



**NORTH WALES FIRE AND RESCUE AUTHORITY
EXECUTIVE PANEL**

21st September 2006

**DETERMINATION OF EFFICIENCY SAVINGS WITHIN
2006/07 BUDGET TO COVER THE COSTS OF RANK TO
ROLE ASSIMILATION**

**Report by Dawn Docx,
Assistant Chief Officer (Finance and Procurement)**

Purpose of Report

1. To update Members as to the progress regarding rank to role assimilation and the potential costs.

Introduction

2. In setting the 2006/07 budget Members directed that any increase in expenditure due to the move from rank to role should be met from efficiency savings, as part of the modernising agenda, arising from the Integrated Risk Management Plan (IRMP).
3. This paper sets out the progress to date regarding the assimilation process and explains why it is not possible to calculate accurately at this early stage any increased costs and therefore to determine the savings necessary to cover the cost.



Background

4. In November 2003 all operational posts were assimilated from ranks to roles for pay purposes only. Subsequently, the process for the substantive move from rank to role was formulated by a Task and Finish group made up from the three Fire and Rescue Services in Wales and the Fire Brigades Union.
5. Approval for use of the process was given at the Chief Fire Officers' Association Personnel and Organisational Development Group on 2nd June 2006 and that decision ratified at the Integrated Personal Development System (IPDS) Strategic Group meeting of 13th June 2006. A commencement date of 1st July 2006 was also agreed at that meeting.
6. The strategy for implementation in North Wales will take some time because all employees have to be notified of their assimilation result and their right of appeal.

Appeals will be heard by the head of department together with a Principal Officer and a Principal Officer from another Fire and Rescue Service in Wales.

7. The process for North Wales Fire and Rescue Service may take until the end of January and, given the number of variables, it will not be possible to calculate accurate costs until that date, but early indications are that this may be in the region of £45,000 for basic pay alone.
8. Budgetary implications for 2006/07 can be met from managed underspends and any back dated pay will be paid from the provision for rank to role. It will be in 2007/08 onwards that the efficiency savings will need to be found to fund these recurring costs. Once it is possible to do a more accurate calculation, it will be presented to Members to receive their views as to how the additional cost could be met.



Recommendation

9. That Members note the content of this report.