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## A quick round up...

Borough Working will mean that the three territorial commands will be replaced by borough commands. This will enable us to further improve how we serve our local communities, respond to the risks as set out in our IRMP and facilitate the increased emphasis on prevention whilst recognising the continued importance of our intervention role.

The Fire and Rescue Authority approved the move to Borough Working at their meeting of 27th January 2005. A Project Team led by ACFO Corcoran has been working on the project for the last six months.

Workloads of each borough were assessed using information relating to mobilisations, deprivation and population. As a result the decision was taken to split Manchester into Manchester North and Manchester South due to the heavy workload. This means there will be 11 Borough Commands.

Borough working is about ;

- Better serving our communities
- Responding to local needs and risks
- Helping us to work more effectively with our many partners
- Aligning us to the 10 Local Authorities that form Greater Manchester
- Help us get 'back to basics'
- A more cost effective approach

Borough Working will provide efficiencies however there will be NO redundancies, NO changes in the number of firefighters on appliances, NO changes in the number of fire appliances, fire stations or attendance times.

Alongside the move to borough working, there are also proposed changes to the Flexi Duty Officers rota to move to a 5 week rota. We have worked very closely with the Representative Bodies and the final points of the fine detail are currently being worked up.

# Borough Structures and Borough Commanders

Borough Structures will be the same across the County although numbers of supporting personnel may differ depending on workloads.

Each Borough will have a Borough Commander (AMA) and a Deputy Borough Commander (GMA).

Station Managers will have more of an external focus but will still be responsible for Stations within the individual boroughs. There will be a Fire Safety Enforcement Department (protection) led by a Fire Safety Manager, Community Fire Safety Department (Prevention) and Operational Personnel (Intervention).

## Introducing the new Borough Commanders and Deputy Borough Commanders

### ***BOLTON***

**Vinny Simpson**  
Borough Commander

**Andy Heywood**  
Deputy Borough Commander

### ***SALFORD***

**Mark Cashin**  
Borough Commander

**Geoff Akroyd**  
Deputy Borough Commander

### ***BURY***

**Kevan Whitehead**  
Borough Commander

**Neil Pomfret**  
Deputy Borough Commander

### ***STOCKPORT***

**Steve Fisher**  
Borough Commander

**Dave Kirkham**  
Deputy Borough Commander

### ***MANCHESTER NORTH***

**Barry Jones**  
Borough Commander

**Graham Plant**  
Deputy Borough Commander

### ***TAMESIDE***

**Andy Brookes**  
Borough Commander

**Steve Swallow**  
Deputy Borough Commander

### ***MANCHESTER SOUTH***

**Tony McCourt**  
Borough Commander

**Richard Ost**  
Deputy Borough Commander

### ***TRAFFORD***

**Pete Riley**  
Borough Commander

**Bill Harrop**  
Deputy Borough Commander

### ***OLDHAM***

**Paul Argyle**  
Borough Commander

**Dave Harwood**  
Deputy Borough Commander

### ***WIGAN***

**John Harding**  
Borough Commander

**Paul Petrykowski**  
Deputy Borough Commander

### ***ROCHDALE***

**Dave Astley**  
Borough Commander

**Roger Metcalfe**  
Deputy Borough Commander

# Accommodation within the Borough Commands

Following a review the proposed locations for the Borough Commands have now been identified. These offices are now being set up and the locations selected are as follows ;

<b>Bolton</b>	<i>Existing West Command HQ</i>
<b>Bury</b>	<i>Part of 1st Floor, Bury Fire Station</i>
<b>Manchester North</b>	<i>Existing CDU offices</i>
<b>Manchester South</b>	<i>Existing CDU Offices and Flat One, Withington Fire Station</i>
<b>Oldham</b>	<i>Part of Visual Aids building, Chadderton Fire Station</i>
<b>Rochdale</b>	<i>Existing East Command HQ</i>
<b>Salford</b>	<i>Part of Eccles Fire Station</i>
<b>Tameside</b>	<i>Hyde Fire Station Annexe</i>
<b>Trafford</b>	<i>First Floor Offices, Stretford</i>
<b>Wigan</b>	<i>Part of Wigan Fire Station</i>

There may be some minor disruption whilst some of these locations are renovated and it may be necessary to relocate some existing staff and equipment to other areas / premises.

Please bear with us whilst this work takes place. Your understanding and co-operation is appreciated.

# Supporting the new Borough Commands

To support and oversee the new Borough Command structure the position of ACFO (Staff) has been replaced by ACFO (Service Delivery). Borough Commanders will report directly into SDO Service Delivery and to the ACFO.

## Performance Review Team

A key part of the Service Delivery function will be the creation of the Performance Review Team. This team will be led by Dave Raymond with five officers whose core role will be to provide support to the Borough Management Teams in identifying their priorities and targets and ensuring continuous improvement and performance. All Support Departments have also been reviewed and remodelled to ensure their delivery will appropriately support Borough Working and a number of changes have been made.

## People Management

The Personnel and Staff Departments have merged and are now part of the People Management Function. The Department is currently being restructured and a number of appointments being made to fill vacancies for HR Advisors. More information on the new structure and contacts will be available shortly.

## Operations

In order to ensure that each of the Boroughs meet the attendance standards as set out in our IRMP, the Operations Command is in the process of reviewing the resources that are sent to all types of incidents. Work concluded to date includes the introduction of interim arrangements for dealing with animals trapped or distressed, a review of the number of mobile officers required for operational purposes, the removal of aerial appliances from predetermined attendances to calls originating from automatic fire alarm systems, release of a number of firefighter posts resulting from the review of Emergency Salvage Tenders and the recent removal of mobile officers from predetermined attendances to calls originating from automatic fire alarm systems. This will contribute to increasing the availability of resources locally to assist in the introduction of initiatives to improve community and firefighter safety.

### **Fire Safety**

In Fire Safety a new role of Fire Safety Team Leader has been created to manage service delivery in each borough. The number of Community Fire Safety Officers has increased to 28 and the level of Enforcement Officers remains the same. Target Fire will also now be line managed at borough level.

### **ICT**

ICT facilities are in the process of being upgraded for the move to Borough Commands. Every station is being fitted with Broadband, more terminals are being placed on station and the network capability has been increased.

### **Station Clerks**

A number of concerns have been expressed following the proposed reduction in the hours of some Station Clerks. As a result, working with Unison, a Review Group has been set up to look at the issues and consult with personnel and report back in four weeks.

## What happens next - the handover from Area Commands?

The next few weeks will see vital preparation so the move to Borough Commands can go live as soon as is possible.

Borough and Deputy Borough Commanders will be attending a week long development course and will then be responsible for working up action plans for the individual boroughs in consultation with their personnel.

The process of informing all our current external partners of the appointments and how borough working will be of benefit to them will also be carried out.

## What do you want to know about Borough Working?

If you have any questions regarding Borough Working that you would like answered or any particular topics you would like to see included in the next Borough Update you can either ;

- E-mail them to:  
[commsforums@manchesterfire.gov.uk](mailto:commsforums@manchesterfire.gov.uk)
- Phone them into the Corporate Communications Department on 0161 608 4106
- Put them in the internal mail to the Corporate Comms Department at FSHQ