

LANCASHIRE COMBINED FIRE AUTHORITY

AUDIT COMMITTEE

Meeting to be held on 26 January 2017

SCHEME OF DELEGATION – PROPOSED AMENDMENTS

Contact for further information:

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Executive Summary

The Scheme of Delegation sets out the powers delegated to the Chief Fire Officer, Treasurer and Clerk to act on behalf of the Authority.

A revision is proposed relating to the delegation of powers relating to staffing proposals.

Decision Required

The Committee is asked to agree the revision to the scheme of delegation.

Information

The Combined Fire Authority operates a Scheme of Delegation, which specifies what powers are delegated to the Chief Fire Officer, Treasurer and Clerk of the Authority.

Currently the scheme sets out the powers delegated to the Chief Fire Officer relating to staffing proposals as:-

To approve in any financial year, subject to the action being within budgetary provision:

- The disestablishment, transfer or extension of up to twenty five posts;
- The creation of up to twenty five posts or part posts and
- The regarding of up to twenty five posts.

This year has seen the Service recommence whole-time recruitment. Current projections show this continuing in future years; the exact timing and number of recruits required will be reviewed on an on-going basis, and is based on forecast number of retirements and leavers. Furthermore the numbers being recruited also need to take account of the need to maintain sufficient staffing levels between recruitment courses; assuming recruits courses are six months apart there can be up to 30 retirements/leavers in that period. Hence the budget includes an allowance to recruit in advance of need by up to 25 personnel. This ensures that we have sufficient personnel to ride fire appliances at all times and provides sufficient lead in time for future recruitment campaigns and recruit courses.

Posts which are surplus to the underlying establishment can be used, in the short term, to deal with new initiatives that arise in year without creating any additional recruitment requirement, and as such it is proposed that the scheme of delegation is amended as

follows to provide this flexibility, whilst maintaining the link to overall staffing budgets and future financial commitments:-

Powers delegated to the Chief Fire Officer to approve in any financial year the creation, disestablishment, regrading, transfer or extension of posts, subject to the action being within approved staffing budget and providing it does not commit the Authority to significant additional expenditure in future years.

Financial Implications

None

Business Risk

The Scheme of Delegation forms a key element of the control framework within which the Authority operates.

Environmental Impact

None

Equality & Diversity Implications

None

HR Implications

None

**Local Government (Access to Information) Act 1985
List of Background Papers**

Paper	Date	Contact
Reason for inclusion in Part II, if appropriate:		