

* Name of proposal/policy	Review of Fire Service	* Budget number	14-006-23
* Service area responsible	Place – Northamptonshire Fire & Rescue Service	* Cabinet meeting date	14 th February 2017
* Name of completing officer	A Parry	* Approved by Director / Assistant Director	Tony Ciaburro
* Version	1.0	* Date	2 February 2017

PART A

* Section 1a: Description of proposal under consideration/development	* Section 1b: Is this new or existing? Does it link to current provision?
<p>Savings arising from a fundamental review of the entire Fire and Rescue Service and subject to consultation on the IRMP. This will include the exploration of closer collaboration with Police and other blue-light services.</p> <p>The £700k savings for 2017-18 have been identified as part of fundamental Review of Fire Service undertaken in 2016-17. This involves rationalisation of operational procedures and resources, fleet management and asset management without significant reduction in service outcomes.</p> <p>Project management team and governance board have been established to oversee the delivery of the service. Full engagement has taken place with EDT Scrutiny Committee. Engagement with the Unions has also taken place to discuss staff and operational implications. New IRMP has been prepared.</p>	<p>The savings will be taken out of the 2017-18 budget with the service operating at the reduced budget envelope with no authority to overspend.</p>

<p>£250K would be saved from the NFRS control room by reducing staff numbers, delivered as part of the central government funded project for working collaboratively with Warwickshire Fire & Rescue Service in the provision of modern and resilient fire control functions. A further £450K would come from changing the way in which the NFRS Technical Rescue Vehicle (TRV) is used and crewed. The TRV is a specialist appliance which is currently deployed to all road traffic collisions, in addition to two fully rescue-equipped fire appliances. An evidenced-based review of this practice supports the view that other than for specific incident types, this represents an over-provision. Changes to the mobilising policy and crewing arrangements will enable a reduction in firefighter posts, which can be achieved through natural wastage.</p>	
-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--

*** Section 2: How does this align with the Council Plan/ corporate priorities/ partnership strategies and plans/ Next Generation Council?**

Delivers increased wellbeing and/or safeguarding by ensuring that...	✓
People of all ages are safe, protected from harm and able to live happy, healthy and independent lives in our communities	✓
People have the information and support they need to make healthy choices and achieve wellbeing	
People achieve economic prosperity, in a healthy, low carbon economy which gives access to jobs, training and skills development	
Communities thrive in a pleasant and resilient environment, with robust transport and communications infrastructure	✓
Resources are utilised effectively and efficiently, in coordination with partners and providers	✓
Does it align with any NCC/ partnership strategies and plans? (if so, please list below)	
Northamptonshire Integrated Risk Management Plan (IRMP – also known as Northamptonshire Community Protection Plan) 2017-2020. This includes closer collaboration with the Police and shared control facilities with Warwickshire Fire and Rescue Service.	
Does it support the transformation into a Next Generation Council? (if so, please explain below)	
Yes – through smarter working and engagement with other blue light services both within and outside of the county.	

*** Section 3: If this relates to a statutory duty, please give details of the relevant legislation below:**

Fire & Rescue is a statutory service

Section 4: Have other alternatives been considered?

A Fundamental Review of the entirety of the NFRS service has been undertaken including Options for alternative blue light collaboration.

*** Section 5: Financial / resource implications**

a) Costs (e.g. invest to save)

None

b) Staffing implications

There will be operational changes which will have an impact on staff levels which have already been taken into account through vacancy management and retirements etc.

c) Savings

£700k in 2017-18

Section 6: Has a similar initiative/proposal been implemented elsewhere? What were the benefits or risks? Are there lessons that can be learned?

Yes – in terms of operational changes – but no in terms of blue light collaboration

THIS SECTION HAS REPLACED THE EQUALITY IMPACT ASSESSMENT FORM AND MUST BE COMPLETED TO DEMONSTRATE COMPLIANCE WITH THE EQUALITY DUTY

*** Section 7: Who will be affected by this proposal? (this may be service user data, or be based on a particular geographical area or more general population data depending on the proposal) Include demographic information where this is available e.g. breakdown by gender, age, ethnicity, disability etc. BIPI can support with the provision of data.**

You may include staff, partner organisations and any other stakeholders who might be affected by the proposal.

Data Source (include link where published) and summary of what it tells us for example “X number of people use this service, X are male, Y are female etc”	Why is this relevant to the proposal?

*** Section 8: Based on the above information, will this proposal have an impact on the following? ✓ the relevant box for each line and then expand on the reasons why in Section 9**

	Positive	Negative	Neutral	Unsure
<u>Age</u>			X	
<u>Disability</u>			X	
<u>Gender reassignment</u>			X	
<u>Marriage and civil partnership</u>			X	
<u>Pregnancy and Maternity</u>			X	
<u>Race</u>			X	
<u>Religion or Belief (or No Belief)</u>			X	
<u>Sex</u>			X	
<u>Sexual orientation</u>			X	

* Section 9: Initial impact	
* Section 9a: From your analysis in section 8 above, please explain the positive implications	
N/A	
* Section 9b: From your analysis in section 8 above, please explain why you have categorised any of the implications as neutral	
The public would not notice changes to the control room services. The collaborative solution will provide more resilience.	
The revised crewing arrangements for the TRV could, on occasion, generate a small delay in mobilisation but this risk is offset by the reduced likelihood of the vehicle being unavailable due to being committed to attend incidents where its specialist capability is not required. The community impact of these proposals is considered to be less than the alternative options for making savings.	
* Section 9c: From your analysis above, please explain the negative implications	* Section 9d: What actions have you identified to mitigate any negative implications?
N/A	N/A
* Section 9e: From your analysis above, please explain the areas where you are unsure of the impact	* Section 9f: What actions have you identified to fill gaps in information?
N/A	N/A

* Section 10: Internal considerations: are there any implications for the following?		
	✓ or X	If there are any implications, please explain them here and identify any actions you may need to take as a result
Staff	✓	There will be operational changes which will have an impact on staff levels which have already been taken into account through vacancy management and retirements etc.
Financial (NCC)	✓	Designed to realise savings for MTFP
Legal		
NCC Policy		
Performance		
Data quality / information security		

IT		
Strategic assets		
LGSS / federated bodies		
Procurement		
Project support		
Other (if appropriate)		

* Section 11: External considerations: are there any implications for the following?		
	✓ or X	If there are any implications, please explain them here and identify any actions you may need to take as a result
Community impact		
Impact on the consumer (e.g. communication needs, access, rurality, complaints)		
Reputation		
Political		
Partners	✓	We are looking to collaborate with partners to achieve this saving
Human Rights		
Health impact – individual		
Health impact – wider community		
Economic impact - individual		
Economic impact – wider community		

Community Safety impact		
Environmental impact		
Consultation		
Other (if appropriate)		

Based on the impacts and considerations above, please identify the RAG status

RAG Status	Overall RAG	Time	Proposal Delivery	Cash Saving	Risk	Issue	Dependency

* Section 12a: What are the risks associated with NOT implementing the proposal? (tick if applicable)		* Section 12b: What actions have you identified to mitigate the risks? Will anything in the current arrangements need to be changed to acknowledge this risk? Is implementing the proposal the only way to mitigate the risks?
Non-compliance with legislation or NCC policy		
Financial	x	If savings not found from this proposal, savings would need to be found from other service areas.
Change in performance/ data quality/ information security		
Reputational/ Political		
Increase in complaints and/ or legal challenge		
Other		

*** Section 13: Budget Delivery Programme Highlight Report information – total amount allocated to savings proposal 2017-18 through to 2020-2021; profiled budget; 2017-18 action plan extended savings narrative; cost code information**

Total amount allocated to savings proposal 2017-18	
2017-18 (£000)	700

Impact of saving within the budget profile			
Q1	Q2	Q3	Q4
700			

	Milestone	Owner	By when
1	Outcome of Review reported and approved by Cabinet by July 2016	D Dovey	COMPLETED
2	Outcome of Review consulted through the Integrated Risk Management Plan process.	D Dovey	April 2017
3	Outcome of IRMP implemented April 2017	D Dovey	April 2017
4	Budget reduced by £700k for 2017-18 financial year	D Dovey	1 st April 2017

Cost code	NBFAB07 (£250k)
Cost code	NBFAB05 (£450k)

*** Section 14: Do you need to undertake further work (e.g. consultation, further proposal development, further equality analysis) based on the impact and actions identified above? If yes, set this out below and then carry out the work and complete Part B:**

This proposal will form part of the overall budget consultation process. Any feedback received (as well as any further intelligence gathered in the course of developing the project) will inform a final analysis of the impact of the proposal which will be considered by Cabinet and Council in February when taking a final decision on the budget. The EqIA will be updated accordingly.

PART B

Section 15: Consultation, follow up data and information gathered from actions identified above

	What does this information tell us?
This proposal formed part of the overall budget consultation.	During the public consultation two concerns were raised: that any reduction in F&R Service budget could result in severe delays in responding costing lives; and that the proposed budget cuts were considered too high.

Section 16: Final impact analysis (taking the findings from Part B into account) – including review date if required

We have considered the feedback received during the consultation and the small number of concerns raised about the impact that a reduction in the budget could have on public safety. Having reviewed the available options for saving money from the NFRS budget, we believe this to be the lowest risk option. Two appliances are sent to all road traffic collisions and these normally arrive before the TRV, meaning that the TRV is usually not required. The Commander at an incident will still have the ability to request the TRV if it is considered necessary and the TRV will continue to be mobilised to specific incident types to match the capability to the risk.

We do not believe that anyone will be negatively impacted by the proposal by virtue of their protected characteristics.