

HUMBERSIDE FIRE AUTHORITY

12 MARCH 2021

PRESENT:

Members

Representing East Riding of Yorkshire Council:

Councillors Chadwick, Davison, Fox, Green, Jefferson, Smith and West

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, Kevin Wilson - Executive Director of Corporate Services/Section 151 Officer, Jason Kirby - Temporary Director of People and Development, Paul McCourt - Director of Service Delivery, Steve Topham - Director of Service Delivery Support, Niall McKiniry - Director of Service Improvement, Mathew Buckley - Monitoring Officer/Secretary and Gareth Naidoo - Committee Manager

Also in attendance:

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

Martin Allingham, Doug Chapman (presented Minute 24/21), James Doyle, Andrew Smith and Mandy Thomlinson were in attendance as observers.

Internal Auditor

Andrew McCulloch - Director of Audit (TIAA) (presented Minute 27/21)

External Auditor

Gavin Barker - Director - Public Services (Mazars) (presented Minute 28/21)

The meeting was held remotely via video conference (Zoom).

18/21 APOLOGIES FOR ABSENCE - Apologies for absence were submitted from Councillors Dennis and McMurray, and Keith Hunter - Police and Crime Commissioner for Humberside Police.

19/21 DECLARATIONS OF INTEREST - No declarations were made.

20/21 MINUTES - Resolved - That the minutes of the meeting of the Authority held on 12 February 2021 be received as a correct record.

21/21 QUESTIONS BY MEMBERS - There were no questions.

22/21 PETITIONS AND DEPUTATIONS - No petitions or requests for a deputation had been received under Rule 13, Part 4 of the Constitution.

23/21 COMMUNICATIONS - The following communication was reported:

- (i) **Prevention Protection Review** - A draft response to be Member Day on 26 March 2021.
- (ii) **Funding** - A letter had been received which provided further clarification on future funding arrangements.
- (iii) **NFCC & LGA** - joint national work - expenditure will continue into next year.

24/21 DRAFT MINUTES OF GOVERNANCE, AUDIT AND SCRUTINY (GAS) COMMITTEE - 22 FEBRUARY 2021 - Doug Chapman, Chairperson of the Governance, Audit and Scrutiny Committee, presented the draft minutes of the meeting of the Committee held on 22 February 2021.

Resolved - That the draft minutes of the Governance, Audit and Scrutiny (GAS) Committee held on 22 February 2021 be received.

25/21 COMPOSITION OF FIRE AUTHORITY - The Secretary/Monitoring Officer submitted a verbal report updating on the composition of the Authority.

The composition of the HFA was set down by the Humberside Fire Services (Combination Scheme) Order 1995 (Part 9 of the Constitution). The Order provided that the Authority should not be more than 25 Members.

The Authority was currently composed of 22 Members were are appointed by East Riding of Yorkshire Council (8), Hull City Council (6), North Lincolnshire Council (4) and North East Lincolnshire Council (4). The number of nominations from each of the four constituent authorities was in proportion to the number of local government electors in each of the four constituent authorities' areas.

Following publication of each constituent authorities' electoral register, the number of local government electors in each of the four constituent authorities' areas had been ascertained to check whether the percentage of each constituent authority's electorate had affected the number of seats per local authority on the Fire Authority. As per the figures below, the number of seats per local authority remained unchanged:

Local Authority	Electorate	Percentage of overall electorate	Seats entitled per local Authority	Seats (rounded up)
East Riding of Yorkshire Council	268,053	38%	8.4	8
Hull City Council	188,864	26.8%	5.9	6
North Lincolnshire Council	130,196	18.5%	4.1	4
North East Lincolnshire Council	117,393	16.7%	3.7	4
Totals	704,506	100%	22.0	22

Resolved - That the update be noted and future updates only be reported to the Authority by exception as a result in any change in composition to the Authority and the Constitution amended accordingly.

26/21 TREASURY MANAGEMENT AND CAPITAL EXPENDITURE PRUDENTIAL INDICATORS, TREASURY MANAGEMENT POLICY STATEMENT 2021/22 AND MINIMUM REVENUE PROVISION (MRP) FOR 2021/22 - 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 2021/22.

The Authority's Constitution required that the Policy Statement must be approved by the full Fire Authority and this responsibility could not be delegated.

This report also outlined the recommended policy to be adopted in respect of creating the Minimum Revenue Provision (MRP) for 2021/22, in line with the statutory requirements set out in The Local Authorities (Capital Finance and Accounting) (England) (Amendment) Regulations 2008.

The suggested strategy for 2021/22 in respect of the following aspects of the treasury management function 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

Resolved - That the Treasury Management Strategy Statement for 2021/22 onwards as set out at Appendix 1 of the report be approved.

27/21 INTERNAL AUDIT PLAN 2021/22 - The Audit Plan for 2021/22 had been informed by consideration of the key issues and risks facing the service following discussion with senior management and internal audit's understanding of risk more widely affecting Fire Authorities and Fire and Rescue Services. The resultant plan would ensure that coverage for the year was focussed on the key audit risks, and would enable a robust annual Head of Internal Audit Opinion to be provided.

This year would continue to be another challenging year for Fire Authorities and Fire and Rescue Services, in terms of funding, balancing budgets, service delivery and dealing with the ongoing impact of the COVID-19 pandemic. Internal Audit had identified a number of key areas which require consideration when planning internal audit coverage:

- COVID-19: The impact of the pandemic would carry through into 2021/22, continuing the pressure on fire and rescue service resources and the knock-on effect of carried-forward leave and sickness absences.
- Transition out of the EU: Whilst the UK and the EU had reached agreement on trade, there would be continued uncertainties around staffing and supply chains. EU, EEA or Swiss citizens would need to apply to continue living in the UK, and those arriving from January 2021 might need to apply for a visa. The recognition of professional qualifications also needed to be addressed.
- Cyber-crime: A continuing theme and fire and rescue services needed to take steps to assure themselves over the robustness of their overall arrangements. Cyber-crime continued to increase in complexity and scale with fraudulent activity seeing a significant increase during the Covid-19 pandemic.

Resolved - That Internal Audit Plan 2021/22 be approved.

28/21 EXTERNAL AUDIT STRATEGY MEMORANDUM 2021/22 - The External Audit Strategy Memorandum for Humberside Fire Authority for the year ending 31 March 2021 set out the external audit approach and highlighted significant audit risks and areas of key judgements.

Following the risk assessment approach set out in section 3 of the memorandum, external audit had identified relevant risks to the audit of financial statements. The risks identified were categorised as significant, enhanced or standard. The summary risk assessment highlighted those risks which were deemed to be significant and other enhanced risks in respect of the Authority. These were:

- Management override of controls
- Net defined benefit liability valuation
- Valuation of property, plant and equipment

The revised Code of Audit Practice was likely to lead to additional audit work to support the new value for money conclusion and the changes in reporting requirements. It was currently unclear exactly what impact this would have on the work required and fees. Consequently this was not reflected in any impact in the proposed fee and would update management, the Governance, Audit and Scrutiny Committee and the Authority as the position became clearer.

Resolved - That the External Audit Strategy Memorandum 2021/22 be received.

29/21 SERVICE PERFORMANCE AND RISK - QUARTER 3 (OCTOBER - DECEMBER 2020) - The Director of Service Improvement submitted the Quarter 3 (October - December 2020) Service Performance and Risk report.

Performance was very good and generally were well below the upper threshold limits. Incidents have been lower than usual since the pandemic began in 2020. From April 2020 to January 2021, primary fires are down by 19 per cent and secondary fires were down by 18 per cent. This had meant the rate of accidental and deliberate fires was below expected thresholds. Special service incidents had not reduced at the same rate as providing more support to other agencies, for example to gain entry to dwellings for the Ambulance Service. While still lower than last year, and within threshold limits, the Service had seen an increase in the number of false alarms in non-domestic premises. It was believed this to be driven by closed or empty businesses or those where the responsible person was not on site and therefore the call challenge had not always been possible.

Performance Indicator	Quarter 3 Total Number	Upper Threshold (UCL3)	October		November		December	
			Monthly Total	Threshold Performance	Monthly Total	Threshold Performance	Monthly Total	Threshold Performance
SPI 2.2 Total Deliberate Fires	91	50	39	11	30	20	22	18
SPI 2.3 Accidental Dwelling Fires	83	39	29	10	27	12	29	10
LPI 2.3c Other Accidental Fires	22	17	6	11	9	8	7	10
SPI 2.4 Deliberate Secondary Fires	374	219	132	87	166	53	76	146
SPI 2.5b False Alarms Non-Domestic	301	116	111	5	97	19	92	24

Indicator	Descriptor	Total	Aspirational Targets
SPI 1	Fatalities from fire	1	0
SPI 1.1	Total Casualties	7	0

Response Performance	
First Engine Response	10% Better than target of 90%
Second Engine Response	10.52% Better than target of 80%

Whilst response time figures were extremely welcome it was noted that the figures should be treated with caution as circumstances surrounding Covid-19 had positively impacted response times and would not be sustainable post-pandemic.

Members took assurance from the Service’s proactive approach to performance and risk management.

Resolved - That the report be received.

30/21 OPERATIONAL ASSURANCE - QUARTER 3 REPORT (OCTOBER - DECEMBER 2020) -

The Director of Service Improvement submitted the Quarter 3 (October - December 2020) report on Operational Assurance (OA).

Each assessment undertaken was broken down into three key areas: safety critical (SCC), areas of concern (AOC) and exceptional practice (EP). Safety critical reporting reduced from 3 to 1 when compared with the same quarter from the previous year. Area of concern reporting increased by 29 per cent (26 to 37). Exceptional practice returns fell with a 60 per cent reduction in reporting (114 to 45).

In this quarter the OA team carried out tactical debriefs for the A15 LGV fire which involved Ammonium Persulphate, the Haltemprice Crematorium fire and the protracted Energy Works incident. Reports had already been produced for the A15 and Haltemprice incidents and the recommendations would be discussed at the next Change Team meeting. The report for the Energy Works incident was currently being formulated. Once the report had been produced it would be shared with waste fire tactical advisors as there was national interest regarding this particular site and the innovative systems it used to produce energy.

The Service also received the accident report from the tragic event in Mid and West Wales FRS that resulted in the fatality of a firefighter. The OA team had been working in coordination with the training section and the health and safety team to ensure that the Service learned the necessary lessons from this incident.

This quarter also saw the launch of a new thematic review. This review focused on the appropriate use of PPE and Covid-19 control measures during incidents and exercises. The review took place between 12 November 2020 and 28 February 2021. Once completed a full report would be compiled along with recommendations for improvement and any good practices that have been identified.

In this quarter the OA team chaired the second Change Team Meeting. This was very well attended and equally well received once again. Discussed at this meeting were both National Operational Learning (NOL) and Joint Organisational Learning (JOL) action notes, debrief recommendations and learning from operational assurance assessments. These were allocated to individuals with a timescale for completion by the section heads that were present.

Members took assurance from the Service’s proactive management of Operational Assurance

Resolved - That the report be received.

31/21 HEALTH, SAFETY & ENVIRONMENTAL REPORT - QUARTER 3 (OCTOBER - DECEMBER 2020) - The Director of Service Improvement submitted the Quarter 3 (October - December 2020) report on Health, Safety and Environment.

During this reporting period, the Service adapted to the regularly changing government restrictions due to the global Covid-19 pandemic. This changed the delivery of Service-wide activities in all sections. During this quarter, it had led to an increase in reported health and safety events. There were 22 accidents recorded (Figs 1 & 2) that resulted in personal injury compared to 13 for the same period last year. This was an increase of just over 69 per cent. Most of this increase was due to the requirements to report Covid-19 workplace transmissions in line with the latest advice from the Health and Safety Executive (HSE).

The number of accidents reported was slightly above the three-year rolling average of 20 for quarter three. It was an increase from the number of reported injuries or ill-health for quarter two last year but still in line with the previous three-year average (Fig 3). However, this should be taken in the context of having to report Covid-19 workplace transmissions and the Service operating in an exceptional environment where the delivery of Service functions had adapted in response to the Covid-19 pandemic.

All the accidents this quarter were sustained by operational crews both Full time or On-Call firefighters and Flexi Duty System Officers. This was representative of employees and the more hazardous nature of the activities carried out by operational staff. It also reflected the nature of the Covid-19 restrictions as most non-operational staff were working from home or had limited duties. Operational staff still delivered essential work and operational training during the Covid-19 restrictions.

Accidents relating to Routine Activities made up the highest number of total injuries reported (11). This is a 175 per cent increase in the number reported during the same quarter last year (4). Training activity accidents had also increased by 133 per cent in comparison to the same period the previous year. Injuries arising from Special Services activities had increased but not significantly. There had been a reduction in accidents relating to physical training activities, Fire and Road Traffic Collisions (RTC) compared to the previous year.

This quarter near miss reporting (35) was similar to the same period last year (37). The amount reported this quarter exceeded the reports received through the previous two quarters. This was a positive indicator of a proactive and responsible safety culture and how the Health, Safety and Environment team had worked to encourage reporting. Even though the Service had been working in new and flexible ways due to Covid-19 restrictions, it was positive to see staff were still reporting both accidents and near misses.

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

Resolved - That the report be received.

32/21 ABSENCE MANAGEMENT - QUARTER 3 REPORT (OCTOBER - DECEMBER 2020) - The Temporary Director of People and Development submitted a report that provided an update to Members with regard to absence management for the period 1 October 2020 to 31 December 2020. In keeping with the previous approach, absence remained a key area of focus for the Service.

During this period three staff groups were significantly below target and one area of focus slightly above target due to long term absence in that area. In quarter 3 of 2020/21, there continued to be a significant decrease overall, and in each contract group of sickness absence. In total there have been 2191.24 fewer days of absence compared to the same period in 2019/20, which was only 63.27 per cent of the absence experienced in the same period last year.

	Sum of Days Lost	Establishment	Average Duty Days Lost per person	2020/21 annual target per person	YTD (annual divided by 12 x current month number)
Control	202.00	29.21	7.35	8.70	6.52
Fire Staff	711.55	174.29	3.99	10.00	7.50
On Call	796.65	348	2.28	7.00	5.25
Full Time	2066.00	443.5	4.65	7.00	5.25
total	3776.20	995	3.79		

	Quarter 3 2018/19	Quarter 3 2019/20	Quarter 3 2020/21	Target attendance
Full time	96.06%	95.46%	96.62%	95%
Control	95.86%	89.42%	94.65%	95%
Fire Staff	96.52%	94.79%	97.96%	97%

As a comparison of absence in the same period last year with this year it was clear to see that in quarter 3 of 20/21 there had been a sustained and significant decrease in sickness absence in each contract group across the year. In total there had been 2191.24 fewer days absence compared to the same period in 2019/20, which is 63.27 per cent of the total absence days at this point in 2019/20.

The pandemic appeared to have had a significant and positive impact upon the overall absence rates. The Service had completed three rounds of individual staff impact assessments and these had all indicated that many staff had enjoyed working at home and enjoyed a better work-life balance as a result; it was reasonable to assume that this might have had a positive impact on staff health. As the Service returned to a blended approach of home and office working, the absence percentage would continue to be measured and over time the Service would be able to assess whether this was a lasting positive impact.

Members took assurance that absence was being managed fairly, consistently, and appropriately in the Service and necessary follow-up actions were taken to address short and long-term absence issues.

Resolved - That the report be received.

33/21 PAY POLICY STATEMENT 2021/22 - The Temporary Director of People and Development submitted a report that provided a proposed Pay Policy Statement for the Fire Authority for 2021/22, as required by the Localism Act 2011.

The Act introduced senior staff pay transparency into local authorities with a requirement that authorities prepare a Pay Policy Statement for each financial year. A statement for the Fire Authority was first produced for 2012/13). The Authority agreed at that time that the Pay Policy Statement should be reviewed annually by officers and that any proposed amendments would be brought before the full Authority for consideration.

The proposed statement for 2021/22 reflected the pay details for the current Strategic Leadership Team (SLT) posts. Any subsequent amendments to the SLT structure approved by the Authority would require an updated Pay Policy Statement to be brought back to the Authority for re-consideration.

Resolved - (a) That the draft Pay Policy Statement for 2021/22 as set out at Appendix 1 of the report be approved;

(b) that the Chief Fire Officer & Chief Executive be authorised to make factual adjustments to the Policy during the course of 2021/22, for example, in reflection of the impact of any pay awards arising for different employment groups during the year, and

(c) that any other proposed amendments to the Policy during 2021/22 be brought before the full Authority for consideration.

34/21 CUSTOMER SERVICE EXCELLENCE STANDARD 2021 - The Director of Service Improvement submitted the Standard has been successfully retained for a further year.

Members were aware that the Customer Service Excellence Standard (CSE), originally achieved in 2009, was re-certified on an annual basis subject to passing a compliance audit. The Standard covered a three-year period, with 2021 being a Year 1 renewal involving a 2-day re-certification assessment.

As in previous years, renewal focussed on five criteria:

1. Customer Insight
2. The Culture of the Organisation
3. Information and Access
4. Delivery
5. Timeliness and Quality of Service

The Customer Service Audit took place on 18 & 19 January 2021; the Service was the first organisation to take part in a second remote assessment due to the COVID pandemic. The assessment was undertaken in two stages; the first was a review of our self-assessment submission. This review enabled the assessor to gain an understanding of how the organisation had met the requirements of the Customer Service Excellence standard. The next stage was to review the actual service, delivered remotely. This was conducted through reviewing practice as well as speaking to staff, partners and customers. This included following customer journeys through processes and how these aligned with customer insight.

It was pleasing to report that the Standard had been successfully retained for a further year. Nine areas of notable Good Practice were identified, and the three areas of Compliance Plus, assessed as exceptional/exemplar good practice, still stood, with additional recognition for the Service's response throughout the pandemic. No partial or Non-Compliance issues were identified.

The Director recorded his thanks to the Corporate Assurance team for their work in helping to retain the Standard. Members acknowledged the retention of the Standard and took assurance of the Service's ongoing commitment to Customer Service Excellence.

Resolved - That the report be received and the Authority thank everyone involved in retaining the Standard.

35/21 BUSINESS PLANNING/REPORTING FRAMEWORK 2021/22 - The Director of Service Improvement submitted the Business Planning Framework 2021/22 for the Authority's approval.

Members were aware that a Business Planning/ Reporting Framework was prepared annually, by the Corporate Assurance Team and Committee Manager, to provide Officers and Committee Manager with a report planning tool, for Fire Authority and its committee meetings.

The draft Framework for 2021/22 was attached at Appendix 1 for consideration by Members. A series of changes were proposed to the timing and frequency of some cyclical reports, recommended by Strategic Leadership Team (SLT) for approval by Members.

Resolved - That the Business Planning Framework 2021/22 be approved.

36/21 HFA SHORTLIST OF SCRUTINY TOPICS FOR GAS COMMITTEE CONSIDERATION - This report summarised the scrutiny topics, proposed by the Strategic Leadership Team, for the Governance, Audit and Scrutiny Committee's (GAS) Scrutiny Programme 2021/22. The GAS Committee will programme six scrutiny items for completion during 2021/22.

A long list of ten topics were included at Appendix 1 to the report for consideration by the Authority and the GAS Committee. The Strategic Leadership Team (SLT) had shortlisted six of the topics as their recommendations:

- **Control Room Training and Development**
Evaluation of training and development for Control Room staff competence, including the implementation of recommendations arising from the Grenfell inquiry.
- **Training and Development of non-operational Roles**
Evaluation of the development and application of the Core Skills Framework.
- **Promotion within Uniformed Roles**
Evaluation of how promotion processes are applied.
- **Anti-Bullying Campaign**
Evaluation of the anti-bullying campaign and on-going effectiveness.
- **Workforce Monitoring and Planning**
Evaluation of systems in place for workforce monitoring and the management of workforce planning.
- **Leadership Development**
Evaluation of how the leadership and talent management frameworks have been developed and applied

All SLT recommended topics had been derived from ongoing work in response to the HMICFRS Inspection Report and any duplication of the Internal Audit Plan 2021/22 had also been avoided.

Resolved - (a) That the shortlist of six topics recommended by the Strategic Leadership Team (SLT) be submitted to the Governance, Audit and Scrutiny (GAS) Committee for consideration when determining their topics for scrutiny in 2021/22;

(b) That a future Member Day take place to consider how best Members can engage with the scrutiny element of the Authority.

37/21 REASONABLE WORST CASE PLANNING SCENARIOS & INCIDENT COMMAND REVIEW (2020) - The Director of Service Delivery submitted a report that set out the revised approach to Reasonable Worst Case Scenario (RWCS) risk planning. This work supported the Incident Risk Management Plan (IRMP) and Strategic Plan development for 2021 and beyond.

The RWCS planning document had been produced to ensure that the Service's emergency response capability was proportionate and able to deal with reasonable worst-case fires and other emergency risks in Humberside. The report provided information regarding the need for robust planning concepts upon which an Incident Command Review can be founded.

The Operational Efficiency Programme (completed circa 2017) had been successful in maintaining the right number of appliances, stations and crewing to meet the Authority's set attendance standards (based on current financial assumptions).

The Incident Command Review (2020) had identified resilience pinch points at strategic and tactical levels of the FDS duty system designs. It had also identified a number of wider recommendations to further improve the effectiveness of incident command provision. In particular:

- Strategic Incident Command provision required the addition of a sixth Strategic Commander onto the establishment.
- Tactical Incident Command provision will benefit from the addition of recall functionality of x1 additional Officer to perform NILO, Incident Command and interim TCG support.

Members endorsed an additional Strategic Commander being permanently added to the strategic command rota. Members were assured that work was underway within the Service Delivery Directorate to develop additional resilience in the tactical command rota and meet the recommendations contained in the Incident Command Review (2020).

Resolved - That Members endorse an additional Strategic Commander being permanently added to the strategic command rota.

38/21 STRATEGIC LEADERSHIP TEAM STRUCTURE - The Chief Fire Officer and Chief Executive submitted a report setting out a number of options for restructuring the Strategic Leadership Team (SLT).

As per Minute 37/ Members endorsed an increase in the number of permanent operational roles (i.e., Incident Commander) on the Strategic Leadership Team (SLT). There had also been a review at SLT of the role of Director of People and Organisational Development following the departure of the previous post holder. The post has been previously supported by West Yorkshire Fire and Rescue Service with a secondment, on a 0.5 Full-Time Equivalent (FTE) basis. Given the importance of how the Service valued and supported its staff it was felt that it was important that the Service invested appropriately in that area.

The report brought forward recommendations regarding both the operational Incident Command cover and the strategic arrangements for Human Resource (HR) matters. Some of those recommendations could be resolved within Officer's delegated authority, but some options required Authority decisions on structure and appointment, and so the report sought approval by the Authority for the recommended future structure in its entirety. With the approval of the recommended option, it was expected that the new roles would be by Member appointment, supported by the Chief Fire Officer as an advisor.

Resolved - That, subject to stakeholder consultation, Option 2 for a new Strategic Leadership Team (SLT) structure, as set out at Appendix 1 of these Minutes, be approved.

39/21 REMOTE MEETING CONTINGENCY PLANNING - The Monitoring Officer/ Secretary submitted a report outlining a contingency plan in the event that The Local Authorities and Police and Crime Panels (Coronavirus) (Flexibility of Local Authority and Police and Crime Panel Meetings) (England and Wales) Regulations 2020 were not extended beyond 7 May 2021.

The Local Authorities and Police and Crime Panels (Coronavirus) (Flexibility of Local Authority and Police and Crime Panel Meetings) (England and Wales) Regulations 2020 expired on 7 May 2021.

The authority had to plan a contingency in the event that the Regulations were not extended, there was not a declaration that such meetings were lawful or there was a gap between the expiry of the regulations and new legislation coming into force.

Members considered the following contingency options in the event that the ability to hold remote meetings was not extended beyond 7 May 2021:

- (a) to delegate all decision making powers of the authority to the Chief Fire Officer and Chief Executive such delegations to be exercised taking into account recommendations made by Members at a remote meeting convened for that purpose
- (b) for in person meetings to be held with a bare quorum of Members in attendance to be agreed by the group secretaries.

Resolved - That all decision making powers of the authority be delegated to the Chief Fire Officer and Chief Executive, in consultation with the Chair of the Authority, such delegations to be exercised taking into account recommendations made by Members at a remote meeting convened for that purpose.

40/21 HMICFRS UPDATE - The Director of Service Improvement provided the Authority with a verbal update in relation to Her Majesty's Inspectorate of Constabulary and Fire and Rescue Service's (HMICFRS).

Resolved - That the update be noted.

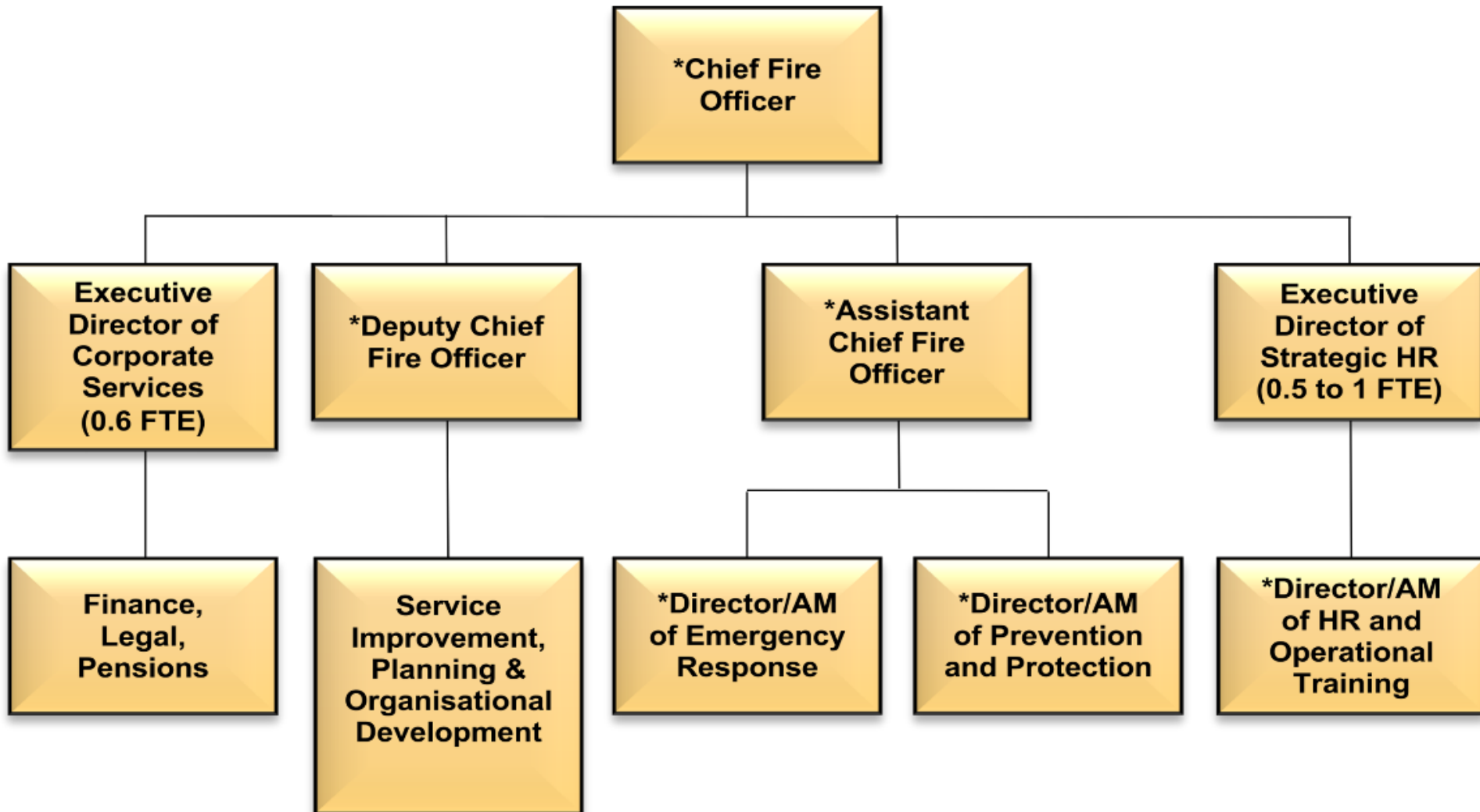
41/21 COVID-19 UPDATE - The Chief Fire Officer/Chief Executive provided a verbal update on the Service's response to and future plans relating to Covid-19.

Local case rate per 100,000 population were decreasing across the Humber Sub-Region. To date 84 staff had tested positive with Covid-19, peaking in November when 90 staff were absence due to Covid-19 related incidents. To date 141 staff had now been vaccinated.

Staff were commended for continuing to deliver statutory services whilst diversifying their roles.

Resolved - That all staff be thanked for their hard work on behalf of the communities during the Covid-19 period.

Revised Strategic Leadership Team Structure (SLT)



*Operational posts