

HUMBERSIDE FIRE AUTHORITY

FRIDAY, 29 November 2024

PRESENT:

Members

Representing East Riding of Yorkshire Council:

Councillors Casson, Dennis, Gill, Heslop-Mullens, Meredith, Pickering, Sutton and Whyte

Representing Hull City Council:

Councillors Beeson, Bridges, Henry and North

Representing North East Lincolnshire Council:

Councillors Bonner, Lindley, Patrick, Shepherd

Representing North Lincolnshire Council:

Councillors Grant, Sherwood, Waltham MBE

Officers of Humberside Fire & Rescue Service

Phil Shillito - Chief Fire Officer & Chief Executive, Niall McKiniry - Deputy Chief Fire Officer & Executive Director of Service Delivery, Matthew Sutcliffe - Assistant Chief Fire Officer & Executive Director of Corporate Services, Christine Cooper - Executive Director of People and Development, Martyn Ransom - Executive Director of Finance/Section 151 Officer, Dom Purchon - Area Manager of Prevention, Protection, Fleet and Estates, Steve Duffield - Area Manager of Emergency Response, Mike Anthony - Area Manager of Service Improvement, Jamie Morris - Head of Corporate Assurance, Lisa Nicholson - Monitoring Officer/Secretary and Alison Finn - Committee Manager.

External Auditors

Rejoice Mapeto and Henna Tammi were in (remote) attendance from Forvis Mazars for minute 106/24.

The meeting was held at Service Headquarters, Hessle.

101/24 APOLOGIES FOR ABSENCE - Apologies for absence were submitted from Jonathan Evison (Police and Crime Commissioner) and Councillors McMurray, Neal and Ogg.

102/24 DECLARATIONS OF INTEREST - There were no declarations of interest.

103/24 MINUTES - Resolved - That the minutes of the meeting of the Authority held on 20 September 2024 be approved as a correct record subject to the following addition to be included within Minute 93/24 – "Members challenged whether legally and constitutionally, the Authority could amend its own schedule of meetings and whether they could change a decision made at a meeting held within the previous six months."

104/24 QUESTIONS BY MEMBERS - there were no questions by Members.

105/24 COMMUNICATIONS – there were no communications.

106/24 AUDIT STRATEGY MEMORANDUM 2023/24 AND AUDIT COMPLETION REPORT – Forvis Mazars, the external auditor, submitted the audit strategy memorandum 2023/24 and the audit completion report for the Year ending 31 March 2024.

Rejoice Mapeto and Henna Tammi (Forvis Mazars) presented the Audit Strategy Memorandum 2023/24 and the Audit Completion report for the Year ending 31 March 2024.

There had been no changes to the audit strategy memorandum 2023/24 but the following sections of the report were highlighted.

- There were three risks identified during the audit, a mandatory significant risk due to the potential override of management of controls, a risk due to the potential for the calculation of pension figures to be subject to significant volatility and as such must be based on a complex interaction of assumptions and a significant risk on the valuation of land and buildings due to a high degree of estimation in valuations despite the use of valuation experts.
- The audit did not identify any significant weaknesses in value for money arrangements.
- The audit fees were proposed to increase from £36,427 in 2022/23 to £94,173.
- The audit team are independent and comply with the International Code of Ethics for Professional Accountants.
- Any misstatements in the accounts would be reported to management for correction.

The Auditor's Completion report summarised the work undertaken by external auditors for the year ended 31 March 2024. Responsibilities of auditors were defined by the Local Audit and Accountability Act 2014 and the Code of Audit Practice ('the Code') issued by the National Audit Office ('the NAO'). The remaining sections of the completion report outlined how auditors had discharged those responsibilities and the findings from its work, a summary of which could be seen below:

- Status on the audit – the work was substantially complete and there were currently no matters that would require modification of the audit opinion other than a few outstanding matters set out in the report.
- Opinion on the financial statements – auditors anticipate issuing an unqualified opinion on the financial statements.
- Value for Money arrangements – auditors anticipate having no significant weaknesses in arrangements to report in relation to the arrangements that the Authority has in place to secure economy, efficiency and effectiveness in its use of resources.
- Wider reporting responsibilities – auditors had not yet received group instructions from the National Audit Office (NAO) in relation to the Authority's WGA submission so were unable to commence work in that area until instructions were received.
- Wider powers - No questions or objections were received in respect of the Authority's 2023-24 accounts.

Resolved - That the reports be received.

107/24 ANNUAL ACCOUNTS 2023/24 - The Executive Director of Finance/Section 151 Officer submitted the annual accounts for 2023/24 for approval.

The Statement of Accounts summarised the financial performance of the Authority for year ended 31 March 2024. The accounts had been prepared in accordance with the requirements of the Code of Practice on Local Authority Accounting in the United Kingdom 2023/24 published by the Chartered Institute of Public Finance and Accountancy (CIPFA). The purpose of the narrative report was to offer interested parties a fair, balanced and easily understandable guide to the most significant matters reported in the accounts.

Resolved - That the annual accounts for 2023/24 be approved.

108/24 FINANCE AND PROCUREMENT UPDATE – PERIOD ENDING 30 SEPTEMBER 2024 - The Executive Director of Finance/Section 151 Officer presented a report with an update on finance and procurement to the end of September 2024.

The Quarterly Finance and Procurement Update replaced the Management Accounts that had been produced in previous years and would be reported to Members four times a year with the financial position at 30 June, 30 September, 31 December and 28 February.

The summary estimated outturn position for the current financial year based on information to 30 September 2024 was as follows:

CATEGORY	2024/25 OUTTURN PROJECTION
HFA	
Revenue Budget	£0.387m underspend
Capital Programme	£6.264m spend against a £10.921m allocation
Pensions Account	£17.363m deficit

Resolved - a) That Members take assurance from the report and the Authority’s financial position for the period ending 30 September 2024, and

b) That Members approve the virements listed in the report.

109/24 TREASURY MANAGEMENT MID-YEAR UPDATE REPORT 2024/25 - The Executive Director of Finance/Section 151 Officer presented a report with a mid-year update on treasury management.

The Executive Director of Finance/Section 151 Officer submitted a report that provided Members with the Authority’s treasury management activities for the first half of the financial year 2024/25.

The Authority’s temporary investments totalled £31.6m as at 30 September 2024.

Table 1 – Investment income earned April to September 2024

Interest Earned April to September 2024	Rate of return April to September 2024	Benchmark return at 30 September 2024*	Difference (Favourable) April to September 2024
£503k	5.05%	4.95%	(0.10%)

* Benchmark set as average SONIA (Sterling Over Night Index Average)

The Authority had had one instance of short-term borrowing in the first six months of the year. That borrowing was for £0.5m and was taken for 2 days to cover a temporary shortfall in cash balances.

The Authority’s level of borrowing was £16.7m as at 30 September 2024, with an equated average rate of interest payable at 3.07 per cent. An expected £509k of interest was projected to be payable on external debt for 2024/25. The Authority had not undertaken any new long-term borrowing so far this financial year but that position would be reviewed in the second half of the financial year against the backdrop of interest rate changes and projections.

The S.151 Officer considered the current capital programme to be affordable and sustainable with the revenue effects of capital investment built into the Medium-Term Resource Strategy. Through the

Medium-Term Financial Planning Process the Authority had ensured alignment of its capital resources to key strategic priorities.

The Authority's approach to investment of surplus funds was designed to further mitigate against potential losses because of counterparty failure and reflected a prudent approach to treasury management activity.

Resolved - That the report be received.

110/24 DRAFT MEDIUM TERM RESOURCE STRATEGY 2025/26 – 2029/30 - The Executive Director of Finance/Section 151 Officer presented a report on the draft medium term resource strategy for 2025/26 to 2029/30.

The Executive Director of Finance/Section 151 Officer submitted a report that provided Members with the Authority's Medium-Term Resource Strategy (MTRS) for the years 2025/26 to 2029/30 and provided details of the Authority's Reserves.

The Authority has a strong track record in managing its financial position and has worked hard to ensure stability and financial resilience despite the challenging circumstances of the previous few years.

The current MTRS contained the following assumptions:

Current Assumptions for 2025/26

Pay	2.0%
Precept	2.99%
Grant	1.7%
Non-pay savings target	3%

The current MTRS showed that a predicted deficit was expected over the next five years, with £3.1m required from reserves, the financial position would be reviewed prior to the Authority meeting on 14 February 2025. The current model included the financing costs for the proposed capital programme including the significant investment in the estate, and the costs from the investment in the new control room system.

Current Funding Gap/(Surplus)

	2025/26 £m	2026/27 £m	2027/28 £m	2028/29 £m	2029/30 £m
Funding Gap/(Surplus)	1.539	0.340	0.382	0.483	0.314
Transfer (From)/To Earmarked Reserves	(0.800)	-	-	-	-
Transfer (From)/To General Reserves	(0.739)	(0.340)	(0.382)	(0.483)	(0.314)

Revenue Support grant income would be amended once the settlement was received from Government, that was expected in mid-December.

Reserves were held by the Authority to meet general financial risks and costs that might materialise (The General Reserve) and to meet specific project costs or financial liabilities (Earmarked Reserves). The General Reserve would be maintained at £6m as approved by the Authority on 20 September 2024.

Resolved - That the report be received.

111/24 ESTATES STRATEGY 2025/26 – 2029/30 – The Deputy Chief Fire Officer/Executive Director of Service Delivery presented a report on the proposed Estates Strategy 2025/26 to 2029/30.

The Estates Strategy set out a framework for managing the Services building portfolio. The current Strategy covered the period 2019-2025 and was being redrafted to ensure the objectives reflected the direction of travel for the organisation for the next five years.

The 2025/26-2029/30 strategy outlined managing plans and how to prioritise future demands on the estate, including remodelling and refurbishing current premises and any new buildings.

The report provided an overview of the proposed 7 main objectives for the Service's Estates Strategy 2025/26 – 2029/30, including a summary of the Service's planned estate works over a five-year period.

A prioritised schedule of works had been drawn up which would form the basis of the Strategy for 2025/26 onwards. The schedule was only indicative at this stage and was very much subject to further refinement resulting from further surveys, design work and the CRMP outcomes. The Estates Strategy and associated schedule would be reviewed annually and where necessary refined.

Resolved - That the proposed seven main objectives for the Estates Strategy 2025/26 to 2029/30 be approved.

112/24 CAPITAL PROGRAMME 2024/25 ONWARDS – VEHICLES, ESTATES AND DIGITAL SERVICES

- The Area Manager of Prevention, Protection, Fleet & Estates presented a report on the Capital Programme for Vehicles, Estates and Digital Services for a five-year period 2025/26 to 2029/30.

This report detailed the Service's requirements for funding to maintain and support keeping communities and firefighters safe, whilst contributing to the firefighting and rescue capabilities of the United Kingdom.

In the last twelve months, the Service had placed an order for a replacement turntable ladder, and that would be delivered into Service during 2025. A further five appliances were also currently in build as part of the vehicle replacement programme, those will arrive by the end of Spring 2025.

The total planned capital fleet spend for the five-year period from 2025/26 onwards on vehicles was summarised in the table below;

	2025/26 £m	2026/27 £m	2027/28 £m	2028/29 £m	2029/30 £m
Heavy Vehicles	1.220	1.400	1.610	-	1.470
Light Vehicles	0.650	0.210	0.508	0.293	0.040
Equipment	0.400	0.490	0.500	0.200	0.500
Total	2.270	2.100	2.618	0.493	2.010

A full survey of the Estate was undertaken in 2024 to assess and prioritise works required to bring the estate up to a standard for a modern Fire and Rescue Service, including dealing with areas of welfare and contamination. That process resulted in an ambitious five-year plan to invest in all our fire stations.

The proposed Estates programme moving forward was therefore as follows:

	2025/26 £m	2026/27 £m	2027/28 £m	2028/29 £m	2029/30 £m
Land & Buildings	0.791	3.404	1.164	9.010	6.980

The core Digital Services Transformation Program had been integrated with the agile and flexible working initiative to ensure that new and replacement equipment supported a modern, adaptable work environment. That approach maximises the utilisation and value of all Digital Services resources, aligning with global trends in digital workplaces.

The proposed Digital Services capital programme was therefore as follows:

	2025/26 £m	2026/27 £m	2027/28 £m	2028/29 £m	2029/30 £m
Core Replacement Programme	0.250	0.200	0.200	0.250	0.250
Data Centre Hardware Upgrade	0.100	0.100	0.100	0.100	0.100
Total	0.350	0.300	0.300	0.350	0.350

The financial impact of the proposals required a capital investment of £34.61million over the five-year period. Subject to approval of the recommendations contained within the report, the financial effect of the proposals would be incorporated into the Authority's revenue and capital plans for 2025/26 onwards, that would be presented for consideration and final approval at the Fire Authority meeting in February 2025.

Resolved – (a) That the capital programme as set out for Vehicles, Estates and Digital Services be approved, and

(b) That the capital programme being incorporated into the Medium-Term Resource Strategy 2025/26 to 2029/30 be approved.

113/24 BI-ANNUAL PERFORMANCE REPORT (APRIL – SEPTEMBER 2024) - The Area Manager of Service Improvement presented a report on Bi-Annual Performance for April to September 2024.

The Bi-Annual Performance Report, reported on the following area performance metrics between 1 April and 30 September 2024:

- Performance
- Health and Safety
- Organisational Learning
- Occupational Health and Wellbeing
- Absence Management
- Public Feedback

Members considered the content for each area and took assurance from the Service's approach in performance managing each of the respective areas of work.

Resolved - That the Bi-Annual Performance Report (April – September 2024) be approved.

114/24 WORKFORCE PLANNING (APRIL – SEPTEMBER 2024) - The Executive Director of People and Development presented a report on Workforce Planning for April to September 2024.

In March 2024 the Service Workforce Plan was updated reflecting current staffing levels and the retirement profile. It also reflected how the Service met its obligations under the Community Risk Management Plan (CRMP) and optimised the use of the 24-hour shift system.

The Workforce Plan laid out the detail of the Service's position as at 30 September 2024 in relation to the Establishment, vacancies and recruitment plan with consideration for the potential retirement and subsequent resulting recruitment. The document was designed to be a "working document" to enable continual evolution as the Service progresses but was formally updated on an annual basis on 31 March.

A Workforce Planning Board meeting was now held every month attended by the Heads of Training and HR, Service Delivery District Group Managers and the Head of Finance to review local planned and unplanned attrition rates and local context and developments. The Corporate Leadership Team met on a monthly basis and, if necessary, were also able to consider workforce planning matters which were occurring dynamically and ensure timely response to addressing shortfalls and redistributing resources,

should that be necessary. The establishment was closely monitored and subsequently the retirement profile assisted with forecasting the recruitment requirements.

Progress over 1 April to 30 September 2024 included:

- 1 new Full Time Probationer Firefighters (externally recruited) recruits posted to station in July 2024.
- 12 On Call to Full Time Firefighter transferees being posted to vacancies.
- One external Firefighter will be transferring into the Service.
- 16 new Full Time Probationer Firefighters (externally recruited) included 5 female recruits beginning their training course from September 2024.
- Positive action careers events ahead of the latest Full Time Firefighter recruitment drive and to raise the profile of the Service as an employer of choice.
- The implementation of further positive action programmes (Rookie Reds) to equip underrepresented applicants to undertake the selection process with more confidence.
- Use of the expressions of interest data to target individuals regarding the option to apply to become an On-Call Firefighter in rural areas where it is more geographically challenging to recruit in accordance with the five-minute response time.
- Recruitment and Promotion Processes during 2024 include:
 - Group Manager (GM) Pipeline – 1 permanently appointed, 2 temporarily appointed
 - Station Manager (SM) Pipeline – 6 permanently appointed, 3 temporarily appointed
 - Watch Manager (WM) Pipeline – 10 permanently appointed, 9 temporarily appointed
 - Crew Manager (CM) Pipeline – 22 permanently appointed, 8 temporarily appointed

To assist with forecasting the Service recently introduced an incentive payment for staff if they provided a minimum of six months' notice of their intention to retire. Though there was a minimal financial impact on the Authority to fund this, the incentive had, however, ensured a seamless transition of workforce planning, which reduced the peaks and troughs in the establishment when staff left the Service earlier than predicted.

Resolved - That the report be received.

115/24 COMMUNITY RISK MANAGEMENT PLAN (CRMP) AND STRATEGIC PLAN 2025-28 -

CONSULTATION - The Assistant Chief Fire Officer/Executive Director of Corporate Services submitted a report requesting approval to undertake public consultation for 12 weeks on the Community Risk Management Plan (CRMP) and Strategic Plan 2025 - 2028.

The CRMP was a public facing strategic document, mandated through the 'Fire and Rescue National Framework for England' section 4.6, which described in detail the risks that were prevalent in the community, alongside the methods and resources applied to mitigate those risks.

The Strategic Plan detailed the objectives needed to be accomplished to effectively and efficiently deliver the CRMP for communities, attributed and managed through Directorate Team Tactical Plans.

The Authority approved a one-year extension of both the existing CRMP and SP from 2021 – 2024 until 2025 at the Fire Authority meeting 1 December 2023, with the Service evaluating the document as part of the annual refresh.

By integrating the efforts from the annual refresh and data intelligence insights, the Service identified key themes to guide the CRMP and Strategic Plan public consultation 2025 – 2028. Those themes were detailed, contextualised, and presented at Member Day on 22 November 2024, and included:

- Emerging risk in our area
- Community safety
- Diversity and inclusion
- Environmental impact
- Best use of resources
- Efficiency and change
- Service improvement

A proposed 12-week consultation would be managed through the application of the Gunning Principles, Government Consultation Principles, Consultation Institute: Consultation Charter and the Nolan Principles.

Resolved - That a 12-week public consultation (2 December 2024 to 24 February 2025) of the Community Risk Management Plan and Strategic Plan 2025 - 2028 be approved.

116/24 PUBLIC CONSULTATION ON EQUALITY OBJECTIVES 2025-2029 - The Assistant Chief Fire Officer/Executive Director of Corporate Services presented a report which requested approval for a nine week consultation plan on updating the Service's Equality, Diversity and Inclusion objectives.

The Service had a duty under the Equality Act 2010 to set and publish equality objectives. The Service's progression against those objectives was reported annually in the Equality, Diversity and Inclusion report. The latest report covering progress in 2023/24 was presented to Members at July's 2024 meeting.

Under Schedule 19 (Equality Act 2010), the Service was required to: publish "Specific and measurable equality objectives, at least every four years". Members last approved to go out to public consultation in 2020.

HFRS currently held the following five equality objectives that were established in 2016 and were last consulted upon in 2020:

1. Leading by example on equality
2. Increasing Diversity throughout our workforce
3. Ensure a safe and fair workplace for all staff
4. Continue to improve our knowledge of our diverse communities and how to engage with them.
5. Identifying the fire and other emergency risks linked to multiple disadvantage and discrimination

As part of the Service's duty under the Equality Act 2010 and to have well-informed equality objectives for 2025-2029 a period of public and staff consultation was required.

A nine-week public consultation on a revision to the current equality objectives was proposed. That will be facilitated through online and in person consultation methods, including internal and external focus group sessions, online and paper consultation survey, promotion through community and partner contacts as well as local media and social media platforms.

The proposed nine-week consultation would be managed through the application of the Gunning Principles, Government Consultation Principles, the former Consultation Institute: Consultation Charter and the Nolan Principles.

From October 2024, the areas of work related to Equality, Diversity and Inclusion had been incorporated into the Corporate Assurance Function. Following a comprehensive review of EDI initiatives, which included an independent internal audit and engagement with existing Staff Forums, refinements to

the equality objectives were proposed. Those updates were designed to build on the progress the Service had already achieved within EDI and to support further advancements.

Proposed equality objectives to be consulted upon:

1. Lead by Example on Equality

- Enhance equality monitoring and analysis systems for workforce and community insights.
- Promote Humberside Fire and Rescue Service as an anti-discriminatory organisation.
- Learn from national best practices to strengthen equality across the Service.

2. Increase Workforce Diversity and Inclusion

- Actively attract and retain staff from underrepresented groups, positioning the Service as an employer of choice.
- Support for staff groups, including Equality Ambassadors, to promote inclusivity across the organisation.

3. Foster a Safe, Fair and Engaged Workplace

- Educate staff and managers on creating an inclusive, equitable environment.
- Promote health equity initiatives and inclusive work practices, considering the needs of diverse staff groups and protected characteristics.
- Engage with diverse community leaders and local partners to improve community engagement and reduce risks for disadvantaged groups.

The evaluation of the findings and outcomes of the consultation would be reported at the March 2025 Fire Authority meeting.

Members questioned whether a nine-week consultation period over the Christmas period would be sufficient time for robust responses to be received and determined that a 12-week consultation period would be more appropriate. Members also discussed the wording of some of the consultation questions and suggested that those Members who had expressed an interest, be invited to review the consultation questions ahead of it commencing.

Resolved – (i) That a 12-week public consultation on the Equality Objectives for 2025-29 be approved, and

(ii) That Members who had expressed an interest be invited to review the consultation questions prior to the public consultation commencing.

117/24 STANDARDS OF BEHAVIOUR: THE HANDLING OF MISCONDUCT IN FIRE AND RESCUE SERVICES – RECOMMENDATIONS UPDATE - The Executive Director of People and Development presented a report which provided an update on the handling of misconduct in Fire and Rescue Services.

At the Authority meeting on 20 September 2024, Members were informed about the publication of His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) report titled 'Standards of Behaviour: The Handling of Misconduct in the Fire and Rescue Services'.

Members gained insight into the HMICFRS report, which outlined the recommendations that all Fire and Rescue Services must consider, manage, complete, and provide evidence for.

HMICFRS published a total of 15 recommendations across three themes:

- The culture in Fire and Rescue Services
- The extent to which Fire and Rescue Services are identifying misconduct
- The effectiveness of the misconduct process'

Some recommendations had multiple components, resulting in 35 actions needing evidence to demonstrate compliance or completion. Many of those actions aligned with existing Service practices. The Service Improvement Plan addressed and managed the report recommendations and their resulting actions to ensure HMICFRS deadlines are met.

The update concentrated on HMICFRS report recommendations 5, 8, 12, and 13, the deadlines for which had now passed and that the Service had provided evidence of their completion.

The Service awaited HMICFRS issuing its own recording template to provide it with a narrative summary of progress against each recommendation. The content of the narratives would be informed by the details and evidence recorded and managed through the Service Improvement Plan.

Resolved - That Members take assurance that –

- (i) The Service is effectively managing each of the recommendations, ensuring their timely completion, informed by supporting and robust evidence;
- (ii) Progression against each of the recommendations are subject to ongoing performance management utilising the Service Improvement Plan (SIP), directorate team meetings, the Professional Standards Manager, quality assurance processes and mapping exercises, and
- (iii) As applicable, the completion of each recommendation will help to inform/improve related Service policies and practices.

118/24 GRENFELL TOWER INQUIRY PHASE 2 UPDATE - The Area Manager for Prevention, Fleet and Estates presented a report which provided an Update on Phase 2 of the Grenfell Tower Inquiry.

Phase 2 of the Grenfell Tower Inquiry commenced on the 27 January 2020 and examined the causes of the incident, including how Grenfell Tower came to be in a condition which allowed the fire to spread in the way identified in Phase 1. The final Phase 2 report was published on 4 September 2024.

The report was made up of 7 volumes and contained 58 recommendations. The paper provided an overview of the recommendations contained within the report which have an impact and relevance to the Service. It detailed what specific recommendations meant for the Service and what would be done to ensure compliance with those requirements.

Of the 58 recommendations, 12 related to the Fire & Rescue Service as a sector:

- 5 recommendations were for all Fire and Rescue Services
- 3 recommendations were aimed at His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS)
- 2 recommendations are for His Majesty's Government
- 1 recommendation is specifically for London Fire Brigade
- 1 recommendation is for the National Fire Chiefs Council

Two further recommendations could also have a less direct impact on HFRS and related to:

- 1 recommendation concerning Fire Engineering
- 1 recommendation concerning regulation, in terms of the definition of risk

Workstreams to ensure compliance with the Phase 2 recommendations relevant to the fire and rescue sector, and specifically HFRS, would be managed through the Service Improvement Plan. Utilising that approach would ensure robust monitoring and evidence gathering for reporting back to Fire Authority, Home Office, HMICFRS and NFCC in the future. In addition to the work described to ensure specific recommendations were met, the Service would also align resources to a regional approach of taking a wider view of the full report. Regional collaboration proved successful as part of the work towards the Phase 1 recommendations.

The impact of each recommendation would be further evaluated, and appropriate workstreams put in place to manage compliance. Detail and progress will be recorded and monitored via the Service Improvement Plan.

Resolved - That the report be received.

119/24 HMICFRS INSPECTION HOT DEBRIEF UPDATE – The Head of Corporate Assurance gave a verbal presentation updating Members on the outcome of the HMICFRS Hot Debrief.

Following the HMICFRS inspection of the Service, the Strategic Leadership Team were given a hot debrief on what the key findings of the inspection, although they were not indicative of the final outcome of the report.

Overall, the findings were positive with the inspectors impressed with the engagement of all staff they involved in the inspection. At this stage there was no context behind any of the findings but the Service expected to receive a draft report in early December that it could consider for factual accuracy. It was anticipated that the final report would be published in February 2025 which would grade the Service against 11 areas and would be shared with Members once received.

Resolved - That the update be received.

120/24 CHIEF FIRE OFFICER UPDATE - The Chief Fire Officer & Chief Executive provided a verbal update.

- i. Celebrations – two staff members had recently celebrated 50 years of service and one had celebrated 40 years of service. They were congratulated on those fantastic achievements.
- ii. Congratulations –the Prevention Team had won the National Fire Chiefs Council Home Safety Award category. The Team was congratulated on its success.
- iii. Advocacy for Future Funding – MP Jim McMahon had responded to the recent letter from the Chief Fire Officer an Chair of the Fire Authority which called for increased government funding and greater flexibility in Council Tax precepts for the Service. The letter highlighted rising operational costs, reduced government grants, and the growing impact of climate change on emergency response.
- iv. Armistice Day – Service representatives were present at Armistice Day events across the Humberside region, including representation at the national event at the Cenotaph.
- v. Recognition awards – 150 staff attended the annual Recognition Awards held on 22 November. And the winners were congratulated.
- vi. Charity Mixed 5-aside Football event – on 25 November staff from across the Service joined with other local emergency service workers to take part in a charity mixed 5 aside football tournament at the Clee Fields Sports Centre in Grimsby to raise money and awareness for the White Ribbon and other respective charities.
- vii. Passing out parade – a passing out parade for recently qualified recruits would be held on 13 December 2024.
- viii. Devolution – the statutory instruments had been laid before Parliament for both the Greater Lincolnshire and Hull & East Yorkshire devolution deals with Mayoral elections expected in May 2025.

Resolved - That the update be noted.