



Open Report on behalf of Mark Baxter, Chief Fire Officer

Report to:	Public Protection and Communities Scrutiny Committee
Date:	08 November 2022
Subject:	Lincolnshire Crewing Arrangements consultation outcome

Summary:

Following presentation to the Public Protection and Communities Scrutiny Committee in July 2022, Lincolnshire Fire and Rescue entered a consultation with its operational wholetime staff at Boston, Gainsborough, Grantham, Lincoln North, Louth, Skegness, Sleaford and Spalding fire stations to propose a change to their contractual arrangements. Whilst the majority of the changes were purely contractual and didn't impact their ways of working and there was one change at Sleaford which identified a more efficient method of delivery.

At the meeting in July the committee were asked to consider the report and members of the committee to make comments on the proposals, which would be considered by the Executive Councillor for Fire and Rescue and Cultural Services prior to consultation with the workforce. The Committee requested that the consultation period be extended from 30 days due to it being over the month of August and engagement with Sleaford Town Council to be completed so that they were aware of the proposed changes.

This report describes and informs the committee of the outcomes of the consultation.

Actions Required:

Members of the Public Protection and Communities Scrutiny Committee are invited to consider the contents of this report, and comment on the proposed changes, all of which have been considered by the Executive Councillor for Fire and Rescue and Cultural Services prior to decision being made to implement the proposed changes.

1. Background

a. Consultation Actions

The consultation period launched on 29th July 2022 and closed on 11th September 2022. During the consultation period the following engagement sessions were completed:

- 29 July 2022 – Session held at Sleaford Fire station and via TEAMS
- 15 August 2022 – Session held at Lincoln North Fire station and via TEAMS
- 17 August 2022 – Attended Sleaford Town Council public session and presented brief power point presentation to members and took questions. All documents were also sent to Sleaford Town Council, so they were fully informed of the project.
- 26 August 2022 - Session held at Skegness Fire station and via TEAMS
- 31 August 202 - Session held at Grantham Fire station and via TEAMS

b. Consultation Outcomes

Staff didn't provide any formal written feedback but the questions they raised at the engagement sessions have been collated in a frequently asked questions document and shared with staff. Feedback was received from 2 members of Sleaford town council and from the Fire Brigades Union (FBU).

The Sleaford Town Council engagement took place as requested by the Public Protection and Communities Scrutiny Committee. The 2 responses from the Councillors did express concerns with the proposed changes, these points included:

- Opposing the movement of assets from Sleaford to Boston – This is not part of any proposal.
- Appliances not having a snorkel type exhaust – Appliance design is not part of the proposal
- The one-way system in Sleaford – This has been considered and this is the reason why the proposal is to provide a 7-day wholetime (WT) duty system.
- Focus on the savings that may be realised. – It was reaffirmed that the budget released from the percentage uplift for WT night cover will be diverted into investment into Sleaford on Call.

The FBU welcomed the proposal however asked if the change could be delayed until 2023 to work out any issues from the proposed changes, such as requests from staff at Sleaford seeking to transfer out and allow the service to review the potential requests from staff for moves to alternative stations. They also expressed concerns for staff welfare potentially losing wages during the current cost of living crisis.

During the consultation period staff were asked to complete an expressions of interest form to determine where they would prefer to work based on the duty system in use at that station, 48 of the 76 staff engaged and completed the form.

2. Conclusion

The service has completed the consultation as per the required process and a decision paper has been presented to the CFO and Executive portfolio holder. The decision has been made to progress with the proposed change and to implement the changes on 1st April 2023.

Date	Action
20/10/2023	Rotas developed and sent to training department
28/10/2023	Training department will have added central training courses
01/11/2023	New Rotas are sent to stations
07/11/2023	Present outcomes of consultation to PP&C scrutiny committee
31/11/2022	Issue implementation document
16/01/2023 18/01/2023 25/01/2023 27/01/2023	Implementation briefings
17/02/2023	New Contract letters distributed to personnel
01/04/2023	New structure implemented

3. Consultation

a) Risks and Impact Analysis

N/A

4. Background Papers

No background papers within Section 100D of the Local Government Act 1972 were used in the preparation of this report.

This report was written by Spencer Creek, (T) Area Manager Response, Lincolnshire Fire & Rescue Service, who can be contacted on 07785516664 or Spencer.Creek@lincoln.fire-uk.org.

This page is intentionally left blank