

HUMBERSIDE FIRE AUTHORITY

21 OCTOBER 2016

PRESENT:

Representing East Riding of Yorkshire Council:

Councillors Finlay, Green, Jefferson JP, Matthews, Sharpe, Smith and Turner

Representing Kingston upon Hull City Council:

Councillors Allen, Clarkson, Dad, Fudge and Mathieson

Representing North Lincolnshire Council:

Councillors Briggs (Chairperson), Grant and Sherwood

Representing North East Lincolnshire Council:

Councillors Jackson and Sutton

Chief Fire Officer & Chief Executive, Deputy Chief Fire Officer/Executive Director Service Delivery, Director of Service Support, Director of Human Resources, Executive Director Service Support/Section 151 Officer, Monitoring Officer/Secretary and Committee Manager were also present.

Mr D Chapman, Mrs J Thomlinson, Mr A Smith and Mr C Vertigans (Independent Co-opted Members of the Governance, Audit and Scrutiny Committee) also attended as observers.

Apologies for absence were submitted from Councillors Burton, Chadwick, Shepherd Waltham and Wilson.

The meeting was held at the Humberside Fire and Rescue Service Headquarters, Kingston upon Hull. Meeting commenced at 10.30 a.m.

(The Chairperson welcomed Mrs M Heppell, the newly appointed Director of Human Resources, the Independent Co-opted Members of the Governance, Audit and Scrutiny Committee, and all other persons who were present.)

5252 DECLARATIONS OF INTEREST – There were no declarations.

5253 MINUTES – Resolved – That the minutes of the meeting of the Authority held on 23 September 2016 having been printed and circulated amongst the Members, be taken as read and correctly recorded and be signed by the Chairperson.

5254 Changes to Arrangements for the Appointment of External Auditors - The Executive Director Service Support/Section 151 Officer referred to Minute 5240 and reported that he had now been informed that the Sector Led Body known as PSAA would be writing to interested parties in October 2016 and that it was likely that the deadline for eligible bodies confirming their wish to enter into arrangements with that body would be early March 2017.

Resolved - That the report be received.

5255 QUESTIONS BY MEMBERS - The Monitoring Officer/Secretary stated that no questions had been received from Members in accordance with Rule 12, Part 4 of the Constitution.

5256 PETITIONS AND DEPUTATIONS - The Monitoring Officer/Secretary stated that no petitions had been received and no requests for a deputation had been received under Rule 13, Part 4 of the Constitution.

5257 COMMUNICATIONS - The Monitoring Officer/Secretary stated that no communications had been received.

5258 MANAGEMENT ACCOUNTS 2016/17 – BASED ON PERIOD ENDING 30 SEPTEMBER 2016 – The Executive Director Service Support/Section151 Officer submitted a report highlighting the current financial position based on information to 30 September 2016. The end of year projections for the revenue budget, the capital programme and the pensions account were as follows:

<u>Category</u>	<u>2016/17 Outturn Projection</u>
HFA	
Revenue Budget	£920k underspend
Capital Programme	£7.452m expenditure against £9.156m allocation
Pensions Account	£12.933m deficit

The report indicated that the remaining reporting cycle frequency for the Management Accounts for 2016/17 will be as shown in the table below:

<u>Period Ending</u>	<u>Authority Meeting</u>
31 December 2016	13 February 2017
28 February 2017	17 March 2017

A copy of the accounts for the period ending 30 September 2016 was published as additional information alongside the Agenda papers for this meeting on the Authority’s website.

Resolved – That Members take assurance from the report and the Authority’s financial position for the period ending 30 September 2016.

5259 BUDGET 2017/18 AND MEDIUM-TERM FINANCIAL PLAN 2017/18 ONWARDS - The Executive Director Service Support/Section151 Officer submitted a report, further to Minute 5241, updating Members on the work currently underway on the Authority’s Financial Planning for 2017/18 onwards. Members were reminded of the update at the previous meeting on the Authority’s financial position over the medium-term through to 2019/20. In broad terms, based on the information available at the moment, the picture was that the Authority needed to find an estimated additional £500k of efficiencies by 2019/20. The expectation was that the Authority’s Service Redesign Programme (SRP) will deliver the required efficiencies as set out in the Efficiency Plan 2016-2020. In respect of work currently underway for 2017/18 onwards the following areas of work were at an advanced stage:

- Validation of pay costs
- Zero based budget review of non-pay costs
- Taxbase and Collection Fund information

The Authority’s Efficiency Plan 2016-2020 that was approved at the September 2016 meeting had been submitted to the Home Office as part of the Authority’s request for a 4-year finance settlement. The Efficiency Plan 2016-2020 was also published on the Service’s website. The Chancellor’s Autumn Statement planned for 23 November 2016 was the next key event in the external financial cycle and that should give a clearer indication of Government thinking on public expenditure through to 2020, particularly against the

backdrop of the Brexit situation. A further report will be submitted to the 9 December 2016 Authority meeting to update Members on the Autumn Statement and also set out the Authority's budget in detail for 2017/18 onwards.

Resolved - That Members note the update on the Authority's budget for 2017/18 onwards and that further information be considered at the December 2016 Authority meeting.

5260 EQUALITY AND INCLUSION PRIORITIES AND ACTIONS – OUTCOMES FROM CONSULTATION - The Director of Human Resources submitted a report reminding Members that under the Equality Act 2010 Public Sector Equality Duty (PSED) the Authority was required to set and publish equality priorities every 4 years, and publish progress on meeting those priorities each year. An Annual Report on Equality and Inclusion was developed and used as a vehicle to publish and consult upon a set of draft priorities and associated actions over the summer 2016. The report now submitted brought to Members' attention the results of that consultation with staff and communities and the resultant changed Equality and Inclusion priorities and actions.

Under the Equality Act 2010 PSED the Authority has general and specific duties as outlined below:

General equality duty (section 149 Equality Act 2010)

- (a) Eliminate unlawful discrimination, harassment and victimisation;
- (b) Advance equality of opportunity between different groups, and
- (c) Foster good relations between different groups.

Specific duties (Schedule 19 Equality Act)

Listed public authorities must publish:

- (a) Information on employees (if 150 staff or more) and people affected by policies and practices to demonstrate compliance with the equality duty, at least annually, and
- (b) Specific and measurable equality objectives, at least every four years.

The report indicated that the Authority is contributing to meeting section (a) of the specific duty through bringing a Workforce Profile before Members for approval at the December 2016 meeting of the Authority, and to meeting section (b) of the specific duty through the work detailed in this report and the associated recommendations, when approved.

At the Authority meeting on 27 June 2016 (Minute 5175 refers) Members had approved the publication of draft Equality and Inclusion objectives (which were now being called priorities for ease of communication) and actions which were used for consultation with staff and communities. The consultation exercise began on 28 June 2016 and ran for eight weeks, closing on 23 August 2016. The report outlined the way in which the consultation exercise had been carried out and full details of the consultation plan, including the sessions that took place, were set out in Appendix A to the report.

With regard to consultation outcomes the report indicated that 9 workshops were delivered to community groups and 5 workshops were held with staff which attracted over 90 participants. In addition 24 online and postal responses were also received. Participants at sessions held with community groups were asked to evaluate the sessions and the results of 27 evaluation forms completed were summarised at Appendix B to the report. The feedback from all responses received was collated by officers and considered by the Service's Equality and Inclusion Task Group. From the feedback, the Group identified emerging themes to improve and strengthen the priorities and actions, which then went to the Corporate Management Team (CMT) and were attached at Appendix C to the report, for Members' consideration. The consultation exercise had also highlighted some gaps. It had been difficult to reach community groups working with black and minority ethnic people; transgender people, and around issues of religion and belief. Further ongoing work will be

needed to ensure that the equality work meets the needs of those groups. Positive opportunities were also identified for collaboration in equality work and the Service was now connected with Equality Officers and forums led by the four constituent Unitary Authorities.

One aim of the consultation exercise was to get feedback from staff and communities to change and strengthen the priorities and actions. From the feedback the priorities and actions have been adjusted to incorporate the key themes fed back and these were attached at Appendix D to the report. The original draft priorities and actions were attached at Appendix C to the report. Key changes were:

Priority 1 and actions – This priority is simpler and clearer. The focus is on leadership by all staff not just senior staff. Consultees recognised that to become more confident and outward looking in this area and to lead, staff will need access to training and support.

Priority 2 and actions – This priority is now simpler and measurable. The actions recognise that for success joined up action by many parts of the Service will be required.

Priority 3 and actions – This priority is now simpler and actions clearly focused on making the workplace better for all staff including for under-represented staff.

Priority 4 and actions - The actions under this priority are clearer. Consultees from community groups specifically asked for the option of attendance by female staff when appropriate, and this has been incorporated into the actions.

Priority 5 and actions – The actions have a clearer focus on continuing to develop, and evaluate, accessible and customer focused community safety services, including new approaches to change behaviour.

Another aim of the consultation was to explain the equality work of HFRS to a wider audience in an accessible way. Feedback was received that the Annual Report was not an easy to read or accessible document and suggestions were provided about alternatives to improve the style of communication using infographics, pictures and simple language.

In terms of the next steps the report indicated that once Members have approved the priorities and actions these will be further SMARTened and published in an accessible format. Actions will be allocated to managers across the Service for implementation over 4 years. Managers will be encouraged to use approaches which engage staff and service users in the work. The Equality and Inclusion Task Group, which involves an Authority Member, will steer progress on this work. Along with the Authority receiving an annual progress report Members will be able to track progress through the incorporation of performance indicators for Equality and Inclusion priorities into the Authority's performance management framework.

Resolved - That Members approve the Equality and Inclusion priorities and actions detailed at Appendix D to the report.

5261 ABSENCE MANAGEMENT - The Director of Human Resources submitted a report, further to Minute 5174, providing an update with regard to absence management and the position in relation to the roll-out of the new Absence Management policy; data accuracy; areas of focus for action and the reporting schedule in the future. It also provided an introduction to Members of the newly appointed Director of HR's view on the direction of travel regarding this matter.

With regard to data management the report indicated that in May and June 2016, a verification exercise was undertaken to finalise sickness absence figures for 2015/16 and the targets for 2016/17 and these were agreed at the 27 June 2016 Authority meeting as laid out in Table 1 at paragraph 3 of the report. Paragraph 7 and Table 3 provided an updated version of the data in relation to the calculation for Retained staff and an explanation of the

reason for this. The data attached in Appendix 1 to the report described the sickness absence data by staff group, reason for absence and the split between long-term and short-term absence. The staff group who work in Control had been excluded due to the low numbers of staff, which might have revealed identity and breached data protection legislation.

In terms of areas for focus the report stated that it was clear from the data in Appendix 1 to the report that there continued to be a significant issue for the Service relating to Mental Health/Anxiety/Depression, which was consistent with other public sector employers in recent years. This area was where attention and energy will be focussed between now and Christmas 2016, in relation to raising the profile and understanding of these conditions across the workforce and building resilience into the Occupational Health and Human Resources teams to provide robust health and employment advice where concerns are raised. Although the figures for the Retained staff group appeared significantly higher than the other groups that data was calculated on the basis of Retained staff being available 24 hours a day, when in fact, they were only contracted to be available for a proportion of each day. There was a calculation that could be applied to the figures to average when a Retained firefighter might be available to ensure that the data was comparable. For the purpose of illustrating this, the amended figure was included in Graph 5 in Appendix 1 to the report and illustrated further in Tables 2 and 3 within the report. Had this calculation been applied over previous years, the picture would have been very different and show a more realistic view of absence across the staff groups. For this reason, Table 2 showed the difference in the average hours calculation over the previous 3 years with the new calculation applied. Table 3 showed the Service's summary position for sickness absence with the updated data for the Retained staff group and the consequent knock-on effect to the Average position. The other significant issue which was clear from the data was that of the split between short term absence and long term absence, as the latter accounted for over 80% of all sickness in the Service, which was a new development over the last 3 years. Further work was required to better understand the reasons for this and to clarify actions to be taken.

The new Absence Management policy was agreed through the Joint Consultative Committee on 23 June 2016 and was brought to the Authority meeting on 27 June 2016. The policy was due to roll out over the coming months with detailed briefings for managers across the Service on the benefits of the new policy and how to use it effectively. The Human Resources team were now providing confidential sickness absence reports on a monthly basis to provide managers with accurate data as to who in their teams have reached the "trigger points" laid out in the policy, and to give early indications of those whose absence might become problematic.

The roles of both the Human Resources team and the Occupational Health team needed definition and development within the Service to better enable managers to support and effectively manage their staff as follows:

- (a) The role of Occupational Health is to provide confidential and impartial clinical advice to managers on an individual's health in relation to work. Their role is not an active managerial role nor should it be as they are required to retain their clinical and professional objectivity.
- (b) The role of Human Resources is to provide fair and impartial employment advice to managers and staff in relation to the process and contractual issues and to support the managers in interpreting the health advice from Occupational Health in an employment context.
- (c) The role of the manager is to weigh up the advice offered and make managerial decisions which are fair and within process and protect the staff member, the service provision and the wider organisation.

Strategically, there was a need to develop the skills of both the HR team and the wider managerial workforce in providing fair and appropriate management of staff who are unwell. The plans for this development exercise were currently being drawn up by the Director of Human Resources. Further to this, plans were being developed to launch sickness absence “clinics”, which will provide an environment for managers to gain advice on a regular basis relating to sickness absence issues in their areas, with a case conference approach to discussing individual issues. This will be used as a management development tool, as well as an opportunity to improve the management of current and potential cases. Reports on progress and performance will be provided to each Authority meeting from December 2016.

Resolved - (a) That Members note the content of the report;

(b) that Members take assurance from plans to further develop the Service’s approach to the fair and effective management of absence and the development of the reporting schedule, and

(c) that Members amend the target for the Retained group of staff and approve the use of the new calculation described in the report.

5262 SERVICE REDESIGN PROGRAMME – SUMMARY OF ESTABLISHMENT CHANGES TO DATE

The Chief Fire Officer & Chief Executive submitted a report, further to Minute 5245, indicating that a Service Redesign Programme (SRP) update was provided at the Authority meeting on 23 September 2016, outlining progress to date and plans to bring the review activity to a conclusion within the financial year 2016/17. Members requested that supplementary information be provided in relation to the overall impact of SRP activities to date, on our employee profile. The report provided information in relation to the number of employees impacted and the overall number of posts that had subsequently been removed from the establishment and therefore the annual budget. With regard to SRP activity in 2015/16 the report indicated that the following areas of review had been completed and formed the basis of the report now submitted in terms of impact on the Service establishment, and as Members were aware the reduction in the number of employees had been achieved with no compulsory redundancies:

- a) CMT - A remodelled Corporate Management Team (CMT), incorporating reductions in Principal Officer posts and the incorporation of Director posts into CMT, in lieu of Area Managers.
 - Reduction from nine to seven Senior Management posts.
- b) Incident Command and Specialist Functions - A review of our on-call operational officer requirements and delivery approach for Incident Command and Specialist Functions, resulting in a phased reduction of twenty-one posts in line with retirement profiles.
 - Removal of four Group Manager posts on retirement.
 - Removal of four Station Manager (FDS) posts on retirement.
 - Removal of two Station Manager (Day Duty) posts on retirement.
 - Removal of eleven Watch Manager (Day Duty) posts on retirement.
- c) Transactional Administrative Support - A fundamental review of transactional administrative support has taken place, taking into account enablers such as our investment in technology. This resulted in a more efficient, customer focussed approach to delivering administrative support via a centralised Service Support Centre.
 - Eight Support Staff employees have taken Early Voluntary Release (EVR) and have left the Service.
 - Two Support Staff employees have accepted EVR and are leaving the Service at an agreed date before 31 March 2017.

- d) Emergency Services Fleet Management - Collaborative joint Fire/Police vehicle fleet maintenance via the Emergency Services Fleet Management (ESFM) workshop.
- Fifteen Support Staff agreed to TUPE across to ESFM.
 - Three Support Staff employees retired from the Service.
 - Two Support Staff resigned from the Service.
- e) Other Early Voluntary Release
- Six Support Staff employees from other areas of the Service have taken the opportunity for EVR and left the Service.
 - A further six Support Staff employees from across the Service have accepted EVR and are leaving the Service at an agreed date before 31 March 2017.

The report stated that as Members were aware staff at all levels within the Service had been exposed to a high degree of change and uncertainty, arising from review activity during 2015/2016 and other external political factors. In addition, the management approach to Equality and Diversity had undergone external scrutiny resulting in significant changes and developments in areas such as recruitment and the development of the Authority's Service Principles. Partly in recognition of this, the Chief Fire Officer & Chief Executive had commissioned an externally hosted Staff Survey to be conducted in 2016, via a company called 'People Insight', having a high level of fire sector survey experience in accordance with the timeline set out in the report. An initial summary of the feedback will be presented to the Authority on 9 December 2016. A copy of the survey questions was attached at Appendix 1 to the report for Members' information.

Resolved - That Members note the work carried out so far and receive further progress reports at future meetings.

5263 SUSPENSION OF RESPONSE TO FIRES AT SEA - The Deputy Chief Fire Officer/ Executive Director Service Delivery submitted a report, further to Minute 5247, stating that as Members were aware Humberside Fire Authority had no statutory duty to attend vessels on fire 'at sea' (outside of the Humber Estuary or beyond the low water mark), but the Authority did have a power to do so. The Service, along with a small number of other Fire and Rescue Services, did currently attend fires at sea, as part of the Fire and Rescue Marine Response (FRMR) group nationally. It was the Officer view that the Service should continue to attend fires at sea due to the significant volume of marine traffic immediately outside of the Humber Estuary and close to the Service's coastline. However, recent restrictions by the Maritime and Coastguard Agency (MCA) on the provision of suitable helicopter winch training to the firefighters that volunteer to undertake that role meant that Officers believed that it was not safe to continue attending fires at sea beyond 31 December 2016. Furthermore the MCA view was that the group of FRSs that respond to fires at sea around the UK had never been able to fully demonstrate its effectiveness, and they had also raised the question of safety when deploying a firefighting team to a ship because they feel that it risks burdening any rescue effort HM Coastguard might subsequently need to launch, although they are able to mitigate that risk as it is the MCA that determines whether to request the Fire Service to attend on a case by case basis. The purpose of the report now submitted was to seek the Authority's endorsement of the Officer decision to suspend the Service's response to fires at sea on 31 December 2016, but to support the reinstatement of that at sea response offer if suitable training is provided.

By way of background the report indicated that Section 72 of the Local Government Act 1972 confirmed that the area of responsibility for Fire Authorities in England, Wales and Northern Ireland generally extend to the mean low water mark (MLWM) at ordinary tide. That may include estuarial waters up to a prominent water mark. Therefore the Authority does have a statutory duty to attend vessels on fire in the Humber, and is able to deliver that duty either by using fire tugs, or helicopters, as the means for transferring crews to the vessel, but

the Authority does not have a statutory duty to attend fires outside of that area. The Fire Services Act 2004 (Section 7) states that “A fire and rescue authority must make provision for the purpose of extinguishing fires in its area, and protecting life and property in the event of fires in its area”. In addition to this Section 20 states “If a Fire and Rescue Authority has power to act, or is required to act, outside the authority's area, the authority may exercise the power, or perform the duty, at sea or under the sea.” That legislation formed the basis for the current Fire & Rescue Marine Response (FRMR) Team and meant that the Service currently utilised thirty six of its firefighters who had volunteered to attend incidents at sea to provide the firefighting and rescue service off the area's coastline and beyond that area, both to the North and South. The firefighters receive no additional payment for being on call to respond, they only receive payments for carrying out the additional training needed and for attending actual incidents.

Currently fires in vessels around the UK coastline are covered by nine Fire and Rescue Services responding to incidents at the request of the Maritime Coastguard Agency (MCA) as set out in the report. From 2006 to 2011, following an MCA led project to develop more formal Marine Response, arrangements were put in place involving dedicated Fire & Rescue Services, and as a result HFRS formed part of the Marine Incident Response Group (MIRG). In February 2011 the Government withdrew the funding from the MCA to deliver MIRG however the existing arrangements remained in place. A Memorandum of Understanding (MoU) between the Ministry of Defence and the Maritime and Coastguard Agency existed to provide 7 hours of dedicated flying time along with the winch training, which was identified as being required by the risk assessments undertaken nationally at that time, to each FRS that made up the UK FRS MIRG. However, due to the ending of the RAF involvement with SAR in 2015 the MoUs that were in place also came to an end.

The helicopter response used by the MCA was transferred from RAF SAR to Bristow during 2015. In the lead up to that, in November 2014, the Service was informed by the MCA that Bristow would not be able to provide any flying time to train HFRS firefighters, or any other responding FRS nationally. However, advice in the same letter was to liaise with local contacts. Locally, in fact, the position remained the same as with the RAF SAR, and flying time, and winching operations, were still provided by Bristow to train HFRS firefighters. Therefore the Service had to date continued to provide a Marine Response without external funding. This currently costs the Authority around £50k per year, but meant that the Authority was able to utilise both tugs and helicopters as the means by which the Service transfers firefighters to vessels within our statutory area as well as at sea. In November 2015 those local arrangements ceased when the Service was informed that firefighters could only undertake familiarisation training (Ground Briefing and Cabin Briefing) and not undertake winch training or training flights. Any further training could be undertaken using an online training tool only. Given that the level of training which was now not being made available to firefighters is, according to the MCA, aimed at “those likely to be involved in winching”, and there is no way for firefighters to get from a helicopter to a vessel without being winched, Officers are of the view that a level of ‘live’ winch training should be reinstated. By August 2016 a significant number of crews were beyond the three yearly competency refresher that the Service deemed to be acceptable and although the Service extended that period, in consultation with the firefighters that volunteer to undertake the role, it was not felt that it was safe to extend that period beyond the end of the year. Officers had carried out a review of the risk assessment, and the associated competency framework, to determine if other alternatives are available, but the review concluded that in order for firefighters to be winched onto a vessel at sea in an emergency situation it was necessary for those firefighters to receive periodic helicopter winch training onto an actual vessel so they will be experienced in the actions required to undertake that task safely in an emergency.

In terms of implications the report indicated that the Humber Community Risk Register identifies a Medium Risk (HL34) of a “fire ... involving a passenger vessel in or close to UK waters”. The report informed Members that the suspension of the firefighting at sea capability provided by HFRS to mitigate that risk outside of the estuary will mean that any response would come from another FRS if they are available, but that a guarantee of

that response will be outside of the control of this Authority. The Service will still be able to deliver the Authority's statutory duty to respond to incidents in the estuary, although the transfer to the vessel will take place via tug rather than helicopter.

In terms of work undertaken to resolve the issues the report indicated that the Deputy Chief Fire Officer has raised this issue with the Local Resilience Forum (LRF), and as a result the Government's Resilience and Emergencies Directorate are considering the impact. The LRF decided to write to Members of Parliament expressing their concerns. The Deputy Chief Fire Officer raised the issue, and other issues related to the transport back from incidents for our firefighters, with the national co-ordinator and the Chief Fire Officers Association lead officer for FRMR, and requested a Strategic level meeting between Principal Officers from the nine Services currently providing an "at sea" response. That initial meeting took place and due, to the strength of feeling on the matter of winch training, regular teleconferences have been set up to maintain contact at Strategic level. The latest one took place on 24 September 2016, but there was no resolution provided to the issue of training provision. The Chairperson of the Authority wrote to a number of key stakeholders on this issue, including the Minister for Policing and the Fire Service and the Chief Executive Officer of the MCA. Members' attention was drawn to previously circulated correspondence in which the Minister stated that he understands the need for the appropriate training. However, the response from the MCA, included at Appendix 1 to the report, was that there is no national requirement for this kind of at sea service; the group of FRSs that provide a response to fires at sea have never been able to fully demonstrate its effectiveness, and they raise a question of safety when deploying a firefighting team to a ship because it risks burdening any rescue effort HM Coastguard might subsequently need to launch. Following that correspondence the Deputy Chief Fire Officer had a very productive conversation with the Chief Executive Officer of the MCA, who undertook to request that the Minister responsible for Maritime (includes the MCA) write to the Minister for Policing and the Fire Service to formally request a discussion on the matter. The Chairperson of the Authority wrote to the Home Office Fire and Resilience Director to offer to meet, along with an Officer, to discuss the matter and also to raise information which has become available since 2011, namely a Ship Fire Analysis published by the Finnish Border Guard which studied ship firefighting across Europe from 2000 to 2015 and concluded that in around one third of fires the ship's crew relied on external help with firefighting and in the cases that were studied in more depth that external help led to a good outcome in all cases, without exception. Whilst the Authority had not yet received a formal response to that letter, the Deputy Chief Fire Officer had had a number of conversations with staff from the Fire and Resilience Directorate within the Home Office and understands that the Minister for Maritime has written to the Minister for Policing and the Fire Service, and that there are now meetings planned in early November for staff in each Department to try and resolve the issue. It is understood that the Chief Fire and Rescue Advisor has also been invited to that meeting.

The report concluded that if there is a resolution which means that the firefighters in HFRS that volunteer to attend fires at sea are able to access suitable live winch training then the Service will be able to continue providing what the HFRS feels is an extremely valuable service. If that was the case then the MCA would be able to take into consideration the potential risk to HM Coastguard operations on a case by case basis as it is the MCA that requests the Fire Service to attend, and therefore if they felt the risk was too high they could choose not to make a request. It is assumed that this occurs already as HFRS have been asked to attend ship fires at sea during 2016. However if the access to the training is not provided Officers have taken the decision, reluctantly, that HFRS will have to suspend the provision of a response to fires at sea until such a time that access to suitable training is provided.

Resolved - (a) That Members endorse, with regret, the Officer decision that the Service will suspend its response to fires at sea on 31 December 2016, unless access to live flight and winch training is provided before that time, and

(b) that the Authority resumes the exercise of its power to attend fires at sea, at such a time that live flight and winch training has been made available to the Service.

5264 EXCLUSION OF THE PRESS/PUBLIC - Resolved – That the press and public be excluded from the meeting for consideration of the following items (Minutes 5265 to 5268) on the grounds that they involve the likely disclosure of exempt information as defined in paragraph 4 of Part 1 of Schedule 12A of the Local Government Act 1972.

(In making its decision the Authority confirmed that having regard to all the circumstances it was satisfied that the public interest in maintaining the exemption outweighed the public interest in disclosing the information).

5265 SERVICE REDESIGN PROGRAMME OPTIONS FOR CONSULTATION - REVIEWS OF TRAINING, ESTATES MANAGEMENT AND HEALTH SAFETY AND ENVIRONMENT - The Director of Service Support submitted a report reminding Members that the Authority meeting on 23 September 2016 received a report outlining the ongoing review areas being conducted under the Service Redesign Programme (SRP), which will be concluded during 2016/17 (Minute 5245 refers). That report also included the meeting dates when Members will receive reports seeking approval to formally consult on relevant options, arising from review activity. The report now submitted incorporated a summary of the reviews of Training, Estates and Health Safety and Environment, including preferred options for the management and delivery of the respective functions. Further detail regarding each review area was included within the Appendices 1 to 3 attached to the report.

Resolved - That Members approve the following consultation programme:

a) Training

- (i) Commencement of a four week consultation period for the preferred option set out in this report and Appendix 1 to the report.
- (ii) Outcomes from the consultation and recommendations for implementation will be reported back to Members at the HFA meeting on 9 December 2016.

b) Estates Management

- (i) Commencement of a six week consultation period for the preferred option set out in this report and Appendix 2 to the report.
- (ii) Outcomes from the consultation and recommendations for implementation will be reported back to Members at the HFA meeting on 13 February 2017.

c) Health Safety and Environment

- (i) Commencement of a four week consultation period for the preferred option set out in this report and Appendix 3 to the report.
- (ii) Outcomes from the consultation and recommendations for implementation will be reported back to Members at the HFA meeting on 9 December 2016.

5266 COLLABORATION UPDATE - The Chief Fire Officer & Chief Executive submitted a report, further to Minute 5251, informing Members of the current information landscape that might impact on the proposal for a 'fire-fire' merger with North Yorkshire Fire Authority which included:

- Letter responding to a joint Fire Authority Chairpersons letter from the Police and Fire Minister Brandon Lewis MP;

- Information from two of the constituent (four) local authority Chief Executives with regard to the merger proposal;
- An approach from the Police and Crime Commissioner for Humberside to discuss shared governance options.

The report also recommended the consideration of alternative options in light of the information.

Resolved - That the Authority note the content of this report and in doing so:

- (a) Maintains the option of a 'fire-fire' merger with North Yorkshire Fire and Rescue Authority in the interim;
- (b) Considers (a) above alongside proposals for changes in governance to be explored at a forthcoming meeting of the Authority with the Police & Crime Commissioner for Humberside, and
- (c) Makes a decision on the preferred option from (a) and (b) above at an extraordinary meeting of the Authority to be arranged before the next scheduled meeting of the Authority in December 2016

5267 Proposed Humberside Fire and Rescue Service Charity - The Chief Fire Officer & Chief Executive reported that exploratory discussions had been held with the Smile Foundation regarding the possibility of setting up a safety/wellbeing charity.

Resolved – That the report be received.

5268 Hull Health Awards 2016 – The Chief Fire Officer & Chief Executive reported that Hull First (which includes Humberside Fire and Rescue Service's Falls Team) had won the 'Health Partnership of the Year' award at the Health Awards 2016 held on 12 October 2016.

Resolved – That the report be received and that Members' congratulations be conveyed to the Falls Team.

Meeting closed at 11.36a.m.

