

HUMBERSIDE FIRE AUTHORITY

27 JULY 2018

PRESENT:

Representing East Riding of Yorkshire Council:

Councillors Chadwick, Finlay, Green, Healing, Matthews, Smith, V. Walker and Whittle.

Representing Kingston upon Hull City Council:

Councillors Belcher, Chambers, Dad, Nicola, Rodmell and C Randall (Mrs).

Representing North Lincolnshire Council:

Councillors Briggs (Chairperson) and Sherwood.

Representing North East Lincolnshire Council:

Councillors Barfield, Shepherd, Swinburn and T. Walker.

Chief Fire Officer & Chief Executive, Deputy Chief Fire Officer/Executive Director Service Delivery, Executive Director Service Support/Section 151 Officer, Director of Human Resources, Director of Public Safety, Director of Service Support, Monitoring Officer/Secretary, Committee Manager, Mr H Laher (KPMG) and Mr D Chapman (Chairperson of the Governance, Audit and Scrutiny Committee) were also present.

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

Apologies for absence were submitted from Councillors Grant and Waltham MBE and Mr K Hunter, Police & Crime Commissioner for Humberside.

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 the Independent Co-opted Members of the Governance, Audit and Scrutiny Committee and Mr H Laher (KPMG)).

5902 DECLARATIONS OF INTEREST – There were no declarations.

5903 MINUTES – Resolved - That the minutes of the meeting of the Authority held on 25 June 2018 having been printed and circulated amongst the Members, be taken as read and correctly recorded and be signed by the Chairperson.

5904 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.

5905 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.

5906 COMMUNICATIONS – The Chief Fire Officer & Chief Executive reported orally on the following items:

- Moorland Fire at Winter Hill, Lancashire – A letter had been received from the Home Office and the National Fire Chiefs Council confirming that the Authority should submit a claim in respect of the cost of Humberside Firefighters who had attended the incident to Lancashire Fire and Rescue Service who will then submit an application to the Home Office under the Bellwin Scheme.

- Pride Parade, Hull - 21 July 2018 – A message of thanks had been received from the organisers of the event for the support given by employees and their families who had attended the event and for the attendance of the 2 fire engines that participated in the parade. Members expressed thanks to Sarah Wilkinson for co-ordinating the HFRS contribution to the event.
- Humber Swim for Charity – The Chief Fire Officer & Chief Executive showed a short video showing the team of six members of Humberside Fire and Rescue Service staff who swam across the Humber to raise money for The Firefighters Charity and also in support of a family member. The team raised £1,512.00 for the charity.
- Firefighters' Charity Fundraising 2017 – A Certificate had been received showing that the Service had raised £90,600 for the charity last year.

Resolved – That a message of thanks be sent to the team who participated in the Humber swim and also to the Firefighters' Charity.

5907 MEMBERS' NEWSLETTER – This item was included on the Agenda to allow Members an opportunity to ask questions regarding any items included in the Members' Newsletter that had been emailed recently to all Members of the Authority. There were no questions.

MINUTES OF COMMITTEES

5908 Pension Board – Resolved – That the minutes of the Pension Board held on 13 July 2018 be received.

5909 Governance, Audit and Scrutiny Committee – Mr D Chapman, Chairperson of the Governance, Audit and Scrutiny Committee presented the minutes of the meeting of the Committee held on 16 July 2018 and drew Members' attention to the following item:

- (i) 2018/19 Scrutiny Programme – Timetabling of Topics (Minute 5891 refers) – The Chairperson stated that this matter had been deferred until after the Members of the GAS Committee have received training on the scrutiny process which was to take place on the rising of the next meeting of the Committee on 17 September 2018. The Chairperson expressed thanks to the Monitoring Officer/Secretary for arranging the training event.

Resolved – That the minutes of the Governance, Audit and Scrutiny Committee held on 16 July 2018 be received.

5910 GOVERNANCE, AUDIT AND SCRUTINY COMMITTEE SCRUTINY PROGRAMME 2017/18 - BUSINESS CONTINUITY REVIEW OUTCOMES AND MANAGEMENT RESPONSE – The Monitoring Officer/Secretary submitted a report indicating that the Governance, Audit and Scrutiny Committee on 9 April 2018 (Minute 5778 refers) considered a report by the Member Sub-Group comprising Mr Doyle (Lead Member), Mr Allingham, Mr Chapman, Mr Smith and Mr Vertigans) presenting the scrutiny findings and recommendations in the Sub-Group's report following the scrutiny of Business Continuity Management (BCM) arrangements within the Service. The Committee agreed - (a) That the Committee agrees that scrutiny outcomes reports should be submitted to CMT for a Management response prior to being submitted to the GAS Committee, and (b) that the outcomes of the scrutiny of Business Continuity Management arrangements and the Management response be submitted to the next meeting of this Committee in June 2018. A further report was subsequently submitted to the GAS Committee on 15 June 2018 setting out the Management response to the review outcomes when it was agreed - That, subject to the amendment to the Officer title on page 31, the report be approved by this Committee and referred to the next meeting of the Fire Authority (Minute 5840 refers). The overall aim of the review was to provide assurance to the Authority with respect to the design and operation of

the Service’s Business Continuity Management arrangements and that they are in place across the organisation. The recommendations arising from the scrutiny review and the Management response thereto were detailed in Appendix 1 to the report.

The Chairperson of the Governance, Audit and Scrutiny Committee formally presented the scrutiny report to the Authority and stated that it was a very comprehensive report which would serve as a template for future scrutiny topics, and also expressed thanks to those Officers that were involved for their support throughout the scrutiny process. The Chairperson of the Authority acknowledged the work undertaken by Members of the GAS Committee and re-iterated the uniqueness of the GAS Committee.

Resolved – That the Authority receives the scrutiny outcomes report and approves the recommendations of the GAS Committee and the Management response.

5911 MANAGEMENT ACCOUNTS TO 30 JUNE 2018 - The Executive Director Service Support/Section 151 Officer submitted a report highlighting the current financial position based on information to 30 June 2018. The summary estimated outturn position for the current financial year based on information to 30 June 2018 was as follows:

<u>Category</u>	<u>2018/19 Outturn Projection</u>	
HFA		
Revenue Budget	£50k	overspend
Capital Programme	£5.46m	expenditure against £5.66m allocation
Pensions Account	£13.675m	deficit

The remaining reporting cycle for the Management Accounts for 2018/19 is shown in the table below:

<u>Period Ending</u>	<u>Authority Meeting</u>
30 September 2018	26 October 2018
31 December 2018	11 February 2019
28 February 2019	26 April 2019

Any significant in-year financial issues that arise between the reporting periods will be reported on an urgent basis as required. Further details on all of these areas were available electronically alongside the Agenda papers on the Fire Authority’s website at www.humbersidefire.gov.uk/fire-authority.

Resolved – That Members take assurance from the report and the Authority’s financial position for the period ending 30 June 2018.

5912 REPORT TO THOSE CHARGED WITH GOVERNANCE (ISA 260) 2017/18 - Mr H Laher (KPMG) submitted a report summarising the key findings in relation to their 2017/18 external audit at the Authority. An updated page 55 of the report was circulated prior to the meeting and a copy of the final report had been published on the Authority’s website alongside the Agenda papers for this meeting. The report indicated that subject to all outstanding queries being resolved to their satisfaction KPMG anticipated issuing an unqualified audit opinion on the Authority’s financial statements by 31 July 2018 and that they will also report that the Authority’s Annual Governance Statement complies with the guidance issued by CIPFA/SOLACE in April 2016. Based on their work, KPMG had raised two recommendations as detailed in Appendix 1 to the report together with the Management’s response to those recommendations. The report indicated that the Authority should closely monitor progress in addressing the risks, including the implementation of the recommendations. With regard to the follow-up of prior year recommendations Appendix 2 to the report indicated that the Authority had implemented all of the recommendations raised

through KPMG's previous audit work. KPMG had also identified 1 significant difference and 3 other audit adjustments as detailed in Appendix 3 to the report. KPMG had concluded that the Authority has made proper arrangements to ensure economy, efficiency and effectiveness in its use of resources and therefore anticipated issuing an unqualified Value For Money (VFM) opinion. The draft report had previously been considered by the Governance, Audit and Scrutiny Committee (Minute 5892 refers).

A Member sought clarification regarding the issue concerning the recording of transactions shown on page 63 of the report. The Executive Director Service Support/Section 151 Officer explained that the matter was just an oversight with the account inadvertently being recorded in the wrong financial year.

Resolved – (a) That the content of the report be noted and that Members take assurance from the outcome of the audit, and

(b) that Members acknowledge the work undertaken by the Executive Director Service Support/Section 151 Officer, the Finance Team and KPMG in achieving the satisfactory completion of the accounts ahead of the statutory timescale, and also that the audited accounts show that the Authority provides good value for money.

5913 AUDITED STATEMENT OF ACCOUNTS FOR 2017/18 - The Executive Director Service Support/Section 151 Officer submitted a report, further to Minute 5861, presenting the audited version of the Fire Authority's Accounts for the financial year 2017/18. The audit of the Authority's 2017/18 Statement of Accounts had now been substantially completed and pleasingly this was in advance of the statutory deadline of 31 July. In partnership with the Authority's external auditor, KPMG, a small number of adjustments to the draft Accounts had been undertaken in order to reach the final version. These were detailed in the 'Report to those charged with governance (ISA 260) 2017/18' referred to in Minute 5912 above. The final version of the Annual Accounts was attached at Appendix 1 of this report. Members were reminded that the draft unaudited Statement of Accounts for 2017/18 had been submitted to the meeting of the Authority on 25 June 2018 (Minute 5861 refers). The external auditor, KPMG, in close liaison with the Fire Authority's Finance team, had now substantially completed the audit of the 2017/18 Statement of Accounts and supporting papers. The outturn position remained that which was reported to the 15 June 2018 meeting, a £11k underspend. The 'Report to those charged with governance (ISA 260) 2017/18' had given an unqualified opinion on the Authority's Accounts for 2017/18 and an unqualified value for money conclusion. Both of these aspects were extremely pleasing and showed another year of sound financial management. The report now submitted represented the final stage in the sign-off of the 2017/18 Statement of Accounts. Once approved by the Authority, the draft 'Letter of Representation' attached at Appendix 2 of the report would be duly signed and submitted to KPMG. After the Authority on 27 July 2018 the 2017/18 Accounts would be distributed to stakeholders and local libraries as well as posted on the Authority's website, to ensure information was as accessible as possible. A further notice would also be placed in the press to inform the public that the 2017/18 audit of Accounts was now closed. The report had previously been considered by the Governance, Audit and Scrutiny Committee (Minute 5893 refers).

Resolved - (a) That Members approve the audited Statement of Accounts for 2017/18 and that they are signed by the Chairperson on behalf of the Fire Authority;

(b) that the letter of representation to KPMG as set out in Appendix 2 to the report be approved and signed by the Chairperson, the Chief Fire Officer & Chief Executive and the Executive Director Service Support/Section 151 Officer on behalf of the Authority, and

(c) that the Executive Director Service Support/Section 151 Officer and the Finance Team be congratulated for the excellent work done in producing the accounts.

5914 DRAFT ANNUAL PERFORMANCE REPORT 2017/18 - The Deputy Chief Fire Officer/Executive Director Service Delivery submitted a report reminding Members that the Authority publishes Annual Performance Reports which include the full performance information for the previous year. The draft report for 2017/18 was included at Appendix 1 to the report. The report incorporated detailed information covering the delivery of the Strategic Plan, a 'health check' of the Service and information relating to Preparedness, Community Safety, Business Safety, Emergency Response and Recovery. The draft report will be sent for final formatting and branding once approved by the Authority. The report had previously been considered by the Governance, Audit and Scrutiny Committee (Minute 5897 refers). The Deputy Chief Fire Officer/Executive Director Service Delivery drew Members' particular attention to the areas of the report relating to:

- Equality and Inclusion – Our Communities and workforce (page 179)
- The Key Highlights in Our Report (page 181)
- Response Standards (page 182)
- Utility Useage (page 183)
- Incident Activity by Unitary Authority (pages 201-203)
- Benchmarking (page 204)

The Deputy Chief Fire Officer/Executive Director Service Delivery stated that the Service had just commenced a recruitment process for fulltime firefighters and that so far there had been a significant number of applicants which included over 11% from women and 5% from under-represented minority groups. The Deputy Chief Fire Officer/Executive Director Service Delivery also informed Members that the data in respect to Benchmarking would be inserted when received.

Questions by Members regarding various aspects of the report were answered by the Deputy Chief Fire Officer/Executive Director Service Delivery. A Member referred to the environmental impact regarding utility useage, noted that no targets had been set for 2017/18 and queried whether it was intended to set targets for 2018/19. The Deputy Chief Fire Officer/Executive Director Service Delivery stated that the Strategic Leadership Team (SLT) had discussed utility useage and were considering introducing an environmental strategy. The Director of Service Support stated that an environmental strategy was the way forward, that officers were looking at much more outcome based targets, and also that the Service was looking at the approach adopted by Humberside Police. A Member referred to the number of malicious calls in Hull and asked what the Service is doing with other authorities to tackle the problem. The Director of Public Safety stated that campaigns are run through Service media and that the Service did coordinate with the Police and other agencies, though not on communication although he would be happy to look into that option. A Member asked whether there was any reference in the report to the use by the Service of drones. The Deputy Chief Fire Officer/Executive Director Service Delivery stated that the Service was working with the Police to increase drone availability, and also that the Service's new drone will be classed as a national asset.

Resolved – That Members approve the report and take assurance from the proactive approach to performance management.

5915 ANNUAL STATEMENT OF ASSURANCE 2017/18 – The Chief Fire Officer & Chief Executive submitted a report indicating that the Fire and Rescue National Framework for England (Revised 2018) sets out a requirement for Fire and Rescue Authorities to provide annual assurance, based upon the Department for Communities and Local Government (DCLG) Guidance on Statements of Assurance for Fire and Rescue Authorities in England (2013), and show they have had due regard to the expectations set out in their Integrated Risk Management Plan and the requirements included in the Framework. The areas covered were financial assurance, governance assurance and operational assurance. A copy of the Annual Statement of Assurance 2017/18 was attached at Appendix 1 to the report. The report had previously been considered by the Governance, Audit and Scrutiny Committee (Minute 5896 refers). The Chief Fire Officer & Chief Executive informed Members that he

had had a recent discussion with the Chairperson of the National Fire Chiefs Council regarding the possibility of the Service supporting the UK response to the wild fire situation in Greece but it was understood that it was airborne firefighting capability, which the Service could not offer, that was being sought.

Resolved – That Members approve the publication of the Annual Statement of Assurance for 2017/18.

5916 REFRESHED INTEGRATED RISK MANAGEMENT PLAN (IRMP) 2018-21 - The Deputy Chief Fire Officer/Executive Director Service Delivery submitted a report, further to Minute 5683, reminding Members that the Authority had approved a new Strategic Planning Framework in December 2017, incorporating a new Strategic Plan on a page 2018-21 and a refreshed IRMP 2018-21. In accordance with the Business Planning Framework the Strategic Plan and IRMP undergo a cyclical refresh in July of each year, and whilst the Strategic Plan remains unchanged the IRMP had been subject to a detailed refresh. The refresh had been undertaken in particular to ensure that the Authority complies with requirements for IRMPs detailed within the National Framework 2018, that it is well prepared to continually improve, and that the expectations of the forthcoming Inspectorate for Fire and Rescue Services are met.

With regard to the Strategic Planning Framework the report indicated that a number of significant arising factors, both internal and external to the Service, had acted as a catalyst for a fundamental refresh of the strategic planning approach, which was approved by Members in December 2017. The following were of particular relevance to the refresh:

- The Policing and Crime Act 2017 and the Fire Reform Programme;
- The introduction of an Inspectorate for Fire and Rescue Services.

Consideration of the current and future operating environment by the Senior Leadership Team (SLT) led to a planning framework that acts as an enabler for Service improvement; creates a more structured planning and performance framework in preparation for the future Inspectorate, and which will clearly define the Public Safety and Emergency Response role, capability and wider offering within the community. Members were reminded that the framework incorporates a number of strategic documents, namely:

- a) An overarching Strategic Plan on a page;
- b) An IRMP, defined by current National Framework guidance;
- c) A Service Management Statement (SMS), defined by the interpretation of current HMIC guidance to Police (to be developed when greater clarity is available);
- d) Delivery Plans to achieve Directors' objectives related to Public Safety, Emergency Response, People, and Support Services;
- e) Delivery Plans to achieve the objectives related to effective management of the Service. These cover Finance and Corporate Services and are largely captured within the annual Business Planning Framework.

With regard to the Integrated Risk Management Plan (IRMP) Members were reminded that the production of an IRMP is a statutory requirement within the Fire and Rescue National Framework 2018. It is a living document which describes the risk in the Service area and details how the Service organises itself to manage and respond to those risks. The IRMP is an extensive document which provides in depth information on risks and service provision. The IRMP is hosted as an electronic document on the Authority's website, and enables readers to 'drill down' into the information they require. A draft hard copy version of the document was included at Appendix 1 to the report. Following approval by Members further graphical work and proofing will be completed, before the electronic version goes live on the HFRS website in August. The IRMP is treated as a living document and members of the public and partners are encouraged to provide suggestions, or comments, regarding content.

Members commented that the document could be difficult to read by people with impaired vision due to the mixture of colours used for parts of the text on pastel coloured backgrounds and also that there were some typographical errors in the report. A Member stated that the new fire station at The Jean Bishop Integrated Care Centre, Hull was situated on David Lister Drive and not Lister Avenue. A Member also stated that the reference Mosaic (a social marketing tool) on page 28 of Appendix 1 was not adequately explained.

Resolved – (a) That, subject to further graphical work and proofing in liaison with Councillors Dad, Randall and Whittle, Members approve the revised IRMP 2018-21 for publication on the HFRS Website, and

(b) that the Head of Corporate Assurance and his Team be congratulated for the excellent work done in producing the document.

5917 REVISED FIRE AND RESCUE NATIONAL FRAMEWORK FOR ENGLAND 2018 -

The Chief Fire Officer & Chief Executive submitted a report, further to Minute 5871 of the Authority held on 25 June 2018, reminding Members that the production, by the Secretary of State, of the Fire and Rescue National Framework (the Framework) is a requirement under the Fire and Rescue Services Act 2004. The Framework sets the governmental priorities and objectives for Fire and Rescue Authorities (FRAs) and places a Statutory Duty upon FRAs to have regard to the Framework in the discharge of their functions. The revised Framework 2018 seeks to embed outcomes arising from HM Government's fire reform programme and other changes including the range of different governance models for fire and rescue services, the new inspectorate regime and the developing role of the National Fire Chiefs Council. HM Government consulted with Fire and Rescue Authorities, their staff and Representative Bodies in relation to the revised Framework between 27 December 2017 and 14 February 2018 and Members had endorsed the response made on behalf of the Authority at the Authority meeting 12 February 2018. Members had also received an overview of the proposed changes to the Framework and the consultation questions at the Member Day held on 15 January 2018. The revised Framework 2018 was provided at Appendix 1 to the report. In addition, a gap analysis had been conducted on behalf of Members in relation to the 'must' and 'should' requirements of the Framework and was provided at Appendix 2 to the report.

The priorities for FRAs set out in the Framework include:

- (a) Identify and assess the full range of foreseeable fire and rescue related risks their areas face;
- (b) Make appropriate provision for fire prevention and protection activities and response to fire and rescue related incidents;
- (c) Collaborate with emergency services and other local and national partners to increase the efficiency and effectiveness of the service they provide;
- (d) Be accountable to communities for the service they provide, and
- (e) Develop and maintain a workforce that is professional, resilient, skilled, flexible and diverse.

The report assured Members that the Authority's Strategic Plan 2018/21, IRMP 2018/21 and associated workstreams take account of each priority and objective within the Framework and also reminded Members that a statutory Annual Statement of Assurance, confirming the Authority's compliance with the Framework, is brought before the Authority in July each year. The report drew Members' attention to the following particular revisions of note contained in the Framework:

Prevent and Protect - The Framework describes an implicit expectation that FRAs will work closely with other organisations in the public and voluntary sector, as well as with police and ambulance services, both nationally through the National Fire Chiefs Council (NFCC) and through local arrangements, including:

- Partnerships to support risk reduction services to those identified as vulnerable, including from exploitation or abuse;

- Wherever possible to share intelligence and relevant risk data;
- Making a contribution to increase the effectiveness and efficiency of public services to alleviate pressures on local response resources. However, not at the expense of core fire functions.

The Framework also places emphasis on requirements to:

- Promote fire safety, including fire prevention;
- Application of effective risk based inspection and enforcement of the Regulatory Reform (Fire Safety) Order 2005;
- Effective targeting of fire safety, prevention and protection resources.

Assurance and Scrutiny - The requirements placed upon fire and rescue authorities to cooperate with and support HMICFRS inspection programmes are embedded within the Framework.

National Fire Chiefs Council - The role of the National Fire Chiefs Council (NFCC) in providing a co-ordinated professional, operational and technical leadership of the sector, advising and supporting central and local government, and other stakeholders is incorporated in the Framework.

Achieving Value for Money - The requirements placed upon FRAs in terms of operating efficiently are described in some detail under a number of headings, including:

- Achieving value for money;
- Reserves policy;
- Commercial transformation;
- Trading arrangements;
- Statutory Collaboration

Workforce - The Framework includes an implicit requirement that FRAs have a people strategy, which takes account of the principles set out in the NFCC's People Strategy. Members were reminded that this had been used in the development of the Authority's people strategy and workforce planning.

Firefighter Fitness Principles - The role of the FRA in helping to ensure firefighters remain fit and are supported in remaining in employment has been embedded within the Framework. FRAs must comply with the fitness principles therein. The Chief Fire Officer & Chief Executive stated that he proposed to bring a separate paper on this matter to a future meeting of the Authority.

National Resilience - Response to Terrorist Attacks - The Framework requires FRAs to have capability to respond to the heightened threat of terrorist attacks. Members were reminded that this incorporates the interoperability with other emergency responders and agencies, multi-agency planning and maintenance of command and response competencies, and also that the Government had invested in a national cadre of specialist Marauding Terrorist Firearms Attacks (MTFA) firefighter teams. MTFA firefighter capability is currently being developed locally, in addition the Authority's cadre of National Incident Liaison Officers (NILO) had also undertaken MTFA training.

Intervention Protocol - It is a requirement under Section 23 of the Fire and Rescue Services Act 2004 that an intervention protocol be prepared, and for the Secretary of State to have regard to it in the exercise of their power of intervention. The intervention protocol broadly sets out the arrangements between the Secretary of State, the Local Government Association, HMICFRS, the NFCC and FRAs should formal intervention be considered necessary. No intervention would be considered unless there was evidence of an Authority failing to act. To date there had been no formal intervention in the operation of a fire and rescue service by the Secretary of State, under these powers.

Resolved – (a) That Members note the changes in the revised National Framework 2018 and take assurance from the level of compliance with the requirements of the revised Framework, and

(b) that a separate paper on the Firefighter Fitness Principles be submitted to a future meeting of the Authority.

5918 EXCLUSION OF THE PRESS/PUBLIC - Resolved – That the press and public be excluded from the meeting for consideration of the following item (Minute 5919) on the grounds that it involves the likely disclosure of exempt information as defined in paragraphs 1, 2 and 5 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).

(With the exception of the Executive Director Service Support/Section 151 Officer, Monitoring Officer/Secretary, Director of Human Resources and Committee Manager all Officers left the meeting for the consideration of the following item (Minute 5919)).

5919 SENIOR LEADERSHIP SUCCESSION PLANNING UPDATE – The Director of Human Resources submitted a report reminding Members that the Workforce Plan approved by the Authority on 23 April 2018 had identified a risk with regard to Senior Leadership succession planning. The report provided a greater insight into the risk and provided 4 options to mitigate that risk should the Authority choose to do so and the risks and benefits in respect of each option.

(Having presented the report and answered questions by Members the Director of Human Resources and the Executive Director Service Support/Section 151 Officer then left the meeting allowing Members to discuss the matter in private with only the Monitoring Officer/Secretary and Committee Manager present.)

Moved by Councillor V Walker and Seconded by Councillor Rodmell –

“That to mitigate the risk to the Authority Option 1 be approved and that the Chief Fire Officer & Chief Executive be allowed to retire, take a short break of 30 days and be re-employed for a time limited basis in the same role, but not in the pension scheme he is currently in. “

Resolved – That the voting on this item shall be by a recorded vote.

Upon being put to the vote the voting was:

For (18): Councillors Barfield, Belcher, Briggs (Chairperson), Chadwick, Chambers, Dad, Green, Healing, Matthews, Randall (Mrs), Rodmell, Shepherd, Sherwood, Smith, Swinburn, T Walker, V Walker and Whittle

Against (1): Councillor Finlay

Abstained (1): Councillor Nicola

Motion Carried

Resolved – (a) That to mitigate the risk to the Authority and for the reasons set out below Option 1 be approved and that should Mr C Blacksell, Chief Fire Officer & Chief Executive decide to retire, he be offered the opportunity to be re-engaged after a break of at least 30 days or a time-limited period in the same role, on the same terms and conditions, but with his pension abated:

Reasons for Decision:

The reasons that the reappointment of the Chief Fire Officer on the agreed terms was considered appropriate are as follows –

- It provides for stability during a potentially challenging period, when the Service is looking to implement the new Strategic Plan and respond to a range of external factors expected to impact upon the services delivered to the public.
- The first inspection from HMICFRS is due in Autumn / Winter 2018. It would have been destabilising for the Leadership Team and the Authority to undertake a recruitment exercise during preparation for this.
- If the Chief Fire Officer were to retire and an appointment process undertaken it may be difficult to attract a suitable number of candidates, particularly with a Fire and Rescue Service background, with sufficient seniority and experience who didn't have the same incentives to retire relatively soon after. Therefore, it is better to re-engage the existing Chief on agreed terms.
- There are financial savings for the Authority with this decision, based upon the fact that the Authority will cease to pay the employer pension contributions they are currently paying. There are also savings to the public purse as the Chief won't be paid his pension during his period of re-engagement.
- The National Fire Framework allows for this action for time limited periods and in exceptional circumstances when such a decision is necessary in the interests of public safety. The Authority believes that the reasons laid out constitute exceptional circumstances and that the decision is in the interests of public safety.
- The Authority considers that offering re-engagement to the current Chief is in the public interest as stability in the leadership being shown in every area from improving workforce diversity and effective collaboration with partners, to innovative public safety work and exceptional emergency response, is important to the continued improvement of what is a vital, and high performing, public service. We will also be considering whether similar arrangements could be applied to other roles in the organisation where it would assist workforce planning and the delivery of excellent services to the public.

(b) that Mr Blacksell be offered the opportunity to retire from his post of Chief Fire Officer & Chief Executive, but return to work after a short break in the same role for a temporary period of between 2 and 4 years, and

(c) that a further report be submitted to a future meeting of the Authority on the implications of pension provisions with regard to firefighters.

(Upon being notified of the Authority's decision Mr Blacksell chose to accept the offer).

Meeting closed at 12.36pm