

HUMBERSIDE FIRE AUTHORITY

13 MARCH 2020

PRESENT:

Representing East Riding of Yorkshire Council:

Councillors Chadwick, Davison, Jefferson and Smith

Representing Hull City Council:

Councillors Chambers, Dad, Nicola, Randall and Singh

Representing North East Lincolnshire Council:

Councillors Barfield, James, Shepherd and Swinburn

Representing North Lincolnshire Council:

Councillors Briggs (*Chairperson*), Grant, Sherwood and Waltham MBE

Officers of Humberside Fire & Rescue Service

Chris Blacksell - Chief Fire Officer & Chief Executive, Phil Shillito - Deputy Chief Fire Officer/Executive Director Service Delivery, Paul McCourt - Director of Service Delivery, Steve Topham - Director of Service Delivery Support, Niall McKiniry - Director of Service Improvement, Martyn Ransom - Joint Deputy Chief Finance Officer/Deputy S.151 Officer, Sam O'Connor - Head of Organisational Development, Mathew Buckley - Monitoring Officer/Secretary and Gareth Naidoo - Committee Manager

Independent Co-opted Members of the Governance, Audit and Scrutiny Committee

Doug Chapman (presented Minute 26/20), Andrew Smith, Mandy Thomlinson and Clive Vertigans were in attendance as observers.

Also in attendance:

Public - 2

Press - 1

The meeting was held at the Humberside Fire and Rescue Service Headquarters.

20/20 APOLOGIES FOR ABSENCE - Apologies for absence were submitted from Councillors Bryan, Fox, Green, McMurray and West, and from Keith Hunter - Police and Crime Commissioner.

21/20 DECLARATIONS OF INTEREST - There were no declarations.

22/20 MINUTES - Resolved - That the minutes of the meeting of the Authority held on 6 December 2019 be received as a correct record and signed by the Chairperson.

23/20 QUESTIONS BY MEMBERS - Councillor Nicola was permitted to table the following question under Procedure Rule 12.1:

“Would Members of Humberside Fire Authority agree to write to the Prime Minister to express our grave concern that the Government was not prepared to support the Opposition Motion on 4 March 2020 that aimed to (a) thank emergency workers for their efforts during the recent floods that devastated many parts of the UK; and (b)

support the call for an independent review of the lessons that can be learned from these recent catastrophic events?"

The Chairperson responded that it was not within the Authority's remit to pass comment on a Parliamentary resolution it had no jurisdiction over. The Chairperson did, however, wish to place on record the Authority's thanks to all Service and partner agency staff for their work in responding to the recent flooding events in the Humber region.

24/20 PETITIONS AND DEPUTATIONS - No petitions or requests for a deputation had been received.

25/20 COMMUNICATIONS - The following communication was received:

- (i) **Covid-19** - The Chief Fire Officer/Chief Executive and Influenza Management Team Lead Officer updated Members on the Service's preparations for the escalation of Covid-19 and continuation of service to residents. The Service received daily communications from the Home Office and Humber Local Resilience Forum (LRF) as well as recommendations from the National Fire Chiefs Council (NFCC). The Service had activated its business continuity planning arrangements and set up an influenza Management Team which was meeting on a daily basis.

26/20 DRAFT MINUTES OF GOVERNANCE, AUDIT AND SCRUTINY (GAS) COMMITTEE - 21 FEBRUARY 2020 - Doug Chapman, Chairperson of the Governance, Audit and Scrutiny Committee, presented the draft minutes of the meeting of the Committee held on 21 February 2020, drawing Members' attention to the following item:

- (i) Pay Policy Statement 2019/20 (Minute 26/20 refers);
- (ii) Business Safety Risk-Based Inspection Programme (Minute 28/20 refers);
- (iii) GAS Committee Scrutiny Programme 2019/20 (Minute 29/20 refers) - the Committee would be determining its scrutiny programme for 2020/21 in due course;

Resolved - That the draft minutes of the Governance, Audit and Scrutiny (GAS) Committee held on 21 February 2020 be received.

27/20 THE COMBINED FIRE AND RESCUE AUTHORITIES (MEMBERSHIP AND ALLOWANCES) (AMENDMENT) REGULATIONS 2020 - The Secretary/Monitoring Officer updated Members on the appointment of police and crime commissioners to combined fire and rescue authorities following the publication of The Combined Fire and Rescue Authorities (Membership and Allowances) (Amendment) Regulations 2020 which would come into force on 18 March 2020.

Under the Regulations 2020 the Authority could now appoint the Police and Crime Commissioner (PCC) for Humberside to become a Member of the Authority. Such an appointment, however, might only be made in response to a request from the PCC. If the Authority received such a request then it had to:

- (a) consider the request;
- (b) give reasons for its decision to agree to or refuse the request, and
- (c) publish those reasons in such manner as it thought appropriate.

If such a request were received and agreed by the Authority then the PCC would become a Member of the Authority with voting rights. The PCC was also permitted to appoint another person to attend a meeting of the Authority on their behalf, however, whilst that person could speak at that meeting they would not be afforded voting rights, nor treated as a Member of the Authority for any purpose.

The Authority was not permitted under the Regulations 2020 to make for the payment of any allowance to the PCC as a Member of the Authority.

The PCC had written to the Chair in response to the Regulations 2020 and indicated that he did not intend to request to become a voting Member of the Authority. As such the current

arrangement agreed previously by the Authority still stood whereby the PCC had an open invitation to attend meetings as a non-voting co-opted Member.

Resolved - That the update be received.

28/20 TREASURY MANAGEMENT AND CAPITAL EXPENDITURE PRUDENTIAL INDICATORS, TREASURY MANAGEMENT POLICY STATEMENT 2020/21 AND MINIMUM REVENUE PROVISION (MRP) FOR 2020/21 - The Executive Director of Corporate Services/S.151 Officer submitted a report that set out the Prudential Indicators for Treasury Management and Capital and the Treasury Management Policy Statement proposed for adoption for the financial year 2020/21. The report also outlined the recommended policy to be adopted in respect of creating the Minimum Revenue Provision (MRP) for 2020/21, in line with the statutory requirements set out in The Local Authorities (Capital Finance and Accounting) (England) (Amendment) Regulations 2008.

The suggested Strategy for 2020/21 of the report in respect of the following aspects of the treasury management function, as set out at Appendix 1, was based upon the S.151 Officer's views on interest rates, supplemented with leading market forecasts provided by the Authority's treasury management advisors and support from the treasury management team within Hull City Council. The strategy covered:

- limits in force which will limit the treasury risk and activities of the Authority;
- the Treasury Management and Prudential Indicators;
- the current treasury position;
- prospects for interest rates;
- the borrowing requirement and strategy;
- policy on borrowing in advance of need;
- debt rescheduling;
- the investment strategy;
- creditworthiness policy;
- the MRP strategy;
- policy on use of external service providers

Treasury Management was an integral part of the financial management of the Authority with Prudential Indicators providing a framework for the Authority to monitor key elements of its financial position. Utilising approved Borrowing and Investment Strategies, the Executive Director of Corporate Services/S.151 Officer would seek to minimise borrowing costs and maximise investment income whilst adopting a prudent approach to the Authority's exposure to market risks, especially given the current economic situation.

The formulation and application of a prudent Treasury Management Policy and MRP provision ensured that the Authority effectively managed financial risks such as exposure to interest rate changes and liquidity risk whilst minimising borrowing costs and maximising investment income. It further ensured that sufficient levels of resource were set aside for the repayment of debt. Effective treasury management was key to making the best use of the Authority's financial resources and thus the successful delivery of its Strategic Plan.

The item had previously been considered by the Governance, Audit and Scrutiny Committee (Minute 25/20 refers).

Resolved - That the Treasury Management Strategy Statement for 2020/21 onwards (as set out at Appendix 1 of the report) be approved.

29/20 PAY POLICY STATEMENT 2019/20 - The Director of People and Development submitted the draft Pay Policy Statement for 2019/20.

In accordance with Section 40 of the Localism Act 2011, the draft Pay Policy Statement set out the pay arrangements for the Strategic Leadership Team (SLT), along with the minimum and median salaries for the whole Service.

For the purposes of this Policy Statement, “lowest-paid” employees were defined by reference to the lowest graded posts on the support staff salary pay scale as these were the posts with the lowest level of remuneration. The lowest-paid post attracted a starting salary of £17,364. The Chief Fire Officer/Chief Executive was paid 8.44 times more than the lowest paid employee. The median average pay in the Service was £31,144 and the Chief Fire Officer/Chief Executive was paid 4.7 times more than the median average pay.

Members queried the rationale and pay difference between the operational and non-operational directors and also requested that a report be brought to a future meeting of the Authority to consider the current pay scales.

The item had previously been considered by the Governance, Audit and Scrutiny Committee (Minute 26/20 refers).

Resolved - (a) That the Pay Policy Statement 2019/20 be approved, and

(b) that a report be brought to a future meeting of the Authority to consider the current pay scales.

30/20 GENDER PAY GAP REPORT 2019 - The Director of People and Development submitted a report that detailed the gender pay gap reporting information and supportive narrative for the Service to meet its legislative obligations for this year’s Gender Pay Gap reporting process.

Gender pay reporting legislation required employers with 250 or more employees to publish gender pay gap data annually. The deadline for publication on the Service’s website and report to Government was 30 March 2020 for Public Sector Organisations (for data as of 31 March 2019).

The gender pay gap reporting measures were:

- mean gender pay gap in hourly pay
- median gender pay gap in hourly pay
- mean bonus gender pay gap
- median bonus gender pay gap
- proportion of males and females receiving a bonus payment
- proportion of males and females in each pay quartile

The tables below detailed the required data in relation to the required criteria and provided accounts for any employee paid full remuneration as at 31 March 2019.

Work Group	Number of Staff 2019	%
Control	31	
Female	27	87%
Male	4	13%
Support Staff	222	
Female	137	62%
Male	85	38%
Operational Staff	826	
Female	45	5%
Male	781	95%
Total	1079	

The profile clearly demonstrated that there was still a higher proportion of men overall employed in the Service than women. Women remain better represented in Support and Control roles.

In relation to the reporting criteria for the Gender Pay Gap 2018 and 2019 the calculations were detailed as set out in the table below:

	Female 2018	Female 2019	Male 2018	Male 2019	Gender Pay Gap 2018	Gender Pay Gap
The mean hourly rate	£12.19	£12.67	£14.64	£14.93	16.75%	15.13%
The median hourly rate	£10.70	£10.92	£13.98	£14.27	23.43%	23.47%
The mean bonus	£0	£0	£0	£0	0%	0%
The median bonus	£0	£0	£0	£0	0%	0%

The data demonstrated a decrease in the Pay Gap for 2019.

Members applauded the diversity and recruitment work being undertaken by the Service in an attempt to decrease the pay gap, it was also noted that the Service had diversified further in the current financial year which was not reflective in the 2019 figures. It was agreed that regular progress reports would be received in future by the Authority to update on recruitment, career progression, development and diversity progression.

Resolved - (a) That the report be received, and

(b) that regular progress updates be received by the Authority in future to detail the work undertaken by the Service on recruitment, progression, development and diversity.

31/20 ABSENCE MANAGEMENT UPDATE - The Director of People and Development submitted a report that provided an update to Members with regard to absence management for the period 1 April 2019 to 31 December 2019.

The table below showed the performance during this period against target by staff group with one staff group being significantly below target and one area of focus above target due to long-term absence in that area.

	3 rd Quarter 2017/18	3 rd Quarter 2018/19	3 rd Quarter 2019/20	Target attendance
Full time	95.72%	96.06%	95.46%	95%
Control	90.19%	95.86%	89.42%	95%
Fire Staff	92.73%	96.52%	94.79%	95%

Whilst the level of absence in control was a concern, this was due to small amount of staff having long term absence issues which were being progressively worked through. As there were only 29 staff on the Control establishment, long term absence could quickly skew the figures disproportionately. The new Head of Occupational Health had now commenced and was already providing additional support to that area. It was, however, important to note that during this quarter, Full Time Firefighters (95.46%) and Fire Staff (94.79%) achieved full attendance.

Reasons for absence for all staff groups during the period once again saw mental health conditions being the top reason for absence. This might be related to the significant work undertaken by the Service in raising awareness of mental health and encouraging staff to be open about the impact of mental ill health on individuals. Staff might well be more prepared to declare that their ill health was related to mental conditions, rather than mask with other conditions due to stigma. The Service continued to support staff experiencing mental health conditions with various initiatives such as the Blue Light Champions, Critical Incident Support and publicising potential internal and external routes where staff might seek support. It was also anticipated that the training and ongoing promotion of the zero tolerance to bullying campaign might also help to identify and address situations, which were leading to mental health issues in the Service.

The table below compared long-term and short-term absence against medical condition and showed that mental ill health continued to account for the highest levels of long-term absence. It also showed current long-term absences of a life-threatening nature relating to cancer and cardiovascular issues, added to which a number of staff were suffering from back, knee and lower limb musculoskeletal conditions which were often inherent in an aging workforce and undertaking work of a physically demanding nature. All of these issues were being managed and supported as appropriate to each individual case.

CLG Category	Long Term days lost	Short Term days lost	Grand Total - days lost
Cancer	111.68	0.00	111.68
Cardiovascular Other	412.34	11.66	424.00
Dermatological	0.00	31.44	31.44
Endocrine	112.00	7.00	119.00
Gastro Intestinal	18.00	279.86	297.86
Mental Health Anxiety/Depression	1356.76	102.59	1459.35
Mental Health Other	15.54	12.42	27.96
Musculo Skeletal Back	513.75	149.95	663.70
Musculo Skeletal Knee	556.24	114.00	670.24
Musculo Skeletal Lower Limb	761.45	106.18	867.63
Musculo Skeletal Neck	0.00	10.99	10.99
Musculo Skeletal Other	25.27	28.97	54.24
Musculo Skeletal Shoulders	177.64	4.00	181.64
Musculo Skeletal Upper Limb	263.23	50.30	313.53
Neurological	168.00	54.91	222.91
Other	50.68	124.99	175.67
Reproductive	0.00	8.82	8.82
Respiratory Other	0.00	274.30	274.30
Senses Hearing	18.00	9.68	27.68
Senses Vision	0.00	6.8	6.8
Grand Total	4560.58	1406.86	5967.44

The following table provided a comparison against the previous year's absence categories:

Category	Total absence 2018/19	Total absence 2019/20	Increase in days	Increase %
Cancer	53	111.68	58.68	110.72%
Cardiovascular other	93.4	240.34	146.94	157.32%
Mental Health - anxiety and depression	238.99	567.13	337.14	141.07%
Musculo Skeletal shoulders	35	140	105	300%

The Case Review Board continued to show progress in encouraging consistent management of absence and empowering managers to both seek support and manage their own local absence issues more appropriately and effectively.

The item had previously been considered by the Governance, Audit and Scrutiny Committee (Minute 24/20 refers).

Resolved - That the report be received.

32/20 WORKFORCE PLANNING - ACTIONS POST McCLOUD PENSIONS JUDGEMENT - The Director of People and Development submitted a report that provided Members with a more detailed picture of the numbers of operational staff that could retire between now and April 2021, and the impact that this might have on the effective delivery of services, as well as to lay out the recommendations for re-engagement during that period.

At the meeting of the Authority on 6 December 2019, Members considered the issues arising from the data highlighted in the current Workforce Planning cycle, which had raised concern about a likely loss of skills and experience in the Operational areas of the Service across a number of roles. Members agreed that as a result of the McCloud National Employment Tribunal outcome, this position was likely to become more pronounced in a shorter timeframe than had previously been

envisaged. Members also endorsed the principle of re-engagement of some operational staff to support efficient workforce planning and mitigate that risk.

The following table showed the numbers of operational staff who could retire up to April 2021 prior to the Remedy Hearing, compared with those who would now be able to following that decision, subject to the subsequent legislation relating to the Employment Tribunal which was likely to be published later on in the year. Also noted was the continuing predicted increase in retirements throughout 2021/2 and 2022/3.

Role	Original Retirements	Revised Retirements
Firefighter	15	23
Crew Manager	5	5
Watch Manager	8	14
Station Manager	4	6
Group Manager	0	0
Director	0	0
Deputy Chief Fire Officer	1	1
Chief Fire Officer	0	0

The table at paragraph 7 of the report showed the numbers of staff in each operational group who could retire before April 2021 and the maximum numbers of re-engagements that the Strategic Leadership Team (SLT) were considering to those roles during 2020/21. That number related to the numbers of additional staff up to Group Manager level that could now retire during that period, following the outcome of the national Employment Tribunal ruling, and were not therefore previously planned to be replaced through normal succession planning. Any decision on an offer of re-engagement to operational staff above the level of Group Manager, was a matter for the Authority, and therefore was not included in recommendations from SLT.

With no re-engagement the figures above would mean that if all of the posts with recruit fire fighters were filled this would mean 18 percent of firefighters with significantly less than one year in and 35 percent with less than four years in.

It was planned that the Service would undertake a ‘recruitment pipeline’ approach to the provision of new recruit firefighters, to further support the evening out of the Recruitment profile and the management of the Establishment of wholetime Firefighters. This would involve running regular, cyclical recruitment campaigns and informing successful candidates that once a training course was planned, they would be informed and invited to join the Service at that point. This would ensure that a ‘pipeline’ of recruits could be developed to ensure that diversity was increased, but that the Service only needed to recruit when there were the appropriate number of vacancies with which to most ideally run a recruit course. As a result of this approach there were likely to be significant financial benefits.

Members felt that they required a regular update from SLT on temporarily re-engaging operational staff and that in times of emergency (for example during the response to Covid-19) the Chief Fire Officer/Chief Executive be given delegated power to make such arrangements as necessary in order for the Service to continue the meet the needs of local communities.

Resolved - (a) That the report be received;

(b) that Strategic Leadership Team (SLT) plans to temporarily re-engage operational staff between now and April 2021, up to the maximum level shown for each role below Group Manager (GM) as below, be approved and update the Authority on a regular basis, and

Role	Number who could retire (before April 2021)	Maximum number of re-engagements to be considered by SLT during 2020/21 (Full Time Equivalent - FTE)
Firefighter	23	16
Crew Manager	5	0

Watch Manager	14	8
Station Manager	6	2
Group Manager	0	0
Director	0	0
Deputy Chief Fire Officer	1	0
Chief Fire Officer	0	0

(c) that the Chief Fire Officer/Chief Executive be given delegated power to make such arrangements as necessary during times of emergency (for example during the response to Covid-19) in order for the Service to continue to meet the needs of local communities.

33/20 SERVICE PERFORMANCE AND RISK REPORT - END OF 3RD QUARTER 2019/20 (1 OCTOBER - 31 DECEMBER 2019) - The Director of Service Improvement submitted a report that provided information relating to the Service’s Performance and Risk Framework.

A summary highlight of the Service’s Performance and Risk Framework was shown below which provided Members with assurance as to the proactive management of performance and risk by the Service.

Service Delivery Performance		
Accidental Dwelling Fires	5.6% below 3 year average.	
Other Accidental Fires (exc. Vehicles)	16.1% above 3 year average.	
Deliberate Primary Fires	0.6% below 3 year average.	
Deliberate Secondary Fires	3.0% below 3 year average.	
Automatic Fire Alarms	11.0% below 3 year average.	
Fatalities	1 fatality (aspirational target 0)	
Injuries	18 injuries (aspirational target 0)	
Response Performance		
First engine response	6.86% better than target	
Second engine response	9.12% better than target	
Projects Update		
Infrastructure, ICT, Collaboration	Summary of progress for Strategic Projects is provided at Para 9 within the body of this Report.	
Strategic Risks		Level
Reduction in external financial support	Inflationary increase in grant of 1.6% confirmed on 20 December 2019 alongside 2% cap on precept increases for 2020/21.	Critical
East Coast and Hertfordshire Control Room Project (ECHCR).	Humberside now gone live and now supporting Norfolk and Lincolnshire during Q4 of 19/20.	Critical
Impact of Brexit	Risk reduced to high. Effects and impact of withdrawal agreement due to have taken place on 31 st January 2020 remain uncertain and we continue to work with LRF.	High
Loss of staff following pension remedy	Workforce plans being reflected to mitigate any impact of the outcome.	Critical

Complaints				
Quarter 3 Detail				
Driving related	1 Upheld		0 Not Upheld	
Conduct of employees	1 Upheld		0 Not Upheld	
Performance of employees	1 Upheld		1 Not Upheld	
Damage to property whilst responding to incidents	0 Upheld		0 Not Upheld	
Other	0 Upheld		0 Not Upheld	
Current and Previous Quarter for comparison				
	Current Quarter		Previous Quarter	
Totals	3 Upheld	1 Not Upheld	3 Upheld	1 Not Upheld
Compliments and Messages of Thanks				
34 compliments and messages of thanks were received and posted on the Website: Compliments and Messages of Thanks				

Notable developments on the following strategic projects were also reported:

- (a) East Coast and Hertfordshire Control Room Project - this would now be removed from the risk register
- (b) The Ark Flood Preparation and Response Centre
- (c) Rota and Availability System

The item had previously been considered by the Governance, Audit and Scrutiny Committee (Minute 23/20 refers).

Resolved - That the report be received.

34/20 HEALTH, SAFETY AND ENVIRONMENTAL REPORT - 3RD QUARTER 2019/20 (OCTOBER - DECEMBER 2019) - The Director of Service Improvement submitted a report that provided 3rd quarter statistical data on Health, Safety and Environment.

Appendix 1 of the report provided a summary of the statistical data. During the reporting period there were 13 incidents recorded (Figs 1 & 2) that resulted in some form of personal injury compared to 24 for the same period last year. This was a considerable decrease of almost 46 percent. It is also well below the three-year rolling average of 19 for quarter three (Fig. 3).

Exceptionally, this was also the lowest ever number of reported injuries or ill-health for quarter three since electronic systems were first used to record them in 2007. Furthermore, there were no injuries warranting reporting to the Health and Safety Executive under RIDDOR 2013 (Fig. 5). This had not been achieved since the third quarter of 2016-17, three years ago.

Members took assurance from the Service's proactive management of Health, Safety and Environmental outcomes.

Resolved - (a) That the report be received, and

(b) that staff in the in Health and Safety team be commended for their work in helping to reduce health, safety and environmental figures.

35/20 OPERATIONAL ASSURANCE REPORT - 3RD QUARTER 2019/20 (OCTOBER - DECEMBER 2019) - The Director of Service Improvement submitted a report that provided statistical data for the 3rd Quarter 2019/20 on Operational Assurance (OA).

Appendix 1 provided a summary of the statistical data for the 3rd Quarter 2019/20 on Operational Assurance (OA). The quality of information gathered from all types of debriefs had improved significantly through increased education and awareness of assessors. This had enabled

a much greater understanding of the importance of capturing learning in order to continually improve firefighter safety.

Each assessment undertaken was broken down into three key areas; safety critical, areas of concern and exceptional practice. Safety critical reporting reduced by 66% (9 to 3) and area of concern reporting reduced by 74% (103 to 26). Exceptional practice returns also fell with a 44% reduction in reporting (203 to 114). The reduction in safety critical and areas of concern along with a large number of exceptional practices indicated that the Service was performing well operationally as an organisation. However, it had to also be considered that not all safety critical and areas of concern were reported, and that people were more likely to report when they had performed well than when they had potentially put themselves or others in danger. It was therefore important that the Service continued to highlight to its personnel that OA was a process that existed to promote learning and to improve firefighter safety and was not designed to place them under heavy scrutiny or blame.

NOL had now launched their new platform for operational learning in the form of information notes. These differed from the action notes in that they were published for information only and did not necessarily warrant an action from the Service. However, all received had been considered by the Service and some had been posted to PDRPro and others had been looked at in terms of procedural changes for the Service. The Service would continue to disseminate these to operational crews accordingly to increase awareness of the relevant hazards and risks. It was also intended to publish the learning action log shortly; this would present every piece of learning that had been received and what action the Service had taken based on the information obtained and would be available to all personnel.

Members took assurance from the Service's proactive management of Operational Assurance outcomes.

Resolved - That the report be received.

36/20 THE SERVICE'S RESPONSE TO RECENT FLOODING - OCTOBER 2019 TO FEBRUARY 2020 - The Director of Service Delivery submitted a report that summarised the Service's response to flooding incidents from October 2019 until February 2020.

Starting with the statutory duties and powers of the Authority, the report described the assessment of risk from three flooding types in the Humberside region and outlined the volume of flooding incidents attended by the Service within the region and the support provided to other localities as a contribution to National Resilience Capabilities. This activity was also identified as being in addition to the number of 'business as usual' calls for emergency response naturally regarded as normal daily activity.

Also outlined in the report was a precis of the Service's response to the flooding major incident declared at Snaith, East Cowick and the River Aire lower catchment area, along with an overview of the national lessons learned from the widescale flooding in 2007 and a brief commentary upon the East Coast Tidal surge of 2013.

The report concluded with a look forward and recommendations for Members to note the activity undertaken by the Service, and the importance of the long-term development and retention of training and knowledge relating to the prevention, protection and responding to flooding incidents.

Members also noted that the investment in local facilities for the development and retention of flood related knowledge could support Service Delivery for the Service in future prevention, protection and response operations relating to flooding.

The apparent increase in both frequency and scale of flooding incidents highlighted the need for a well-funded, trained and equipped Fire and Rescue Service serving the communities of Humberside. It was important that opportunities for Service responders, local authorities and partner agencies to learn about the hydraulic effects of large bodies of water moving through our landscape were taken. The development and retention of important strategic, tactical and technical knowledge relating to flooding would assist future fire service and public service delivery which would benefit

future generations of Humberside communities as the Service sought to prevent, protect and respond against large scale climate related incidents.

Members and the Director for Service Delivery wished to place on record their thanks for the work undertaken by Service and partner organisation personnel in responding to the recent flooding incidents, particularly in the Snaith, East Cowick and Lower Aire catchment area.

Resolved - (a) That the report be received, and

(b) that the excellent work and efforts undertaken by Service and partner organisation personnel in responding to the recent flooding incidents be commended.

37/20 SERVICE IMPROVEMENT PLAN (SIP) - The Director of Service Improvement submitted an update on the Service Improvement Plan (SIP).

The Service was making good progress against its action plan and following the publication of the national State of Fire Report the Service had crossed this with its existing Service Improvement Plan to ensure it was reflective of the four national recommendations.

Resolved - That the update be received.

URGENT ITEM

38/20 REQUEST FOR DELEGATION OF EXECUTIVE POWERS TO CHIEF FIRE OFFICE/CHIEF EXECUTIVE AS CONTINGENCY MEASURES DUE TO COVID-19 - The Chairman accepted this item as urgent due to the escalation of Covid-19 and the need to ensure continuity of service in the event that the Authority could not meet to pass executive decisions in the wake of the coronavirus outbreak.

The Secretary/Monitoring Officer requested authority from the Fire Authority as contingency measures to grant delegated powers to the Chief Fire Officer/Chief Executive, in consultation with Chairperson, to take the appropriate executive action under the Authority's executive functions (such as the approval of the Internal Audit Plan, approval of Annual Governance Statement of Assurance and the approval of the Annual Statement of Accounts) in the event that the Authority could not meet in quorum due to the escalation of Covid-19.

Resolved - That, as a contingency measure, the Chief Fire Officer/Chief Executive, in consultation with the Chairperson of the Authority, be granted delegated powers to undertake executive action on behalf of the Fire Authority in the event that the Authority cannot meet in quorum due to the escalation of Covid-19.