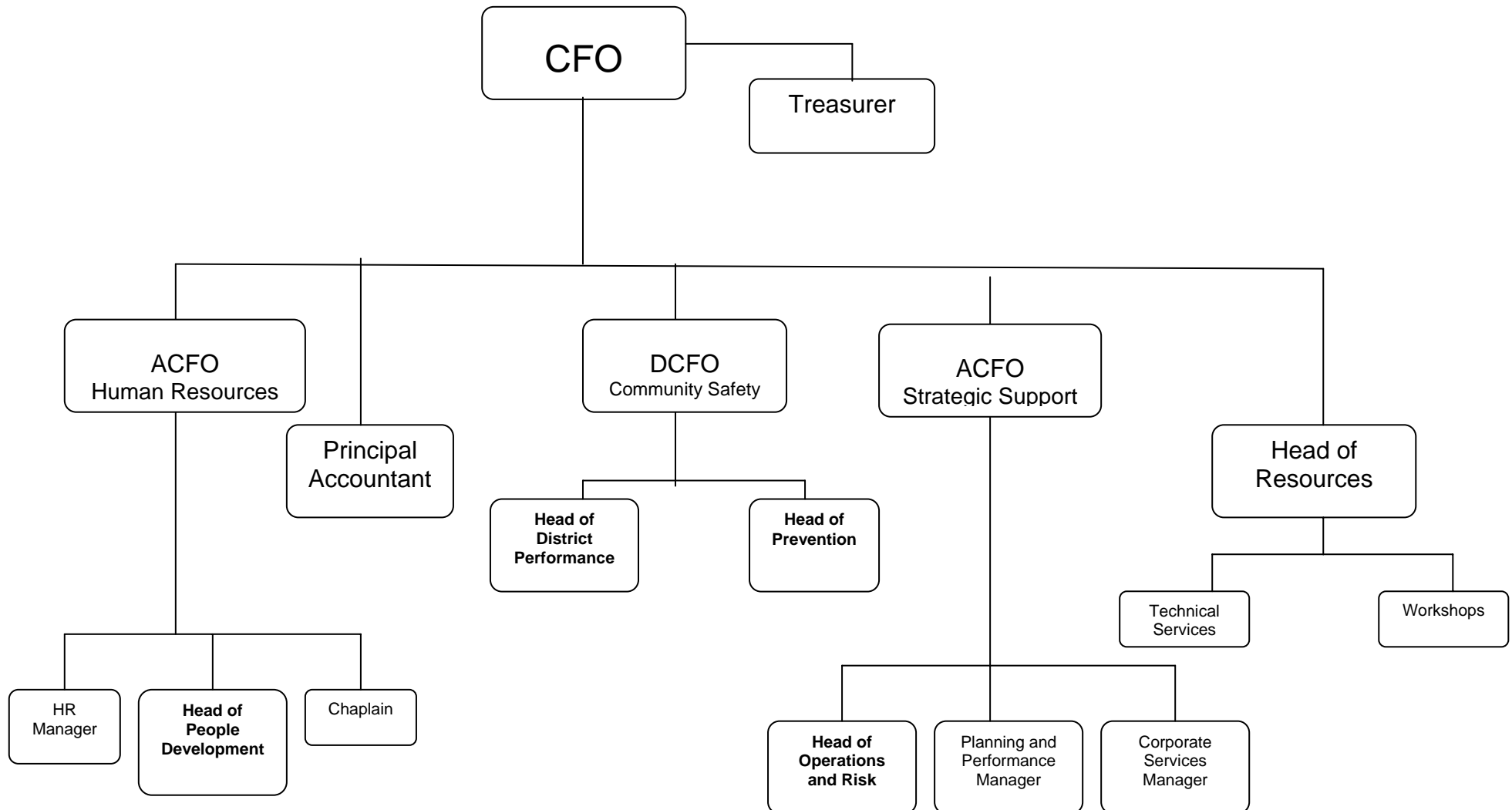
10 Background Papers

There are no background papers associated with this report.

Implications of all of the following have been considered and, where they are significant (i.e. marked with an asterisk), the implications are detailed within the report itself.

Business Continuity Planning	*	Legal	
Capacity	*	Member Involvement	*
Civil Contingencies Act		National Framework	
Comprehensive Area Assessment		Operational Assurance	
Efficiency Savings		Retained	
Environmental		Risk and Insurance	
Financial		Staff	*
Fire Control/Fire Link		Strategic Planning	*
Information Communications and Technology		West Midlands Regional Management Board	
Freedom of Information / Data Protection / Environmental Information		Equality Impact Assessment	*
Integrated Risk Management Planning			

**SHROPSHIRE FIRE AND RESCUE SERVICE
REVISED ORGANISATION STRUCTURE**





Directorate	Executive	Department/ Section	All
Name of officers completing (minimum of 2)	John Redmond	Job title	Deputy Chief Fire Officer
Name of Policy/Service/Activity to be assessed	Area Manager Appointments	Date of assessment	23 March 2010
New or existing policy	Not applicable		

The paper informs members of the appointment of Area Managers to a variety of posts. The posts are crucial to the success of the Service and in order to maintain the Operational resilience of the Service in meeting the requirements of the Incident command System.

1 a) Who implements this policy? Area Manager Appointments only

1) How does your current policy meet the needs around age, disability, race, religion/belief, gender, sexual orientation and caring responsibilities?

Are there any obvious barriers to accessing the service? E.g. physical or other.

The ADC process is an Nationally approved process for appointments of this kind and includes equality issues within its process.

No

2a) Where do you think improvements could be made?

2b) Have issues of equality been identified in this area of service

No



delivery by SFRS?			
3) Have we had any specific feedback or complaints on this area? Is there evidence that this has come from any of these specific groups: race, gender, disability, religion/belief, age, sexual orientation, caring responsibilities?	No No		
3a) Do we have any feedback from managers or frontline staff on this policy?	N/A		
3b) Is there any feedback from voluntary/community organisations?	N/A		
3c) Is there any research / models of practice that may inform SFRS view?	This is a Nationally approved process		
4) Detail the Actions / Improvement areas you have identified, or the need for further research. (These must be put onto the Action and Improvements Form FB 367 for consideration by Steering Group) If you have found considerable actions or research this will require you to proceed to a full assessment.	N/A		
5) Should the policy now proceed to a full impact assessment?	Y	N X	Please detail

**I am satisfied that this policy has been successfully impact assessed.
 I understand the Impact Assessment of this policy is a statutory obligation and that, as owners of this policy, we take responsibility for the completion and quality of this process.**

Line Manager	Paul Raymond	Date	23 3 2010
Please note that this impact assessment will be scrutinised by the Equality and Diversity Officer.			

Appendix D

Equality Impact Assessment Actions and Improvements Form

When you have completed the Equality Impact Assessment a number of actions or improvement areas will have been identified, it is important that these are captured and put into normal work activities. In some cases there maybe a few small actions required in other cases you will need to process to a full impact assessment, you will need to complete this form for both of these situations when you identify actions that need completing, or have identified that future investigation will require specific resources that need to be put into the business planning process.

This form is to allow you to record the outcome from your impact assessments so that the actions or improvements can be carried out by your Department and monitored and in some cases approved by the Equality and Diversity Steering Group. Please ensure that this form is given to your line manager for discussion at your team or one to one meetings for incorporation into individual work plans.

Directorate: Executive	Department:
Brigade Order/activity that has identified need, issue/objective: None	EQIA No:

Action	Comments inc. Details of Consultations required/carried out	Resources / Finances allocated to this objective/target	How will this be monitored to ensure it is effective	Responsible for this action	Due Date	Progress
None required						

Head of Department	John Redmond	Date completed	23 3 2010
This form must be sent to Management Support when completed for monitoring and/or consideration by the Equality & Diversity Steering Group			