

## **LANCASHIRE COMBINED FIRE AUTHORITY PLANNING COMMITTEE**

Meeting to be held on 16 November 2020

### **SERVICE DELIVERY / STRATEGY AND PLANNING DIRECTORATE LEVEL CHANGES**

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#### **Executive Summary**

This paper builds on the 'Implementing Regulatory Change and Transforming Protection Services' paper as presented to the June 2020 CFA Planning Committee. Lancashire Fire and Rescue Service (LFRS) has successfully concluded a selection and recruitment process for the Area Manager, Head of Prevention and Protection and the post holder will commence on the 01 December 2020.

It is proposed that the changes to the areas of responsibility held by Director of Service Delivery and Director of Strategy and Planning as detailed within this report are enacted from the 01 January 2021 which aligns with the commencement in role of the new Deputy Chief Fire Officer and also the conclusion of the ongoing Group Manager process.

The approvals made by the Resources Committee with regards to the afore-mentioned Committee paper addressed the budgetary aspects of the proposed changes.

#### **Recommendation**

Planning Committee is asked to note and endorse the internal restructuring plan.

#### **Information**

The initial paper shared a high level of detail with regards to the Fire Safety Bill (due Royal Assent in January 2021) and Building Safety Bill (due Royal Assent in 2021/22) and made recommendations with regards to changes of strategy, resourcing and budget allocation to ensure that Lancashire Fire and Rescue Service is well positioned to deliver Fire Protection duties in accordance with the new legislation and associated best practice.

Recommendations with regards to Directorate level responsibilities and resources were outlined in the paper. This included the introduction of a strategic lead at Head of Department level for Prevention and Protection. Following an internal and external recruitment and selection process, the Area Manager level post holder will commence in role from 01 December 2020. This change enables the Head of Prevention & Protection sufficient capacity and spans of control to lead the Prevention & Protection functions in

a manner commensurate with the expectations of the Building a Safer Future Report, will place LFRS in a strong position to deliver the National Fire Chief Council Competency Framework, and successfully implement requirements under the new Fire Safety Bill and Building Safety Bill.

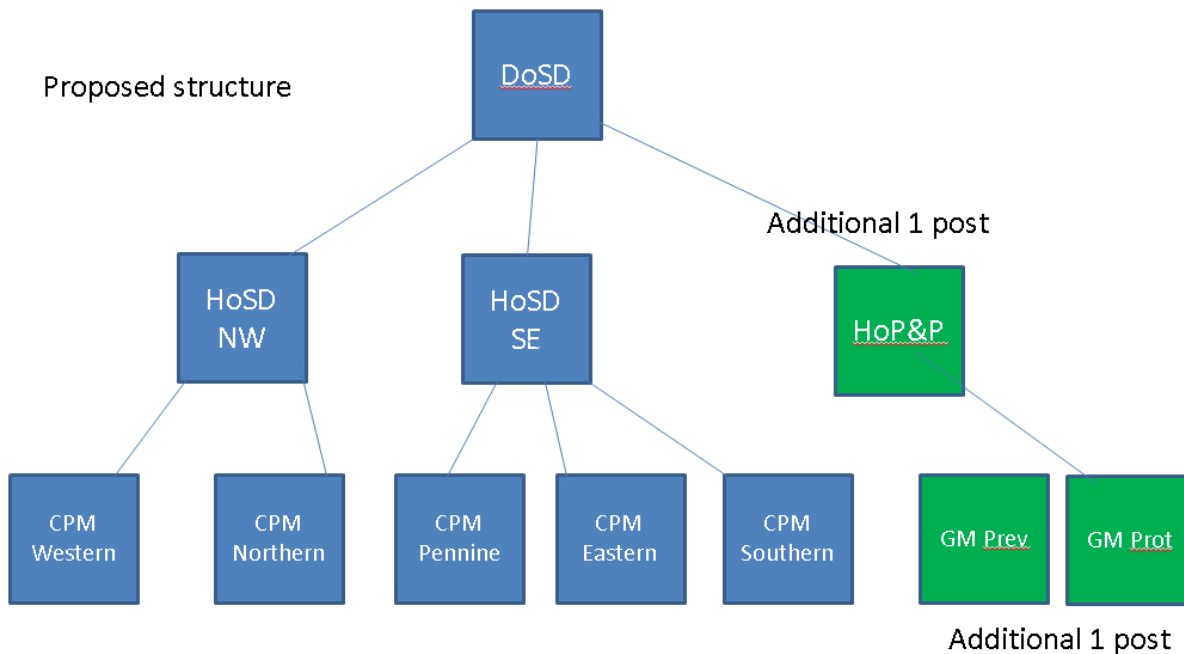
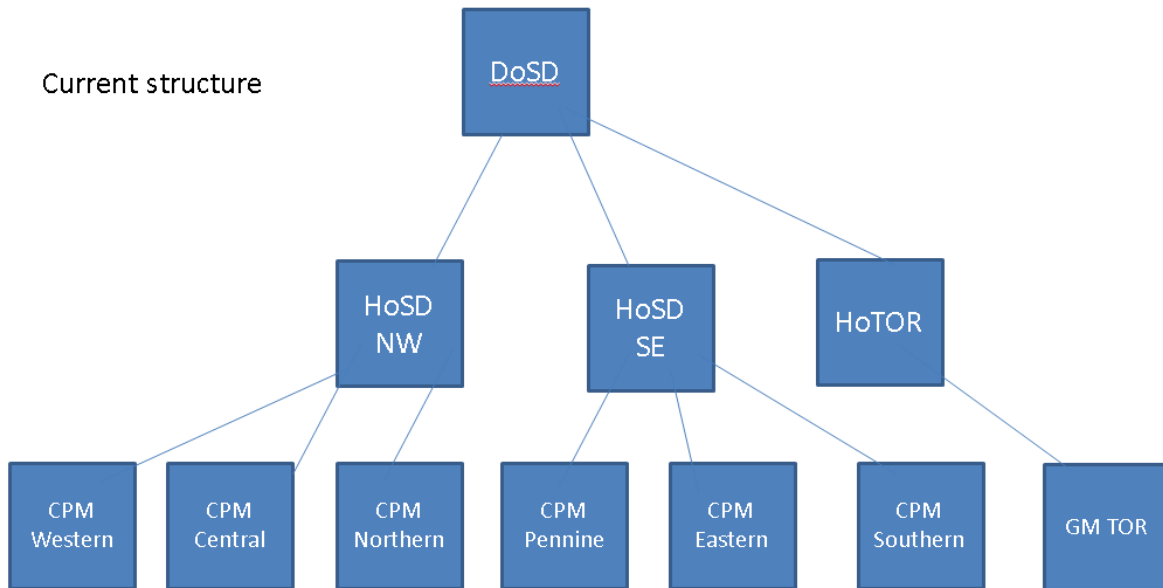
The Protection Reform related changes provided an opportunity to review the areas of responsibility and associated resources within the Director of Service Delivery and Director of Strategy and Planning portfolios.

It is proposed that the new Area Manager Prevention and Protection would operate within the Director of Service Delivery portfolio which would result in all aspects of Prevention and Protection policy and delivery sitting within the same functional area. This is a change from the current position whereby Protection and Prevention policy is shaped within the Strategy and Planning team and subsequent prevention delivery operates from Service Delivery.

To further strengthen capacity within the Prevention and Protection area it is proposed that LFRS establishes a new dedicated Group Manager for Protection (with a temporary Protection transformation team) and a repurposing of the Group Manager (Central Area) to become the GM Prevention, to continue to lead Fire Investigation, Road Safety, Prevention policy plus all Youth Engagement activities.

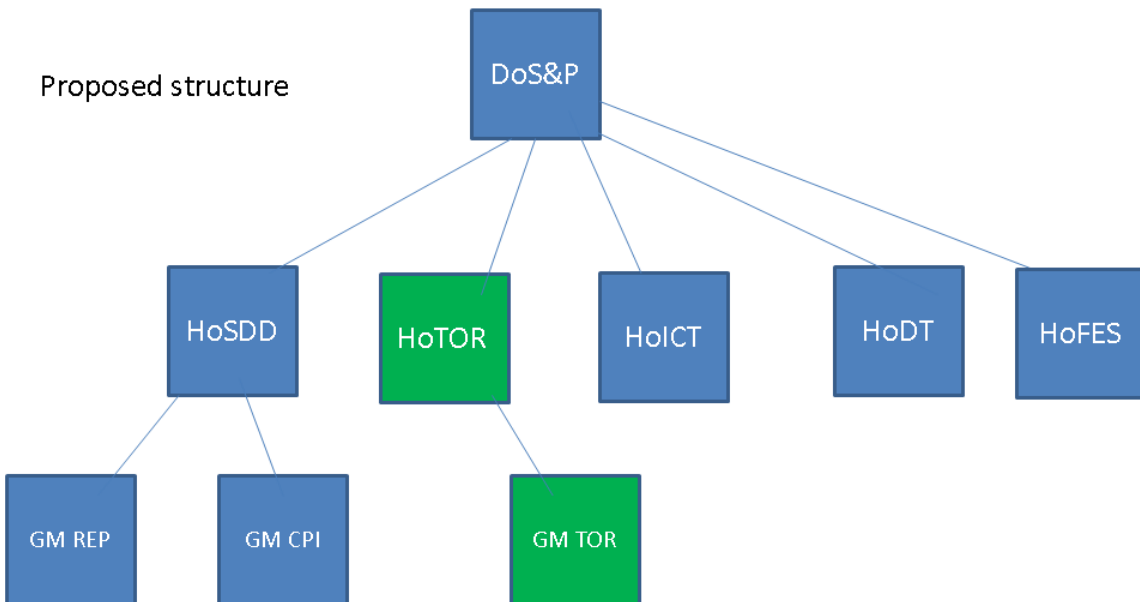
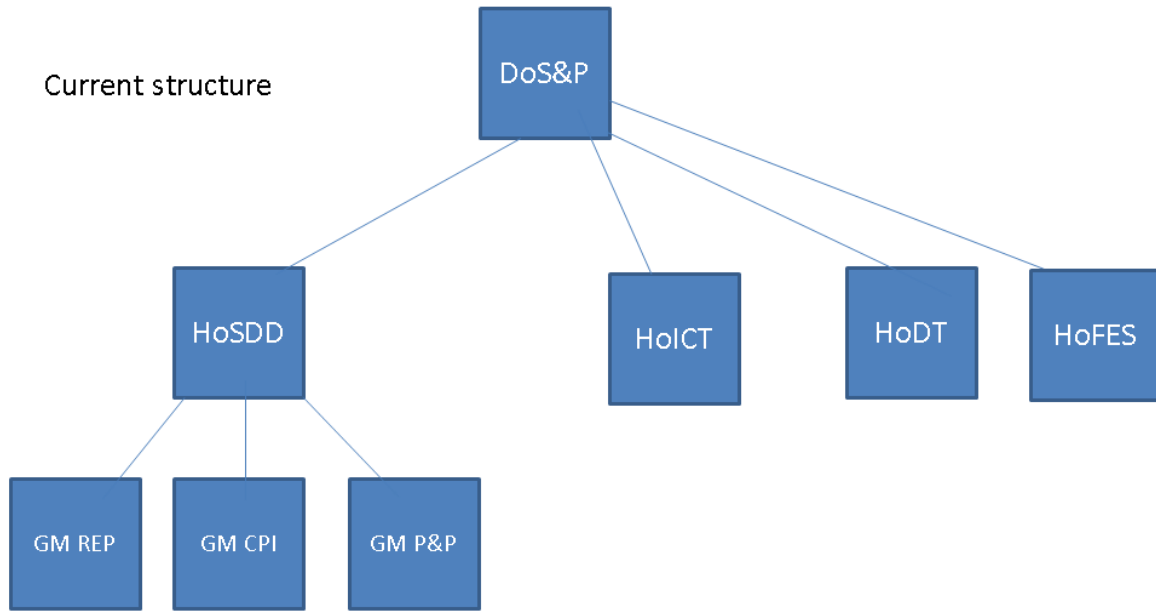
It is further proposed that the Area Manager, Head of Training and Operational Review are re-aligned to the Director of Strategy and Planning portfolio in order to bring closer alignment between the key areas of training specification, operational learning and competence, to the operational policy elements delivered by the Response and Emergency Planning team.

The existing and resulting structures can be viewed in the below:



Remove 1 post





### Sustainability or Environmental Impact

Will there be an increase or decrease in electricity, gas, fuel or water? Neutral

Will there be an increase or decrease in waste production? Neutral

Will there be an impact on the quality of air, land or water? No

Will this affect biodiversity? No

Will there be an impact on staff or local community travel patterns? No

Will this impact on our ability to adapt to climate change? No

## **Equality and Diversity Implications**

All changes will be subject to equality impact assessment.

## **Human Resource Implications**

Recruitment and promotion processes

## **Business Risk Implications**

Unable to deliver existing statutory duties due to insufficient [competent] staff  
Unable to deliver future statutory duties due to insufficient [competent] staff  
Unable to keep Lancashire safe, to extent advocated by Government and NFCC  
Unable to meet NFCC and HMICFRS expectations

## **Local Government (Access to Information) Act 1985**

### **List of Background Papers**

| Paper  | Date | Contact |
|--|------|---------|
| None   |      |         |
| Reason for inclusion in Part II, if appropriate: |      |         |