

WYFRA	PERSONNEL & TRAINING COMMITTEE	11 JULY 2008	ITEM NO:
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REPORT OF: DIRECTOR OF HUMAN RESOURCES

**PURPOSE OF REPORT: TO ADVISE MEMBERS OF THE REDISTRIBUTION OF
FOUR CREW MANAGER (CM) POSTS FROM THE
OPERATIONAL SUPPORT UNITS TO TRAINING DELIVERY**

RECOMMENDATIONS: THAT MEMBERS NOTE & APPROVE THIS REPORT

LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT DETAILS

EXEMPTION CATEGORY:

**ACCESS CONTACT OFFICER: MR M REDFEARN (01274 655703)
DIRECTOR OF HUMAN RESOURCES**

**MR JOHN MANN (01274 655839)
GROUP MANAGER, TRAINING & DEVELOPMENT**

**BACKGROUND PAPERS.
OPEN TO INSPECTION: MT 6th FEBRUARY 2006 (Removal of OSU CM's)
PT 28th SEPTEMBER 2007 (Removal of OSU's)
F&BV 3rd FEBRUARY 2006 (Additional OSU's)**

1 BACKGROUND

- 1.1 West Yorkshire Fire and Rescue Service previously deployed Operational Support Units (OSU) as operational response vehicles. The OSU's were staffed by WM(B)'s as commanders and CM's their assistants.
- 1.2 The Operational Support Units were removed as an operational vehicle 1st January 2007, the CM's had been removed from the vehicle on 6th February 2006. Since that time four of these posts have been used in temporary positions at Training Centre.
- 1.3 This paper seeks to formalise that redeployment.

2 INFORMATION

- 2.1 Training Delivery consists of a cadre of CM's and WM(A)'s led by four section heads at WM(B)'s.
- 2.2 Over the past few years Training Delivery's role has grown considerably, this has been due to the additional/ new skills and responsibilities of the modern fire service. To accommodate the additional needs of the service Training Delivery trainers have developed, formulated and delivered packages which are aligned to the needs.
- 2.3 Additional/ new skills include:
 - Tactical Firefighting
 - Command Training
 - ICET accredited RTC training
 - E learning
 - Technical Rescue
 - Outcomes of the Operations Team Training Needs Analysis
- 2.4 Meeting the additional needs has stretched Training Delivery's staff resources. Training Delivery are trying to meet the service's needs with limited resources and has traditionally been supported by seconded temporary staff, although useful, they do not provide the necessary continuity and skill accumulation which can be gained from permanent posts.
- 2.5 Allocation of the four CM posts would allow Training Delivery to meet existing challenges and develop skills to meet new needs. The additional staff would provide resilience to the department, to allow for internal staff development and continuity.

3 FINANCIAL IMPLICATIONS

- 3.1 There are no financial implications as these are establishment posts and are being redeployed.

4.0 EQUALITY AND FAIRNESS IMPLICATIONS

- 4.1 There are no equality and diversity issues with this issue.

5.0 SUMMARY/CONCLUSIONS

- 5.1 The addition of four CM posts into Training Delivery will assist in the assimilation of the Operational Training Needs and other vital skill areas. The additional staff would also provide a solid base to drive training skills forward

6.0 RECOMMENDATIONS

- 6.1 That members note and approve the contents of this report.