

Lancashire Combined Fire Authority

Meeting to be held on 19 December 2022

Emergency Cover Review – Final Recommendations post-consultation (Appendices 1 and 2 refer)

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Executive Summary

The attached report (appendix 1) was presented to Planning Committee on 21 November 2022 for consideration.

The report sets out details of the consultation process and analysis and it presents amended ECR proposals refined post-consultation.

Having acknowledged an effective and accurate consultation process, Planning Committee recommend the Authority consider endorsing the revised ECR proposals at today's meeting.

Recommendation

The Authority acknowledge the effective and accurate consultation process and approve the revised ECR proposals as presented.

Information

As set out in the Executive Summary within appendix 1.

Subsequent to the Planning Committee a full Equality Impact Assessment has been undertaken by a third-party organisation attached as appendix 2.

Business Risk

Emergency Cover Reviews form an integral part of the Service's Risk Management Framework as detailed within the Community Risk Management Plan. It is essential that the Service reviews its emergency resource provision to ensure it is best placed to respond to the ever-evolving environment LFRS operates in. Failure to effectively review, at appropriate intervals, the composition of our response arrangements could result in the delivery of an ineffective or inefficient service to the communities of Lancashire, which also fails to meet our five key priorities.

Sustainability or Environmental Impact

Albeit negligible, increasing our staffing establishment by 8 (as per the proposals) could result in a minor increase in the consumption of utilities and increase in waste production.

The ability for fire appliances to travel 'off-road' may result in minor, limited damage to wildland terrain however, it is anticipated this will be offset by the positive impact of the new assets in reducing the damage caused by Wildfire/Flooding.

The impact of introducing new duty systems could result in significant movement of staff and therefore an increase or change in travel patterns for staff. Work is underway as part of the ECR to limit the impact as far as reasonably practicable.

The introduction of new Climate Change Response assets will enable LFRS to respond more effectively and efficiently to incidents that occur as a result of Climate Change.

Equality and Diversity Implications

Initial Equality Impact Assessments were completed and considered by Planning Committee. Subsequently a full Equality Impact Assessment has been undertaken by a third-party organisation which is attached as appendix 2.

Data Protection (GDPR)

The proposals will not involve the processing of personal data.

HR Implications

There will be a significant impact on the Service's HR department due to the breadth of changes and impacts that have a HR implication. Factors such as pay (DCP Allowance), duty systems (contracts), workforce profile, rank/role, travel, are just some of the significant aspects that will require HR input and support.

Financial Implications

The purpose of the ECR is to ensure LFRS is not only placing its resources according to the risk in Lancashire, alongside demand, but also ensure that the disposition of LFRS resources offer value for money achievable within an allocated budget. Having considered the global and national challenges that LFRS face as described above, the revised proposals take account of this, along with the feedback received from the consultation, and seek to deliver efficiencies, not only in the way LFRS distributes its operational resources but in the way it spends public money. In line with this the revised proposals generate efficiencies of around £400,000 per annum. Despite these revisions, there still remains the potential need to revisit the proposals in light of the eventual funding settlement. In addition the purchase of some of the specialist assets detailed within the ECR will alter the timing of the capital programme, but in the main these are covered by the existing programme. Additionally, there may be some costs associated with potential movement/displacement of staff, training requirements, and property adaptations, details of these are still being reviewed, and will be picked up in the revenue budget.

Training Implications

There is a possibility that the impact of the changes, and subsequent movement of staff, will place a demand on LFRS Training and Operational Review department to achieve the pre-requisite specialisms at each station across Lancashire.

The aspiration to broaden the role of On-Call firefighters will result in an additional training demand across LFRS.

Local Government (Access to Information) Act 1985

List of background papers

Paper: Minutes from Planning Committee meeting

Date: 21 November 2022

Contact: Mark Nolan, Clerk to the Authority

Reason for inclusion in Part 2 if appropriate: N/A