

## Implementation Principles

Whilst there is a need to begin implementing an option very soon, due to current crewing levels; any subsequent implementation of options will take place over a longer period. Depending on which options are approved the full implementation, and the full realisation of savings, may not be complete until well into 2016/17.

Implementation plans will be put in place for any options which are approved, those plans may include implementation of the full range of changes within an option, or they may be developed separately for each element of a combination option. The implementation plan for each option, or element of an option, will be brought before the Authority for endorsement prior to any implementation of that option, or element, beginning.

The following principles will be adopted by officers when determining the sequence of implementation.

1. The risk prediction relating to all options not yet implemented
2. The predicted effect on response relating to all options not yet implemented
3. The effect on staff, for example the travelling required due to postings
4. The skill sets required, and in place, at stations affected by the options.

Options will only be implemented when the retirement profile determines that the number of staff employed is approaching the numbers needed for the establishment.

A reasonable level of crewing resilience will be maintained at all times during the full implementation phase of any options approved

The graph below gives a general indication of how options may be implemented over time.



