

DUNDEE CITY COUNCIL

REPORT TO: Personnel and Management Services Committee - 17 June 2002

REPORT ON: Economic Development Department - Dundee Airport Fire Crew

REPORT BY: Director of Personnel and Management Services

REPORT NO: 238-2002

1 PURPOSE OF REPORT

- 1.1 To outline proposals for the organisation and operation of the Fire Crew at Dundee Airport.

2 RECOMMENDATIONS

It is recommended that the Committee approves:-

- 2.1 The alignment of the grade of the post of Duty Fire Crew, from £12,296 - £14,618 to SCPs 19, 22, 24 and 26 (£14,984; £16,217; £17,207; and £18,296), in accordance with the National Agreement on Pay and Conditions of Service for Local Government Employees.
- 2.2 The deletion of 2 posts of Duty Fire Crew, graded SCP19-26, £14,984 - £18,296.
- 2.3 The establishment of 3 posts of Lead Officer, graded SCP27, £18,878.
- 2.4 The alignment of the grade of the post of Junior Fire Officer, from £18,208 to SCP 31-34, £21,536 - £23,459, in accordance with the National Agreement on Pay and Conditions of Service for Local Government Employees.
- 2.5 The establishment of one post of Junior Fire Officer, graded SCP31-34, £21,536 - £23,459.
- 2.6 The regrading of the post of Senior Fire Officer from AP4, SCP27-30 £18,878 - £20,897, to PO1-4, SCP35-38 £23,930 - £25,976.
- 2.7 That the Director of Economic Development Department in consultation with the Department of Personnel and Management Services has the authority to establish 7 temporary posts of Duty Fire Crew SCP19-26 £14,984 - £18,296 in the event of the category of the airport increasing from category 3 to category 4.

3 FINANCIAL IMPLICATIONS

- 3.1 The additional costs, including employer's costs, in respect of this proposed staffing structure, excluding the temporary posts, amount to £65,646 for a full financial year.

These costs can be contained within the Dundee Airport Staff Costs Budget within the Economic Development Department's Revenue Budget for the year 2002/03 and subsequent years.

- 3.2 In respect of the temporary Duty Fire Crew posts, the costs, including employer's costs, amount to £120,106 for an entire financial year. Given that these posts will only be required in the event of the Airport increasing to category 4, it is anticipated that the increased number of flights, resulting in this category alteration, will generate sufficient additional income to cover these costs.

4 LOCAL AGENDA 21 IMPLICATIONS

- 4.1 None.

5 EQUAL OPPORTUNITIES IMPLICATIONS

- 5.1 None.

6 BACKGROUND AND PROPOSALS

- 6.1 The grading of the post of Duty Fire Crew was established in accordance with National Council for Airports paycales. In October 1997 a local agreement was reached with the trade unions which linked the annual pay award to the annual pay award for Local Government Manual Workers. A shift allowance and duty crew allowance are also currently paid.
- 6.2 For administrative purposes and general clarification it is proposed to align the grade of the post of Duty Fire Crew to the spinal column points on the payscale for Local Government Employees. Furthermore, it is proposed to pay an all encompassing rate which is the practice of comparable airports.
- 6.3 The posts of Lead Officer and Junior Officer will also be aligned and payment will encompass all previous allowances.
- 6.4 Regular Civil Aviation Authority (CAA) inspections have indicated the need to strengthen the management structure therefore it is proposed to move from a 2 watch to a 3 watch system. An additional post of Junior Fire Officer will be required to lead the third watch. In addition, it is proposed to establish 3 posts of Lead Officer with specific supervisory responsibilities and who will act up in the absence of the Junior Officer.
- 6.5 It is intended that the Senior Fire Officer does not work a shift pattern, however does work a number of shifts per month in order to effectively manage the 3 watches.
- 6.6 The flight schedules for services operating from and to Dundee Airport determine the hours of work of the Fire Crew and because the shape of the services have changed significantly in recent years the hours of work of employees and in particular the Fire Crew require to be altered.

- 6.7 The shift system currently in place is based on a working week of Monday - Friday however the London Service which is operating very successfully requires a fire and rescue presence 7 days a week. To date this has been covered by overtime on a voluntary basis. This entails the Fire Crew working long hours and the airport incurring exceptionally high levels of overtime. In addition, the CAA has identified that the structure and the hours of work of the Fire Crew require to be revised to meet the needs of the service. The proposal to move to 3 watches is dependent on the introduction of a rota which operates over 7 days, subject to trade union consultation.
- 6.8 The introduction of this rota will result in a loss of total earnings for the Fire Crew because of the levels of overtime worked over many years. The City Council's Protection of Earnings Policy will not apply because the overtime has not been contractual. However, the proposal to move to a shiftworking system will result in employees' retirement benefits being based on a higher earnings level.
- 6.9 The CAA stipulates the fire and rescue staffing levels according to the category of the airport which is determined by the number of flight rotations. It is proposed that the Director of Economic Development in conjunction with the Department of Personnel and Management Services has the authority to respond immediately to an increase from category 3 to category 4 and meet the CAA requirements by recruiting additional Duty Fire Crew.

7 **CONSULTATION**

- 7.1 This report has been the subject of consultation with the Chief Executive, Director of Support Services and Director of Finance. The trade unions have also been consulted.

8 **BACKGROUND PAPERS**

- 8.1 No background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information), were relied on to any material extent in preparing this report.

9 **SIGNATURES**

J.C. Petrie
Director of Personnel and Management Services

Date