

**Item 8**

## **Retained Duty System project**

### **Purpose and Summary**

This paper provides the Committee with an update on the Retained Duty System project.

### **Recommendation**

Members are asked to note the contents of the report

### **Action**

Officers to take forward the project, subject to Member's comments.

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## **Retained Duty System project**

### **Background**

1. At the July meeting of the FSMC, Members noted that certain, though not all, authorities were facing challenges with the Retained Duty System. These challenges included, for example, staff recruitment, retention and learning and development.
2. The Committee agreed that a piece of work should be undertaken to assist the sector in helping itself by identifying and sharing best practice across FRAs on the Retained Duty System.

### **Initial findings**

3. Common problems that have already been identified by FRAs with regards to the Retained Duty System include:
  - Recruitment
  - Retention
  - Training and development
  - Pay and conditions

### **Project proposal**

4. The RDS is essential to maintaining fire cover for nearly all FRAs and an area where the FSMC can help make a difference by signposting FRAs to good practice and encouraging sharing of knowledge, thus helping the sector to help itself. The suggested project outputs, incorporating activity from across the LG Group, are as follows:
  - gather learning from the Operational Assessment and publish as case studies – with Local Government Improvement and Development (formerly the IDeA)
  - look at how we might facilitate the sharing of knowledge of successful FRAs, to include a possible mentoring or buddying system – with CFOA
  - Cllr Hammond to present details of the project to the Commission on 24 September and seek contributions from elected members.
  - hold a seminar for elected members on the findings of the project and good practise following publication of the report.
5. In terms of project governance, Cllr Hammond will sponsor and lead the work reporting to the FSMC and Fire Commission. We will also engage with CLG and CFOA to exchange ideas and minimise duplication. The findings of the project will be published by Christmas 2010.

## **Conclusions and next steps**

6. The project next steps are outlined under paragraph 5 above.

## **Financial Implications**

7. Delivery of this project will come from within existing LG Group resources.

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