

UPDATE ON PUBLIC SAFETY

REPORT EXECUTIVE SUMMARY

This report is the latest update requested by members on the progression of the Public Safety Service Redesign Programme (PS-SRP).

The PS-SRP commenced in July 2016 and was approved for implementation by Humberside Fire Authority on 17th March 2017. The timeline for implementation of the restructure is a phased programme over a three year period between 2017/18 and 19/20. The PS-SRP was last reported upon in July 2017.

Appendix 1; Public Safety Structural Review (updated 10 July 2017) identifies the directorate position previously submitted. Appendix 2; Public Safety Structural Review (January 2017) identifies the latest directorate position.

This report charts the PS-SRP progress made since July 2017 across all areas previously reported as incomplete (Appendix 1) and provides context on the current January 2018 position published on the Public Safety Directorate section of the Service Portal (Appendix 2).

The progression of the PS-SRP is on track to deliver (by 2020) the efficiencies and savings identified to Humberside Fire Authority in March 2017. The PS-SRP has also provided benefits to the service in terms of progression, development and investment in Green Book staff and the first steps towards delivering a modernised approach to the delivery of Public Safety Services.

The journey so far has provided 5 redeployment opportunities, 18 promotions and has provided early voluntary redundancy (EVR) for 14 members of staff. Of the 18 promotions 60% (11) members of staff are female and are under career development and demonstrating HFRS's continued commitment to the "HeForShe" pledge" signed in 2017.

RECOMMENDATIONS

1. Members note the content of this report and take assurance from the approach taken to inform the review of Public Safety.

REPORT DETAIL

2. The Public Safety, Service Redesign Programme (PS-SRP) commenced in July 2016 and was approved for implementation by HFA on 17th March 2017. The timeline for implementation of the restructure is a phased programme over a three year period between 2017/18 and 19/20. The PS-SRP was last reported upon in July 2017.
3. Appendix 1; Public Safety Structural Review (updated 10 July 2017) identifies the directorate position previously submitted. Appendix 2; Public Safety Structural Review (January 2017) identifies the latest directorate position.
4. The PS-SRP progress made since July 2017 is provided as an overview. Each Structural Change work stream is identified with a number from 1 to 31 following an approximated sequential order of delivery. The task name is identified alongside approximate start and finish target dates. The work stream leads are identified alongside an approximate percentage indicator of progress.
5. This report charts the PS-SRP progress made since July 2017 across all areas previously reported as incomplete (Appendix 1) and provides context on the current January 2018 position published on the Public Safety Directorate section of the Service Portal (Appendix 2) and available to all staff.
6. The current directorate (dynamic) establishment is 74 under the 89 target (with 5 vacancies yet to be filled). Flexibility to reduce resourcing to between 83 and 73 by 2020. The projected establishment milestones are 89 by 2018/19 and 83 by 2019/20.
7. ID 1. (**Implement Structural Changes**) is an approximation of overall progress against the work stream numbers 2-31 and is an agreed confirmation of the performance management returns provided by managers in the Directorate Management Team meetings.
8. ID 7. (**Review Management of Safeguarding**) is now complete excepting that the incumbent (June 2017) post holder was successful in becoming recruited to another role within the directorate. This post is under re-advertisement with noted interest from external applicants. The post is planned to be filled by 1st March 2017.
9. ID 14. (**Appoint PSSO's**) is now complete and the Public Safety Support Officers have been recruited (from internal candidates) and are undertaking development training to be fully completed by 1st December 2018.
10. ID 15. (**Appoint Community Safety Advocates**) is now complete and recruitment from internal candidates is complete and post holders are now undertaking development training to be fully completed by 1st October 2019
11. ID 16. (**Review PSC Advisor roles**) is now complete with the exception of the training and development package for the Public Safety Centre Advisor new duties (website management) which is due out for competitive tender in February 2018 as part of the Service website review.
12. ID 17. (**Appoint PSSA's**) contracts have now been offered for internal candidates leaving 2 vacancies to be advertised externally.

13. ID 18. (**Consolidate new 'intelligence led ways**) is under progression with the establishment of the PS Risk & Intelligence Manager (ID 3.) and PS Support Officer (ID 14.) roles. Completion of PSSO training and full intelligence (risk & demand profiling) capability is due online to delivery teams by 1st December 2018
14. ID 19. (**Phase out Home Safety Technicians**) is now completed with all staff either redeployed or have taken Early Voluntary Redundancy.
15. ID 20. (**Phase out existing administration support roles**) is under progression with 1 remaining post holder exiting via Early Voluntary Redundancy.
16. ID 21. (**Consolidate new communication ways**) is under progression with developments across internal communication arrangements due 1st February 2018 and external (service) website due out for competitive tender in February 2018. The BME and Religious mapping commission work is completed providing population demographics and locality contact directories for hard to reach communities to support of the enhancement customer engagement.
17. ID 22. (**Consolidate PS Managerial/Supervision**) is complete with and directorate structures mapped and informing SRP delivery.
18. ID 23/25. (**Complete the upskill Operational Staff - Community Safety Competency**) is under progression with Competency frameworks and recording mechanisms (PDRPro) in position. Cascade training commencing 1st February 2018 (Business Safety) and 1st March 2018 (Community Safety), Operational Staff programme due to commence 1st March 2018.
19. ID 24/26. (**Consolidate Operational Staff Community/Business Safety Development**) has commenced through delivery of input to operational Watch (Supervisory) Managers. In preparation for upskill training commencing (ID 23 & 25), Watch Managers are now aware of the emerging expectations of their teams' role and the station (locality) based ownership of the redesigned Public Safety delivery strands.
20. ID 27/28 (**Upskill Business Safety Supervisors/Inspectors**) has commenced with specialist courses and CPD events programmed in for 2018/19.
21. ID 29, 30, 31 (**Removal of roles**) are anticipated to be completed in line with retirement and promotion profiles as identified in the Workforce planning arrangements.
22. In conclusion, the progression of the PS-SRP has provided benefits to the service in terms of progression, development and investment in Green Book staff and the first steps towards delivering a modernised approach to the delivery of Public Safety Services. The journey so far has provided 5 redeployment opportunities, 18 promotions and has provided EVR for 14 members of staff. Of the 18 promotions 60% (11) members of staff are female and are under career development and demonstrating HFRS's continued commitment to the "*HeForShe*" pledge" signed in 2017.

STRATEGIC PLAN COMPATIBILITY

23. The review supports Strategic Objective 4 "Making the best use of the resources we have" and Strategic Objective 'Preventing loss of life, injuries and the community impact from emergency incidents' within Strategic Plan 2017/20.

FINANCIAL/RESOURCES/VALUE FOR MONEY IMPLICATIONS

24. It is proposed to reduce the number of FTE posts to 83 and the overall cost in Public Safety from £2,967,343 to £2,783,204 whilst providing managers with the flexibility to vary the number of posts between 73 and 83 as and when vacancies arise in the

Directorate, allowing for residual funds to be retained within Public Safety and used in a more flexible manner by managers.

HR IMPLICATIONS

25. Appropriate HR Interventions will continue to be used to ensure the process of restructuring is managed in accordance with employment legislation and good practice HR management principles.

EQUALITY IMPACT ASSESSMENT/HR IMPLICATIONS

26. An Equality Assessment is completed for each review area and forms part of the collective consultation with the JCC and wider workforce for the duration of the consultation process.

CORPORATE RISK MANAGEMENT IMPLICATIONS

27. The Service Redesign Programme was a mitigating action for Strategic Risk Number 6: "A Further reduction in external financial support for the four years from 2016/17 to 2019/20".

HEALTH AND SAFETY IMPLICATIONS

28. None arising directly.

COMMUNICATION ACTIONS ARISING

29. An engagement and communications plan was developed by Corporate Communications for all review activity. Wide ranging engagement took place.

DETAILS OF CONSULTATION AND/OR COLLABORATION

30. Collective consultation took place via the Joint Consultative Committee, individual and wider staff consultation has also been conducted for the Public Safety Review.

BACKGROUND PAPERS AVAILABLE FOR ACCESS

31. None.

RECOMMENDATIONS RESTATED

32. Members note the content of this report and take assurance from the approach taken to inform the review of Public Safety.

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PM/JP
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