

HUMBERSIDE FIRE AUTHORITY

7 DECEMBER 2020

PRESENT:

Members

Representing East Riding of Yorkshire Council:

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

Representing Hull City Council:

Councillors Chambers, Dad, McMurray, 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, Christine Cooper - Temporary Director of People and Development, Paul McCourt - Director of Service Delivery, Niall McKiniry - Director of Service Improvement, Martin Knapp - Head of Joint Estates, Mathew Buckley - Monitoring Officer/Secretary and Gareth Naidoo - Committee Manager

Also in attendance:

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

Martyn Allingham, Doug Chapman (presented Minute 129/20), Andrew Smith and Mandy Thomlinson were in attendance as observers.

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

123/20 APOLOGIES FOR ABSENCE - Apologies for absence were submitted from Keith Hunter - Police and Crime Commissioner for Humberside Police.

124/20 DECLARATIONS OF INTEREST - No declarations were made.

125/20 MINUTES - Resolved - That the minutes of the meeting of the Authority held on 30 October 2020 and the extraordinary meeting of 27 November 2020 be received as a correct record, subject to the following amendments to the minutes if the extraordinary meeting of 27 November 2020:

- That Councillor Sherwood be recorded as present;
- That it also be resolved that the excellent work of the Finance team in preparing the annual accounts 2019/20 be commended.

126/20 QUESTIONS BY MEMBERS - There were no questions.

127/20 PETITIONS AND DEPUTATIONS - No petitions or requests for a deputation had been received under Rule 13, Part 4 of the Constitution.

128/20 COMMUNICATIONS - The following communication was reported:

- (i) **Community Risk Management Planning Standard Consultation** - A draft response had been circulated prior to the meeting for Members' consideration.
- (ii) **Letter from HFR Solutions** A request had been received from HFR Solutions for a representative of the HFA to sit on HFR Solutions' Board.

Proposed by Councillor Green and seconded by Councillor Smith, and

Resolved - That Councillor Chadwick be the nominated appointee of the Fire Authority to sit on HFR Solutions' Board.

129/20 DRAFT MINUTES OF GOVERNANCE, AUDIT AND SCRUTINY (GAS) COMMITTEE - 16 NOVEMBER 2020 - Doug Chapman, Chairperson of the Governance, Audit and Scrutiny Committee, presented the draft minutes of the meeting of the Committee held on 16 November 2020.

Resolved - That the draft minutes of the Governance, Audit and Scrutiny (GAS) Committee held on 16 November 2020 be received.

130/20 REVISION OF THE CONSTITUTION - GAS COMMITTEE - The Monitoring Officer/Secretary submitted a report that proposed changes to the Fire Authority's Constitution in relation to the Governance, Audit and Scrutiny (GAS) Committee.

The GAS Committee performed an important function as part of the overall governance structure of Humberside Fire Authority. It was good practice from time-to-time to review the work of the Committee, particularly in the light of the demands now placed on the Authority's work from Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS). Appendix 1 of the report contained a proposed revised section of the HFA's Constitution pertaining to the GAS Committee. The changes proposed were:

- That the Committee's audit function be clearly defined, and the associated reports expected during each year listed, in order to bring equal priority to the Committee's scrutiny function by the addition of the following section to the Constitution:

Regular Reports

The Committee would receive the reports relating to the following issues on a regular basis as part of its audit function:

- treasury management (annual report)
- annual accounts (annual report)
- management accounts (biannual reports)
- internal audit (frequent updates and annual report)
- external audit (frequent updates and annual report)
- risk management (annual report)
- That the Committee be responsible for setting its own scrutiny work programme which would be tightly focussed on a short list of topics each year. Health and safety and staff welfare would be a particular focus. In setting its work programme the Committee would consider items for scrutiny put forward by the HFA.

- That, following the ends of two terms of office on 31 March 2021, the arising vacancies not be filled and the membership of the Committee, currently seven members, be reduced to five.
- That the composition of the Committee be reviewed annually.

The changes had been made to increase the prominence of the Committee's scrutiny work, to clarify the Committee's role in relation to the Fire Authority, and to reduce the Committee's membership following the end of two members' terms of office on 31 March 2021.

Moved by Councillor Randall and seconded by Councillor Davison -

That the item be deferred to a future meeting of the Authority.

It was felt that the Members needed to understand the justification as to why the GAS Committee was initially conceived, the rationale for its composition and membership (for example why its membership was wholly independent members and did not included Members of the Fire Authority) and the costs associated in running it in this way.

Motion lost.

Moved by Councillor Swinburn and seconded by Councillor Chadwick -

That the recommendations as set out in the report be approved.

Voting was by way of a recorded vote

For: Councillors Briggs, Chadwick, Dennis, Fox, Green, Jefferson, Shepherd, Sherwood, Smith, Swinburn, Waltham MBE and West

Against: Councillors Barfield, Chambers, Dad, Davison, Grant, James, McMurray, Nicola and Randall

Abstain: Councillor Singh

For: 12

Against: 9

Abstain: 1

On becoming the substantive motion it was -

Resolved - (a) That the revised version of the Fire Authority's Constitution, as set out at Appendix 1, be approved;

(b) that following the ends of two terms of office on 31 March 2021, the arising vacancies not be filled and the membership of the Committee, currently seven members, be reduced to five;

(c) that the rationale for the conception and composition of the GAS Committee be considered at a future Member Day.

Voting was by way of recorded vote

For: Councillors Briggs, Chadwick, Dennis, Fox, Green, Jefferson, Shepherd, Sherwood, Smith, Swinburn, Waltham MBE and West

Against: Councillors Barfield, Chambers, Dad, Davison, Grant, James, McMurray, Nicola and Randall

Abstain: Councillor Singh

For: 12

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131/20 TREASURY MANAGEMENT MID-YEAR UPDATE REPORT 2020/21 - The Executive Director of Corporate Services/S.151 Officer submitted a report that updated on the Authority's treasury management activities for the first half of the financial year 2020/21.

The Authority's temporary investments totalled £13.0m as at 30 September 2020.

Investment income earned April to September 2020			
Interest Earned April to September 2020	Rate of return April to September 2020	Benchmark return at 30 September 2020*	Difference (Favourable) April to September 2020
£14k	0.16%	-0.06%	(0.22%)

* Benchmark set as 7 day compounded LIBID

The Authority's rate of return pleasingly had exceeded the benchmark return provided by Link Asset Services.

The Authority's level of borrowing was £13.6m as at 30 September 2020, with an equated average rate of interest payable at 4.00%. An expected £576k of interest was projected to be payable on external debt for 2020/21.

Appendix 1 detailed the Prudential Indicators agreed by Members at the Fire Authority on 13 March 2020 and showed, for comparison, the actual figures as at 30 September 2020. During the period April to September 2020, the Authority operated wholly within the limits approved.

External debt was currently £16.6m below the agreed authorised limit for 2020/21 and the maturity structure for both borrowing and investments remained within the approved upper and lower limits.

In the Treasury Management Strategy Statement it was stated that a review would be undertaken during 2020/21 to assess the impact of the Authority adopting the annuity method when calculating MRP. The annuity method was now widely used as it made provision for an annual charge to revenue that took account of the time value of money (whereby £100 in 10 years' time was less of a burden than paying £100 now). This review had now been undertaken and if adopted, which would bring the Authority in line with the approach undertaken by other local authorities, then the Authority could reduce its MRP by £760k, £680k, £490k and £430k in 2020/21, 2021/22, 2022/23 and 2023/24 respectively. If this approach was adopted this would impact on the Authority's Capital Financing Requirement (CFR). The table below showed the impact that this would have on the CFR.

	2020/21	2021/22	2022/23	2023/24
	£'000	£'000	£'000	£'000
Current CFR Projection (as per Appendix 1)	20,305	23,025	21,453	21,764
Revised CFR Projection	21,065	24,465	23,383	24,124
Increase/(Decrease) in CFR	760	1,440	1,930	2,360

Resolved - That the report be received and the annuity method for the calculation of the Authority's MRP be adopted.

132/20 FINANCIAL OUTLOOK 2021/22 ONWARDS - The Executive Director of Corporate Services/S.151 Officer submitted a report that provided further update on the Medium-Term Financial Planning (MTFP) process for 30 October September 2020.

The last update on the MTFP showed a circa £500K deficit was forecast for 2021/22, mainly as a result of the current and future predicted financial effects of the COVID-19 pandemic. The Finance Team had worked on refining the position for 2021/22 and, as could be seen at Appendix 1 of the report, there was a now small surplus for next year of circa £125K mainly as a result of the pay ‘pause’ announced on 25 November 2020 by the Chancellor for public sector workers outside of the NHS. This was seen as a sound position for next year’s budget but clearly the full details of the Local Government Finance Settlement for 2021/22 were not yet known. The picture would be revised again once this information had been released which was expected to be shortly before Christmas.

Resolved - That the report be received.

133/20 CAPITAL PROGRAMME 2021/22 ONWARDS - VEHICLES, ESTATES AND INFORMATION COMMUNICATIONS AND TECHNOLOGY (ICT) - The Director of Service Delivery Support submitted a report setting out approval of the proposed capital programme for Vehicles, Estates and ICT for 2021/22 onwards.

In the last 12 months, the Service had ordered one appliance in line with the agreed programme. Due to the Pandemic, the delivery of the vehicle was delayed, however, delivery was expected early in 2021. The vehicle was being built by Emergency One and would be the first polycarbonate bodied appliance into the Service. It would also come with a number of upgrades: air-conditioning, 22mm high volume hose and branches, as well as a hot water vending facility, to name a few.

The rolling programme of vehicle replacement, equipment and Personal Protective Equipment (PPE) was as follows:

	2021/22 (£)	2022/23 (£)	2023/24 (£)	2024/25 (£)
Heavy Vehicles	1.46m	0m	0.89m	1.11m
Light Vehicles	0.222m	0.120m	0.432m	0.108m
Equipment / PPE	0.255m	0.042m	0.178m	0.150m
Total	1.937m	0.162m	1.500m	1.368m

Capital building works had been severely disrupted by the outbreak of Covid-19 and the consequential lockdown, social distancing requirements and contractor furlough arrangements. Much of the resources of the Joint Estates Service (JES) had to be prioritised to focus on emergency resilience work, and the preparation of safer working environments for all staff. This had included the implementation of Covid-19 Secure buildings and associated risk assessment work.

The base Capital programme for Estates was as follows:

Scheme	2021/22 £k	2022/23 £k	2023/24 £k	2024/25 £k
Block Allocation		500	700	700
Dignity Schemes				
Immingham East	350			
Winterton	150			

Station Works				
Cromwell Road	250	250		
Pocklington	100			
Snaith	25			
SHQ	10			
Total budget	885	750	700	700

The core ICT Replacement Programme had been brought together with the agile/flexible working programme to ensure that replacement equipment was agile-ready. This meant that the maximum use and value could be obtained from all ICT equipment.

The ICT Capital Programme was as follows:

	2021/22	2022/23	2023/24	2024/25
Core ICT Replacement Programme	£175k	£250k	£250k	£250k
Emergency Services Network (ESN)	-	-	-	-
Data Centre Hardware Upgrade	£150k	£150k	£125k	£100k
Information systems Upgrades and Development	£175k	£175k	£175k	£175k
Total	£500k	£575k	£550k	£525k

The financial effect of the proposals would be incorporated into the Authority’s revenue and capital plans for 2021/22 onwards and presented for consideration and final approval at the Fire Authority meeting on 12 February 2021.

Resolved - That the capital programme for Vehicles, Estates and ICT for 2021/22 onwards be approved and incorporated into the Medium-Term Financial Plan 2021/22 to 2024/25 for consideration by the Authority at its meeting of 12 February 2021.

134/20 SERVICE PERFORMANCE AND RISK REPORT - QUARTER 2 (JULY - SEPTEMBER 2020) - The Director of Service Improvement submitted a report that provided a service performance and risk summary for the period July to September 2020.

The report evidenced continued meeting and exceeding of performance targets. With regard to Deliberate Secondary Fires, there was a continuance of a downward trend in Humberside as demonstrated in the 3-year trend average for the same Q2 reporting periods (Appendix 1 of the report). The number of incidents in Q2 was slightly higher than Q1, which was an expected increase in a higher rate period spanning the school holidays, combined with a lower rate of incidents during the lockdown period that Q1 covered.

In terms of False Alarms due to Apparatus Non-Domestic, false alarms in non-domestic premises had continued on a downward trend since the introduction of the new policy demonstrated in the 3-year trend average for the same Q2 reporting periods (Appendix 1 of the report).

Updates were also provided on the following strategic projects:

- National Operational Guidance:
- Rota and Availability System:
- Learning and Development Review (Plan & Hub):
- Emergency Services Network

Members took assurance from the Service’s proactive approach to performance and risk management and congratulated the Service on its response times.

Resolved - That the report be received.

135/20 HEALTH, SAFETY AND ENVIRONMENT REPORT - QUARTER 2 (JULY - SEPTEMBER 2020) - The Director of Service Improvement submitted a second quarter 2020/21 report on Health, Safety and Environment (Appendix 1 of the report which provided a summary of the statistical data).

During this reporting period, the Service was still dealing with government restrictions due to the global Covid-19 pandemic. This changed the delivery of Service-wide activities in all sections, leading to a reduction in reported health and safety events. There were 16 accidents recorded (Figs 1 & 2) that resulted in some form of personal injury compared to 21 for the same period last year. This was a decrease of just under 24%. It was also significantly below the three-year rolling average of 22 for quarter two. It was the lowest number of reported injuries or ill-health for quarter two in the last three years (Fig 3). However, this should be taken in the context of the Service operating in an exceptional environment where the delivery of Service function had adapted in response to the Covid-19 pandemic.

Due to the make-up of the workforce, most of the injuries or ill-health episodes, over 87 per cent, were sustained by Fulltime and On-Call firefighters. This was representative of our employees and the more hazardous nature of the activities carried out by operational staff. It also reflected the essential work that service delivery and operational training both continued to deliver during the Covid-19 restrictions.

As could be seen from the three-year rolling average (Fig 3 of the report), the long-term accident trend continued to fall, which was representative of progressive health and safety performance. Accidents relating to Routine Activities made up the highest number of the total injuries reported. This was equal to the same amount reported during the same quarter last year (7). Training activity accidents were down for the second quarter in a row. They had reduced by just over 62 per cent compared to the same quarter last year. Injuries arising from Fire activities had increased but not significantly. There had been a reduction in accidents relating to physical training activities compared to the previous year. Activities involving Special Services and Road Traffic Collisions (RTC) had remained statistically consistent.

Near miss, reporting had decreased by under 50 per cent. Still, at 16 for the quarter, it was equal the number of reported accidents which was a positive indicator of a proactive and responsible safety culture. 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. The Health, Safety and Environment Section were resuming health and safety training to reaffirm with staff the importance of reporting near miss events across the Service.

Resolved - That the report be received.

136/20 OPERATIONAL ASSURANCE REPORT - QUARTER 2 (JULY - SEPTEMBER 2020) - The Director of Service Improvement submitted a second quarter 2020/21 report on Operational Assurance (Appendix 1 of the report which provided a summary of the statistical data).

In the first quarter of 2020/21, the Operational Assurance (OA) team released interim guidance to FDS officers regarding the importance of completing the hot debrief section of the assessments that they completed on PDRPro. This would appear to have had the desired effect as the section had seen a dramatic rise in this area. In this quarter 95 per cent of OA assessments received had an appropriately completed hot debrief section. This was a stark improvement on previous quarters as well as a 15 per cent improvement on the same quarter of the previous year. The OA team had facilitated three tactical debriefs in this quarter via Microsoft Teams. A debrief report which captures the recommendations from the debriefs has been created in all three instances.

Each assessment undertaken is broken down into three key areas: safety critical (SCC), areas of concern (AOC) and exceptional practice (EP). Safety critical reporting reduced to zero and area of concern reporting reduced by 54 per cent (54 to 25). Exceptional practice returns also fell with a 24 per cent reduction in reporting (202 to 154). The Health, Safety and Environment (HS&E) team continually strived for greater numbers of near miss reports and fewer of accidents. The OA

section (as an integral part of the HS&E team) similarly, endeavoured for greater areas of concern reports and fewer of safety critical concerns. The figures that the team were able to report in this quarter represented a positive reporting culture that could be attributed to the extensive collaborative work between the sections towards the improvement of organisational culture. Station exercises had resumed in this quarter and as a result the section could report a significant increase in operational assessments regarding practical exercises.

As the team strived to continually improve OA, they planned to visit watches and stations in order to promote the OA process. As the section had now welcomed a new Station Manager to the team this had bolstered the capacity to prepare for and carry out these visits. In this quarter the OA team had attended two multi-agency marauding terrorist attack exercises. The section had been heavily involved in all stages of the exercises and would be carrying out a tactical debrief to identify the lessons learned.

Resolved - That the report be received.

137/20 ABSENCE MANAGEMENT UPDATE - The Temporary Director of People and Development submitted a report that updated on absence management for the period 1 July 2020 to 30 September 2020.

Table 1 below showed the performance during this period against target by staff group with three staff groups being significantly below target and one area of focus slightly above target due to long term absence in that area.

	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	138.00	29.21	4.72	8.70	4.35
Fire Staff	446.98	174.29	2.56	10.00	5.00
On Call	396.90	348	1.14	7.00	3.50
Full Time	1376.00	443.5	3.10	7.00	3.50
total	2357.88	995	2.37		

Table 2 below showed that both full time attendance at 96.61 per cent (against a target of 95%) and Support Staff attendance at 98.03 per cent (against a target of 97 per cent) were both ahead of target, meaning that the majority of the workforce during this period had had full attendance.

	2 nd Quarter	2 nd Quarter	2 nd Quarter	Target attendance
	2018/19	2019/20	2020/21	
Full time	96.55%	95.69%	96.61%	95%
Control	97.41%	88.26%	94.84%	95%
Fire Staff	96.94%	94.85%	98.03%	97%

Table 3 below showed the top four reasons for absence for all staff groups during the period and showed that, once again, mental health conditions were the top reason for absence. Work continued by the Service in raising awareness of mental health and encouraging staff to be open about the impact of mental ill health on individuals. Staff might well be more prepared to declare that their ill health was related to mental conditions, rather than mask with other conditions due to stigma.

CLG Category	Short Term days lost	Long Term days lost	Total duty days lost
Mental Health Anxiety/Depression	16.05	685.58	701.63
Musculo Skeletal Back	23.10	262.68	313.36
Musculo Skeletal Knee	63.42	249.94	285.78
Musculo Skeletal Lower Limb	21.26	169.96	191.22

Absences due to Covid19 were still low compared with other fire and rescue services, largely due to the measures instigated by the Service at the outset of the lockdown to protect its staff and preserve service delivery standards.

Comparison of absences in the same period last year with this year showed that in this first quarter of 20/21 there had been a significant decrease in sickness absence in each contract group. In total there had been 1536.75 fewer days absent compared to the same period in 2019-20, which was a total decrease of 60.54%.

The new Employee Assistance Program (EAP) was launched to provide all staff with a valuable range of counselling and supportive services which would in turn assist with mental health issues and related absence. Training for Critical Stress Incident Management (which was postponed due to Covid19) was launched in August 2020 and continued.

The Authority congratulated the team in reducing the number of sick days during the Covid-19 period.

Resolved - That the report be received.

138/20 STAFF PAY AWARDS ANNUAL UPDATE - The Temporary Director of People and Development submitted a report that outlined the pay position of all of the staff groups it employed, including current arrangements and awards made over the previous five years for comparison.

It was considered important that the Authority had a transparent and detailed view of staff pay and how that was changing over time in order to contextualise other reports in respect of efficiencies and new ways of working and be able to better place the Service in the wider public sector service providers in terms of their own and/or home Authority experience.

The table below summarised the pay awards for each staff group since 2015.

Staff Group/ Pay Award	2015/16	2016/17	2017/18	2018/19	2019/20	2019/20
Green Book	1%	1%	1%	2%	2%	2.75%
Grey Book	1%	1%	1%	2%	2%	2%
Gold Book	1%	1%	1%	2%	2%	2%

The Authority would separately receive the annual Pay Policy Statement 2020/21 for approval at its March 2021 meeting. The pay policy statement was also published on the Authority’s website as a requirement of the Localism Act 2011.

Resolved - That the report be received.

139/20 PUBLIC SECTOR EQUALITY DUTIES (PSED) CONSULTATION OUTCOMES AND APPROVAL - The Director of Service Improvement submitted a report that provided the outcome of the Public Sector Equality Duties (PSED) consultation.

At the meeting of the Authority on 25 September 2020 Members received a report outlining the Service’s request for approval to engage in a six-week public consultation in relation to its equality objectives. This was subsequently approved together with a request that the results of the consultation be reported to this meeting of the Authority.

Consultation on the Service proposed PSED commenced on 12 October 2020 and ended on 20 November 2020. The Service’s Equality Diversity and Inclusion Steering Group considered the current equality objectives suitable and sufficient, as outlined in the report of 25 September 2020, although the actions to support these objectives needed refinement/refreshing.

A number of consultation methods had been utilised, however the consultation only yielded 32 responses which was disappointing. Members requested that officer consider alternative consultation methods in future years to improve the response rate.

It was suggested that the feedback from the consultation could be further analysed at a future Member Day or workshop for further Member input. It was important that the feedback from the consultation was capitalised on and actioned accordingly and lessons learned captured.

Resolved - That the Public Sector Equality Duties (PSED) objectives and actions be approved for publication on the Authority's website from 1 January 2021.

140/20 COLLABORATION - UPDATE REPORT - ESTATE PROJECTS - The Director of Service Delivery Support and the Head of Joint Estates submitted a report that updated on the collaboration projects which were currently being worked on by the Joint Estates Service (JES).

A number of collaboration schemes were identified in 2018, with a budget allocation, the 'Co-location Fund' set up within the subsequent Capital Programme. The aim of this work continued to be to use the Service's estate more efficiently in conjunction with partners. This was intended to assist in improving and modernising the estate, make savings for the public purse and promote working together with partners.

The main focus of work had been to re-provide a new fire station at Howden and develop Driffield Fire Station into a 'blue light' base. The proposed scheme at Pocklington Fire Station, which had been drawn up and costed proposed at Pocklington Fire Station had now been stopped. It had been planned to adapt the building and site to include the Humberside Police Local Policing Team.

The report also noted how difficult it had been to maintain momentum through 2020 and the disruption caused by Covid-19. The focus of the JES resources had had to be on maintaining the safety of the buildings and the working environment. External resources had also been severely affected with more onerous working practices, furloughing arrangements and finding access to sites more restricted.

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

(b) that upon the lifting of social distance restrictions, Members be afforded site visits to some of the joint estates projects.

141/20 DRAFT STRATEGIC PLAN AND IRMP 2021-24 CONSULTATION OUTCOMES AND APPROVAL - The Chief Fire Officer/Chief Executive and the Director of Service Delivery submitted the outcomes of the Strategic Plan and Integrated Risk Management Plan (IRMP) 2021-24 consultation.

At its meeting of 24 July 2020 the Authority received a report outlining a proposed Strategic Planning Framework 2021-24 and subsequently approved an 8-week period of formal engagement and consultation. Consultation for a new Strategic Plan and refreshed Integrated Risk Management Plan (IRMP) commenced on 9 September 2020 and ended on 11 November 2020.

When considering the development of our strategic planning objectives and priorities, arising significant internal or external factors might impact upon the delivery of our core functions and were therefore considered by the Strategic Leadership Team (SLT). Of relevance to the development work for 2021-24:

- HMICFRS inspection outcomes and learning from 2018;
- Publication of Her Majesty's Chief Inspector of Fire & Rescue Services' Annual Assessment of Fire and Rescue Services in England 2019;
- Climate change impact on worst case scenario planning;
- The NFCC Community Risk Programme.
- The NFCC, National Employers (England) and LGA 'Fit for the Future' draft report.

Consideration of our current and future operating environment by SLT led to a Strategic Plan framework that acted as an enabler for Service improvement, created a more structured planning and performance framework, clearly defined the Service's role within the community, how it supported and valued its staff and how corporately it supported and managed service delivery.

It is pleasing to report that, despite the impact of COVID-19, 759 consultation responses were received.

Further details on all of areas were available electronically alongside the agenda papers on the Fire Authority's website <https://humbersidefire.gov.uk/fire-authority/fire-authority-documents>.

The Authority thanked officers in their preparation of these documents and consultation.

Resolved - (a) That the Strategic Plan 2021/24 and IRMP 2021/24 be approved for publication on the Authority's website from 1 April 2021, and

(b) that the Strategic Plan 2021/24 and IRMP 2021/24 form the basis of a future Member Day.

142/20 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).

The Service had been in receipt of letter from HMICFRS providing formal feedback following its thematic COVID-19 inspection week commencing 12 October 2020. It was pleasing to note that initial feedback was positive.

The Service had also been notified that as part of HMICFRS Round 2 inspections, the Service would remain in Tranch 2, with the inspection expected any time between Autumn 2021 and Spring 2022.

Resolved - That the update be noted.

143/20 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.

In total 81 staff currently had been affected by Covid-19 (either by contracting the virus or having to self-isolate following coming into contact with someone who had contracted it). Despite this impact on the Service, it had still managed to achieve good engine response rates.

Whilst the Service's premises had been made Covid-secure and enabled staff to return on site, staff had experienced real benefits from working from home and as such the Service would be considering the benefits these had brought as part of future transformation plan to operate on a more agile basis where possible and appropriate.

Many staff were still heavily involved in multi agency response and recovery of the Pandemic.

Resolved - That the update be noted.