

Fire Services Management Committee

Agenda

Monday, 6 March 2017
4.00 pm

Meeting Rooms 6, 7 and 8, The Hilton
Gateshead, Newcastle

To: Members of the Fire Services Management Committee
cc: Named officers for briefing purposes

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This meeting is



Fire Services Management Committee

6 March 2017

There will be a meeting of the Fire Services Management Committee at **4.00 pm on Monday, 6 March 2017**, Rooms 6, 7 and 8, The Hilton Gateshead, Newcastle.

Attendance Sheet:

Please ensure that you sign the attendance register, which will be available in the meeting room. It is the only record of your presence at the meeting.

Political Group meetings:

The group meetings will take place in advance of the meeting. Please contact your political group as outlined below for further details.

Apologies:

Please notify your political group office (see contact telephone numbers below) if you are unable to attend this meeting.

Conservative:	Group Office: 020 7664 3223	email: lgaconservatives@local.gov.uk
Labour:	Group Office: 020 7664 3334	email: Labour.GroupLGA@local.gov.uk
Independent:	Group Office: 020 7664 3224	email: independent.grouplga@local.gov.uk
Liberal Democrat:	Group Office: 020 7664 3235	email: libdem@local.gov.uk

Location:

A map showing the location of The Hilton Hotel is printed on the back cover.

LGA Contact:

Felicity Harris
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Carers' Allowance

As part of the LGA Members' Allowances Scheme a Carer's Allowance of up to £7.20 per hour is available to cover the cost of dependants (i.e. children, elderly people or people with disabilities) incurred as a result of attending this meeting.

Social Media

The LGA is committed to using social media in a co-ordinated and sensible way, as part of a strategic approach to communications, to help enhance the reputation of local government, improvement engagement with different elements of the community and drive efficiency. Please feel free to use social media during this meeting. **However, you are requested not to use social media during any confidential items.**

The twitter hashtag for this meeting is #lgassc and the hashtag for Fire Conference is #lgafire.

Fire Services Management Committee – Membership 2016/2017

Councillor	Authority
Conservative (6)	
Cllr Rebecca Knox (Deputy Chair)	Dorset and Wiltshire Fire and Rescue Service
Cllr John Bell	Greater Manchester Fire and Rescue Authority
Cllr Nick Chard	Kent and Medway Fire and Rescue Authority
Cllr Mark Healey MBE	Devon and Somerset Fire and Rescue Authority
Cllr Peter Jackson	Northumberland Council
Cllr Simon Spencer	Derbyshire Fire and Rescue Authority
Substitutes	
Cllr Alistair Auty	Royal Berkshire Fire Authority
Cllr Adrian Hardman	Hereford and Worcester Fire and Rescue Authority
Cllr Colin Spence	Suffolk Fire Authority
Labour (6)	
Cllr David Acton (Deputy Chair)	Greater Manchester Fire and Rescue Authority
Ms Fiona Twycross	London Fire and Emergency Planning Authority (LFEPA)
Cllr Darrell Pulk	Nottinghamshire and City of Nottingham Fire and Rescue Authority
Cllr Michele Hodgson	County Durham and Darlington Fire & Rescue Authority
Cllr Thomas Wright	Tyne and Wear Fire and Rescue Authority
Cllr John Edwards	West Midlands Fire and Rescue Authority
Substitutes	
Cllr Les Byrom CBE	Merseyside Fire and Rescue Authority
Independent (1)	
Cllr Philip Howson (Vice-Chair)	East Sussex Fire Authority
Liberal Democrat (1)	
Cllr Jeremy Hilton (Chair)	Gloucestershire County Council
Substitutes	
Cllr Roger Price	Hampshire County Council

LGA Fire Service Management Committee Attendance 2016/2017

Councillors	23/09/16	25/11/16	27/01/17
Conservative Group			
Rebecca Knox	Yes	Yes	Yes
John Bell	Yes	Yes	Yes
Nick Chard	Yes	Yes	Yes
Mark Healey MBE	Yes	Yes	Yes
Peter Jackson	Yes	No	Yes
Simon Spencer	Yes	Yes	Yes
Labour Group			
David Acton	Yes	No	No
Fiona Twycross	No	Yes	Yes
Darrell Pulk	No	Yes	Yes
Michele Hodgson	No	Yes	Yes
Thomas Wright	Yes	No	Yes
John Edwards	Yes	Yes	Yes
Independent			
Phil Howson	No	Yes	Yes
Lib Dem Group			
Jeremy Hilton	Yes	Yes	Yes
Substitutes			
Alistair Auty	Yes		
Les Byrom CBE	Yes	Yes	Yes
Roger Price	Yes		Yes

Agenda

Fire Services Management Committee

Monday 6 March 2017

4.00 pm

The Hilton Gateshead, Newcastle

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Date of Next Meeting: Friday, 23 June 2017, 11.00 am, Rooms A&B, Ground Floor, Layden House, 76-86 Turnmill Street, London, EC1M 5LG



**Fire Services Management
Committee**

6 March 2017

Emergency Services Mobile Communications Programme paper

Purpose of report

For information.

Summary

The report outlines the scope and progress of the Emergency Services Mobile Communications Programme (ESMCP).

Recommendation

The Fire Services Management Committee members are asked to note the update.

Action

Officers to note members' comments and views, and take action accordingly.

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Emergency Services Mobile Communications Programme paper

Background

1. The Emergency Services Mobile Communications Programme (ESMCP) is a programme to deliver a replacement to the existing FiRelink communications system which is provided by Airwave across Great Britain. The Programme is centrally funded by the sponsoring government departments and is run by the Home Office as the lead department and Home Secretary as its sponsoring Minister. ESMCP is one of the key programmes within the Government's programme portfolio and has been running for six years, although it may have only attained more prominence in more recent times.
2. Although FiRelink (and Airwave) has served Fire and Rescue Services (FRSs) well, its technology is rapidly approaching 20 years old and some of its components and equipment will be declared obsolete and unsupported within a few years. Allied to this the growth in Emergency Services communications has seen a need for the transmission of mobile broadband data rather than simply voice services, mirroring a shift in the consumer mobile telephony market place. As the current Airwave service can only meet a small aspect of the future requirements the gap has largely been plugged with commercial 3G or 4G providers, but these don't necessarily come with the resilience of service or coverage required for Emergency Service operations.
3. The eventual product of ESMCP, the Emergency Services Network (ESN), in comparison to Airwave is intended to be more cost effective than the current provision.

The Programme

4. Going forward ESN will essentially be split into two parts: a provider of the network, and a provider of the user services – essentially the array of secure network applications that allow the devices to communicate effectively. The philosophy behind this approach enables the individual parts to be re-tendered and re-competed more frequently avoiding the 'winner takes all scenario' of the current provider and to deliver a capability that keeps step with advances in technology.
5. The Programme itself is split into three main lots:
 - 5.1. Lot 1 – a delivery partner to assist with implementation and programme management awarded to Kellogg, Brown and Root (KBR) in September 2015.
 - 5.2. Lot 2 – user services: the array of secure network applications awarded to Motorola in December 2015.
 - 5.3. Lot 3 – a network provider awarded to EE in December 2015.
6. Underpinning the three main lots are a number of supporting projects, some of which are centrally run by the programme, others are intended for local procurement by User Organisations including:

- 6.1. 999 Control Room component upgrades
 - 6.2. Device procurement
 - 6.3. Vehicle installation
 - 6.4. Local Project Management
 - 6.5. Extended area services (coverage in more rural areas)
7. The Full Business Case (FBC) demonstrated a sound economic case for ESMCP with financial savings of approximately £3 billion anticipated over a 15-year period. The challenge is the spending 'hump' during the dual running period as Airwave continues operating and ESN is being built, tested and rolled out. This amounts to around £930 million over the Spending Review period. Overall ESN should be approximately half the cost of Airwave.
 8. The four sponsor bodies of ESMCP – the Home Office, Department of Health, Welsh and Scottish governments – approved the business case in the autumn of 2015, and final Chief Secretary of the Treasury approval was secured on 1 November 2015.
 9. In December 2015, Chief Fire Officers in England were written to and asked for indicative commitment to ESMCP. To provide information to assist individualised predictive costs those in the FBC were calculated based upon FiRelink usage and provided to each FRA. Every Chief Fire Officer responded on behalf of their authorities affirming a commitment in principle to ESMCP at that stage, subject to confirmation of the full terms and conditions.

Funding

10. When Fire and Rescue services in England were under the auspices of the Department for Communities and Local Government (DCLG) Fire and Rescue Authorities (FRAS) were provided with an assurance that all reasonable costs of transitioning from Airwave to the Emergency Services Network (ESN) would be met by DCLG. This was encapsulated in two principles; that equipment replacement would be funded on a like for like basis and FRA's would not pay both costs where they were operating Airwave and ESN simultaneously (dual running). With the move of Government department to the Home Office the policy towards these funding principles has not changed.
11. Within the Spending Review and Autumn Statement in 2015 the Chancellor at the time announced that £1 billion would be allocated to the Home Office to be spent on 4G communications for police forces and other emergency services, and that DCLG would provide at least £74 million of funding for the ESMCP, to ensure fire and rescue services can benefit from the latest mobile digital technology.
12. Of the £74 million assigned by the Treasury to DCLG approximately £50 million of this was identified for payment to English FRA's for transitional purposes and the remainder towards core Programme costs.
13. Through continued dialogue with the Home Office and the Programme some funding has been identified and earmarked for ESMCP transition purposes with the intent to be

paid by means of Section 31 grants in this financial year. At time of writing a Section 31 grant submission is making its way through the channels of approval, which if successful will see in the region of £20 million issued to FRA's by Section 31 grant in the near future, including an additional £10 million which was not previously assigned for FRA ESMCP purposes.

14. Within the current and previous financial years some grant funding has been paid to FRA's for ESMCP purposes, which on top of intended funding, provides for a likelihood that English FRA's may see overall funding for ESMCP transition in excess of the £50 million originally envisaged.

Transition

15. With an ambition to use the cutting edge of technology combined with multiple lot winners the Programme is naturally complex, especially given that the Authority (Programme) is acting as the technology integrator unlike the current Airwave model.
16. Presently the background technology, including additional network coverage and resilience should be delivered by spring 2018. There will follow a period of operational trials and pilots before transition to ESN can commence.
17. For coverage in areas outside of EE's normal network the extended area services project within the programme will deliver 230 additional mast sites in predominantly more remote rural locations. Given the location of these sites some level of objection from local communities is anticipated, however the spin off local benefit will be increased availability of mobile broadband in these areas through the 4G network.
18. To enable transition to commence in local services a number of enabling works will need to have been completed in each organisation. These may include upgrading control system components to accept ESN, potentially improving the security of corporate IT networks to a standard tending towards that used in the Public Services Network (PSN), contracting with vehicle installers and training of staff. The decision to start transition will be a local one, which will be taken once all transition commencement criteria have been met to the satisfaction of the emergency services.
19. To maintain seamless emergency services communications through transition all of the emergency services Airwave contracts, including FiRelink, have been extended until 31 December 2019 under existing terms and conditions. This was agreed en bloc as part of the negotiations during the recent acquisition of Airwave by Motorola.

Governance

20. Day to day the Programme is run by the Home Office who provide the Senior Responsible Owner (SRO). The Programme board includes representation from Department of Health, Devolved Administrations, Fire Policy from within the Home Office and sector leads from each emergency service. Above that level a Ministerial Board operates when necessary consisting of Ministers from the Home Office, Health, Cabinet Office and the Treasury.

21. Within the Fire and Rescue sector a Fire Customer Group (FCG) was established in 2013 under the chair of the CFOA Operational Communications Board and consists of senior FRS representatives from each English transition region along with representation from the Devolved Administrations, Home Office and specialist areas e.g. finance, ICT. The LGA has a seat on this group and is represented by Councillor Philip Howson. FCG performs the function of a reference group of senior stakeholders to provide sector specific guidance and direction into the heart of the Programme. Underpinning FCG are a series of boards and teams at regional and local level that feed into the national structure.

Independent Oversight

22. In September 2016 the National Audit Office (NAO) released a report into ESMCP entitled '*Upgrading emergency service communications: the Emergency Services Network*'. This identified a number of key areas of concern including an inherently high risk with new technology, compressed timescales impinging upon the time available for User Organisations to complete their transition and concerns over management of the service and redress once operational. The research for the report included involvement with FRS staff and accurately reflects the concerns of staff and their organisations, including a lack of user engagement and information coming from the Programme. Overall the report concluded that ESN was the correct direction of travel strategically for emergency services communications.
23. Following publication of the NAO report the Public Accounts Committee (PAC) enacted an enquiry, including testimony from Mark Sedwill, the Permanent Secretary for the Home Office, who acknowledged that ESN must be fit for purpose for transition to commence and that User Organisations would not be forced to transition until they were ready.
24. The outcome was published in January 2017 in a PAC report '*Upgrading emergency service communications*'. The main recommendations focussed around funding provision and contingency for any potential delay, the need for testing and assurance to provide confidence in ESN and contracting and commercial aspects to ensure an equitable playing field.
25. As a consequence of new technical information coming to light the PAC recalled the Permanent Secretary and SRO in February 2017. This predominantly centred on the withdrawal of support to a component part of the Airwave network in early 2020 due to obsolescence, for which work on analysis and mitigations has already been initiated.

Sector specific support

26. Representatives from the Chief Fire Officers Association (CFOA) have been working with the Programme and Services since the early days of the Programme to provide independent sector specific advice and support. This has included producing a set of requirements to ensure future provision meets the needs of FRSs.

27. This team currently consists of seven full members and operates between Services, the Programme and the Government Department (Fire Policy) and ensures representation at all levels up to and including Programme Board. Working within the ESMCP arena the CFOA team has a purview of English FRAs for the majority of aspects for example funding, transition etc., however it works with counterparts from the Devolved Administrations in leading on sector specific elements that span the borders, for example interoperability, operational doctrine etc.
28. One of the key roles of the CFOA team is to ensure appropriate risks maintained within local risk registers are escalated to the Programme and assessed and incorporated as necessary.

Implications for Wales

29. The Welsh Government has adopted a different funding model compared to the one described above. Any funding issues for Welsh Authorities should in the first instance be channelled through the ESMCP Business Change Lead for Wales.

Financial Implications

30. The high level financial implications have been outlined in the report above.

Next steps

31. Given that much of the work is already in train and the Fire Services Management Committee has representation within the Programme, it is recommended that the LGA maintain a watching brief of ESMCP and receives updates at appropriate junctures.



**Fire Services Management
Committee**

6 March 2017

LGA Annual Fire Conference and Exhibition 2017 and 2018

Purpose

For discussion and direction.

Summary

This paper provides a brief overview of the programme for the 2017 Fire Conference and puts forward a proposal for the 2018 Conference.

Recommendations

The Fire Services Management Committee is asked to:

1. **note** the conference programme;
2. **note** the conference publication "An Inclusive Service: the 21st Century Fire and Rescue Service"; and
3. **approve** the proposals for next year's conference

Action

Officers to proceed as directed.

Contact officer: Lucy Ellender
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LGA Annual Fire Conference and Exhibition 2017 and 2018

Background

1. The programme for the LGA's Annual Fire Conference and Exhibition is attached at **Appendix A**.

Annual Fire Conference and Exhibition - 2017

2. The Minister for Policing and Fire will be joining us to open the conference. We also have plenary sessions on NJC reform and the Thomas Review, inspection, equality and diversity, procurement and devolution and governance.
3. The workshops will cover a variety of issues including the professional standards body, the on-call duty system, working with health, emergency service collaboration and the review of our sector-led improvement offer.
4. This year we have three silver sponsors for the conference; Infographics, Haagen and the Fire Brigades Union. We have also managed to secure the Institute of Fire Engineers as a gold partner. We will have 19 exhibition stands overall.
5. Officers will provide an update in the meeting.

An Inclusive Service: the 21st Century Fire and Rescue Service

6. At this year's Fire Conference we will be publishing "An Inclusive Service: the 21st Century Fire and Rescue Service".
7. The document seeks to provide fire and rescue authorities with support following Brandon Lewis' challenge to the sector on improving the diversity of its firefighter workforce. The document includes case studies from a number of fire and rescue authorities, opinion pieces from representative groups and provides questions to aid discussions at a local level on equality and diversity.
8. Members originally discussed the document at the July 2016 FSMC. The document will be circulated to members separately.

Annual Fire Conference and Exhibition - 2018

9. Following discussions at the FSMC in June 2015, members agreed that the 2018 Fire Conference will again be held in Gateshead at the Hilton:
<http://lga.moderngov.co.uk/documents/s6947/LGA%20Annual%20Fire%20Conference%20and%20Exhibition%20Venues%20and%20Locations%20for%202017%20and%20Beyond.pdf>.
10. The Fire Conference has, for the last few years, maintained a similar format with a mixture of plenary sessions and workshops on the first day, and plenaries on the second day. Whilst this has worked well and allows for plenty of time for networking,

we have received feedback that members would like a refresh of the format. We also receive a number of speaking requests from members which we are often not able to accommodate.

11. As outlined in the update paper from the January FSMC meeting we are proposing that some conference sessions be opened up to bids from other organisations. This would allow our member fire and rescue authorities, Police and Crime Commissioners, ambulance trusts, health and social care partners, or groups with a particular interest in an aspect of the fire and rescue service to bid to run a session at the conference.
12. There are a number of different ways that the agenda could be structured to accommodate the new sessions. The LGA's Public Health Conference, which has a number of sessions open for bids, has three blocks of five parallel policy sessions, meaning that there are up to 15 sessions available to bid for. The bidding process for the public health conference has been in place for a number of years, for this year's conference they received 70 bids from organisations to participate in the conference. For the Fire Conference, the number of bids for sessions would partly need to be determined by the response to the bidding process, since this would be a new process, however modelling it on the Public Health Conference would be a possibility.
13. Opening sessions up for bidding would allow us a chance to refresh the conference agenda, involve a wider group of our members directly in the conference delivery and ensure that we could cover a broader variety of topics over the sessions. Lead Members would play a key role in deciding on which bids would be taken forward.
14. If members are happy with the proposal to open a number of sessions up for bidding, the bidding process would need to start shortly after this year's Fire Conference. For the Public Health Conference and the LGA's National Children and Adult Services Conference bidding normally remains open for approximately six months, and closes approximately six months before the start of the conference. If we followed a similar format for the Fire Conference that would mean bidding would shut in September.

Implications for Wales ¹

15. Welsh FRAs would be able to bid for sessions.

Financial Implications

16. There may be increased costs to the LGA due to the higher number of speakers involved.

Next steps

17. Members are asked to:

¹ The WLGA pays a membership fee to the LGA on behalf of all Welsh councils and we lobby for them on "non-devolved" issues - e.g. DWP work. The WLGA provides "top-slice" for workforce support, but none for "improvement".

17.1. Approve the proposals for next year's conference.

Appendix A – Fire Conference programme

Tuesday 7 March

09.00	Registration, refreshments and exhibition viewing
10.30	<p>Conference opening and chair’s welcome</p> <p>Councillor Allison Ilderton-Thompson, Mayor of Gateshead</p> <p>Chair: Councillor Jeremy Hilton, Chair LGA Fire Services Management Committee and Gloucestershire County Council</p>
10.45	<p>Keynote session 1. Ministerial address</p> <p>Brandon Lewis MP, Minister for Policing and Fire Service, Home Office</p> <p>Chair: Councillor Jeremy Hilton, Chair LGA Fire Services Management Committee and Gloucestershire County Council</p> <p>Questions and discussion</p>
11.25	Refreshments and exhibition viewing
11.55	<p>Keynote session 2. Workforce Reform: NJC and the Thomas Review</p> <p>Councillor Nick Chard, Chair of the Employers’ Side of the National Joint Council for Local Authority Fire and Rescue Services and Kent and Medway Fire Authority</p> <p>Matt Wrack, Secretary of the Employees’ Side of the National Joint Council for Local Authority Fire and Rescue Services and General Secretary of the Fire Brigades Union</p> <p>Chair: Councillor John Edwards, LGA Fire Services Management Committee and Chair of West Midlands FRA</p> <p>Questions and discussion</p>
12.45 To 1.50	Lunch, exhibition viewing and networking
1.15 -1.45	<p>Lunchtime Fringe Sessions</p> <p>Infographics – Meeting Room 2 – lower ground floor</p> <p>How to improve service delivery, save money and reduce risk using actionable dashboards and an integrated approach to fire and rescue systems</p> <p>Russell Wood, Commercial Manager, Infographics UK Ltd.</p>
2.00	<p>Workshops – session 1</p> <p>An opportunity to attend a workshop from the list below. These sessions will be repeated at</p>

3.30

W1. the On-Call Firefighter for the 21st Century

Dr. Christoph Weltecke Vice-President, German Fire Services Association

Terry McDermott, Chief Fire Officer, Derbyshire Fire and Rescue Service (confirmed)

Chair: **Councillor Simon Spencer**, Member LGA Fire Services Management Committee and Derbyshire Fire and Rescue Authority

W2. Partnership working in health

Ged Devereux, Health Improvement Manager PHE North West

Ellie Houlston, NHS England

Chair: **Councillor Darrell Pulk**, LGA Fire Services Management Committee and Chair of Nottingham and Nottinghamshire FRA

W3. Emergency service collaboration

Steve Neill, Chief Superintendent Operations Department, **Northumbria Police**

Chair: **Councillor Mark Healey**, LGA Fire Services Management Committee and Chair of Devon and Somerset FRA

W4. Independent Standards Body

Mark Hardingham, Chief Fire Officer Suffolk Fire and Rescue Service (confirmed)

Representative from College of Policing

Chair: **Councillor Rebecca Knox**, LGA Fire Services Management Committee and Chair of Dorset and Wiltshire FRA

W5. LGA & CFOA Sector Led Improvement and Fire Peer Challenge

Cllr Kay Hammond, Cabinet Associate, Community Safety Services, Surrey County Council

Gary Hughes, Principal Adviser, LGA

Chris Bowron, Programme Manager, LG support, LGA

Geoff Howsego, CFOA Director, Corporate Services and Sector Improvement

Chair: **Councillor Thomas Wright**, LGA Fire Services Management Committee and Chair of Tyne and Wear FRA

3.00 Refreshments and exhibition viewing

3.30 **Workshops – session 2 repeated**
An opportunity to attend another workshop from the list above.

4.35 **Keynote session 3. Governance and devolution**

Tony Lloyd, Interim Mayor and Police and Crime Commissioner for Greater Manchester (by video link)

Councillor Chris Carter, Chair, Hampshire Fire and Rescue Authority

Roger Hirst, Police and Crime Commissioner for Essex

Chair: **Cllr David Acton** Deputy Chair, LGA Fire Services Management Committee and Greater Manchester Fire and Rescue Authority

5.20 **Political group meetings**

Conservative Group Meeting - Meeting Room 1, lower ground floor

Labour Group Meeting – Meeting Room 6,7,8, lower ground floor

Liberal Democrat Meeting – Meeting Room 4, lower ground floor

Independent Group Meeting – Meeting Room 2, lower ground floor

6.20 **Fire authority meetings**

Metropolitan Fire and Rescue Authorities – Meeting Room 1, lower ground floor

Combined Fire and Rescue Authorities - Meeting Room 2, lower ground floor

County Fire and Rescue Authorities - Meeting Room 6,7,8, lower ground floor

7.30 **Drinks reception - sponsored by PBI Products – Gateshead Foyer**

8.00 **Conference dinner – Gateshead Suite**

Wednesday 8 March

08.45 Registration for new delegates, refreshments and exhibition viewing

9.30 **Welcome to day two from the conference chair**

Keynote session 4 Presentation from the Gold Partner

Steve Hamm, Chairman, Institute of Fire Engineers

Chair: Councillor Jeremy Hilton, Chair LGA Fire Services Management Committee and Gloucestershire County Council

09.50 **Keynote session 4. Improving Equality, Diversity and Inclusion**

Janet Hills, President, National Black Police Association

Dany Cotton, Commissioner, London Fire Brigade and Chair Women in the Fire Service

Kathryn Billing, Station Manager, Cornwall Fire and Rescue Service and Secretary, Quiltbag

Rebecca Bryant, Chief Fire Officer, Staffordshire FRS

Chair: **Councillor Rebecca Knox**, Deputy Chair, LGA Fire Services Management Committee

and Chair of Dorset and Wiltshire FRA

Questions and discussion

10.50 **Keynote session 5. Procurement**

Ann Millington, Chief Executive, Kent Fire and Rescue Service

Chair: **Councillor Phil Howson**, Vice Chair, LGA Fire Services Management Committee and Chair of East Sussex FRA

Questions and discussion

11.15 Refreshments and exhibition viewing

11.45 **Keynote session 6. Inspection**

Chloe Dunnett, Head of Fire Strategy and Reform Unit, Home Office

Roy Wilsher, CFOA Director, Operations and Chief Fire Officer, Hertfordshire Fire and Rescue Service, and Chair of the National Fire Chiefs Council

Chair: **Cllr Jeremy Hilton**, Chair, LGA Fire Services Management Committee and Gloucestershire County Council

Questions and discussion

12.30 Conference close, lunch, exhibition viewing and networking



**Fire Services Management
Committee**

6 March 2017

Workforce Report

Purpose

To update the Fire Services Management Committee on matters in relation to fire service industrial relations and pension matters.

Summary

This paper is for information and briefly describes the main industrial relations and pension issues at present.

Recommendation:

The Fire Services Management Committee members are asked to note the issues set out in the paper.

Contact officer:	Gill Gittins (industrial relations)	Clair Alcock (pensions)
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Workforce Report

Pensions

Scheme Advisory Board

1. The board is moving forward and is establishing sub-committees to enable the board to support its work plan. One sub-committee will be established to look at cost effectiveness and administration and the other committee will look to establish good practice amongst Local Pension Boards. Councillor Darrel Pulk and Councillor Thomas Wright will be the employer representatives on the Local Pension Board group and Councillor John Bell and Councillor John Fuller will be the employer representatives on the costs and admin group.
2. At the last meeting of the FSMC, members agreed to nominate Councillor Jason Zadronzny to the Scheme Advisory Board. Councillor Jason Zadronzny has accepted this position and the Secretary of State has been asked to confirm the appointment.
3. The board's budget has been levied across fire and rescue authorities in accordance with the regulations. The Scheme Advisory Board has agreed that the levy for 2016/17 year will be collected from the 1 October 2016 to reflect the late start of the Scheme Advisory Board. Therefore the levy for the 2016/17 year will be £2.07 per active firefighter. From April 2017, the statutory levy will increase to £6.12 per active firefighter to reflect the full year plus the £2 technical adviser levy.
4. For information, I have provided the dates and venues for the 2017 Scheme Advisory Board meetings:
 - 6 March 2017 – Hilton, Gateshead
 - 14 June 2017 – London Fire Brigade, Union Street
 - 12 September 2017 – Greater Manchester Fire Training Centre
 - 12 December 2017 – Hampshire County Council, Winchester
5. All communications and minutes from the Scheme Advisory Board are published on the following forum: https://khub.net/group/firefighters-pension-scheme-local-pension-board-members-group-forum/forum/-/message_boards/category/27800196.
6. The next Scheme Advisory Board meeting is 6 March 2017.

Key wider workforce issues

Broadening the role of the firefighter

7. The FBU has decided to consult its membership through its branch structure on continued involvement in these discussions.

8. Feedback from the consultation will be the subject of debate at a recall conference on 21 March. A copy of the FBU circular can be found here:
<https://www.fbu.org.uk/circular/2017hoc0103mw/membership-consultation-national-negotiations-future-our-service>.
9. In the interim, agreement was reached at the recent NJC meeting to extend the trial period from the end of February until the date of the recall conference. This will also allow time for joint discussion on:
 - 9.1. The outcomes of the independent evaluation report currently being prepared by the University of Hertfordshire.
 - 9.2. Some of the concerns raised by the employees' side of the NJC around the operation of emergency medical response work.
 - 9.3. The potential to lobby ministers, governments, and others in respect of funding to support the fire and rescue service in developing such wider work.
10. However, depending on the outcome of the conference debate, it is possible that the FBU will instruct its members at that point to withdraw from work undertaken through the NJC trials either on a permanent basis or on a temporary basis while seeking continued discussion.
11. The broadening the role of the firefighter discussions also includes areas covered by the other NJC work streams, for example MTFA.

Inclusive Fire Service Group

12. This group continues to make good progress towards the development of improvement strategies for use at local level in areas relating to the recruitment, progression and retention of female, BME and LGBT employees as well as bullying and harassment in general. An update recently issued to FRAs can be found here:
http://www.local.gov.uk/search/-/journal_content/56/334162/3723707/article.

Employment Tribunal cases – pension scheme transitional protection arrangements

13. Insofar as FRAs are concerned, the defence of these cases is being handled on a cost-sharing collective basis through the auspices of the UK-wide National Employers. The other respondent in England is the Home Office. The judgement has now been received in respect of the test cases and the defence has been successful. The Employment Tribunal found on all points that the transitional provisions do not unlawfully discriminate against pension scheme members.
14. The FBU, who acted on behalf of the claimants, will need to decide by 28 March whether or not to lodge an appeal to the Employment Appeal Tribunal.

Advisory Forum

15. At the last meeting of the FSMC, members decided to nominate Lynne Major (HR Business Partner, Norfolk FRS) and Dany Cotton (Commissioner, London Fire Brigade)



**Fire Services Management
Committee**

6 March 2017

to fill two vacancies on the National Employers' Advisory Forum. Both nominations have been accepted and FRAs have been advised accordingly:

<http://www.local.gov.uk/web/workforcelibrary/fire-and-rescue-services-employers-circulars>.

Apprenticeships

16. At the recent meetings of the NJC for Local Authority FRS' and the Middle Managers Negotiating Body, members received an update on the increasing roll out of the level 3 advanced level apprenticeship in exercise and fitness (promoted in partnership with the FBU). Further information can be found here: http://www.local.gov.uk/search/-/journal_content/56/334162/3723707/article.
17. County Durham and Darlington FRS (CDDFRS) has introduced a Business Fire Safety Apprenticeship Scheme, which will see the appointment of apprentices on an employee basis from the point of recruitment and on the path to jobs as firefighters.
18. Following an approach from CDDFRS, the NJC will now progress working in partnership with the service both in terms of a level of external input as part of its own evaluation and in sharing information on the scheme more widely with other FRSs.



**Fire Services Management
Committee**

6 March 2017

Fire Services Management Committee update paper

Purpose of report

For information.

Summary

The report outlines issues of interest to the Committee not covered under the other items on the agenda.

Recommendation

The Fire Services Management Committee members are asked to note the update paper and offers views on how the LGA should respond to the consultation referenced in paragraphs 6 – 8.

Action

Officers to progress as appropriate.

Contact officer: Lucy Ellender
Position: Adviser
Phone no: 020 7664 3321
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Fire Services Management Committee update paper

LGA & CFOA Fire Peer Challenge Working Group – Update 3

1. Officers from the working group held a sector sounding board for senior stakeholders on 9 February 2017 to seek input into the proposals developed by the working group. The sounding board was very well attended with 17 Fire and Rescue Services (FRSs) represented.
2. Due to the ongoing lack of clarity regarding how inspection will operate and who will deliver it, it was agreed that the sounding board would focus on ensuring there is clarity regarding the principles by which peer support, as a key strand of sector-led improvement, will operate.
3. It was agreed that having a ‘blended and flexible approach’ to peer support as developed by the working group would enable fire and rescue services and authorities to access what best meets their needs at different points in time and there was strong support for developing a framework to deliver this.
4. It was proposed that the framework would contain three core elements of improvement:
 - 4.1. Inspection Peer Support – Including both pre and post inspection support.
 - 4.2. Corporate and Governance – Including a corporate peer challenge, transitional governance peer support and thematic peer challenges.
 - 4.3. Support Short of Intervention – a team of sector peers provide support to a FRS/FRA that has been rated as under-performing in an inspection.
5. Officers have been tasked with continuing to develop the options and will launch the sector consultation at the LGA Fire Conference, where they are delivering two workshops. Following this the Working Group will meet to ratify proposals and a report will be delivered to FSMC and the Fire Commission before piloting.

Re-employing senior fire officers after their retirement: consultation

6. The Home Office is currently consulting on changing the national fire framework on the issue of senior fire officers retiring from their posts and then being re-employed in the same or very similar roles. The consultation proposes an addendum to the national fire framework. The Home office have identified that the practice mostly affects members of the Firefighter’s Pension Scheme 1992. The full consultation can be read on the Government’s website:
https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/593051/170220_Consultation_document_-_re-engagement_of_senior_officers.pdf

7. The draft addendum to the national fire framework is below:
 - 7.1. The re-appointment of principal fire officers to the same or similar posts, a short time after they have retired, has caused concern in recent years. These individuals very often receive their pension benefits on retirement (such as their tax free lump sum) and then return on favourable terms, including an increase in take-home pay through avoiding paying employee pension contributions.
 - 7.2. Fire and rescue authorities must not re-appoint principal fire officers after retirement to their previous, or a similar, post save for in exceptional circumstances when such a decision is necessary in the interests of public safety. Any such appointment must be transparent, justifiable and time limited.
 - 7.3. In the exceptional circumstance that a re-appointment is necessary in the interests of public safety, this decision should be subject to agreement by a vote of the elected members of the fire and rescue authority, or a decision by the appropriate elected representative of the fire and rescue authority. The reason why the re-appointment was necessary in the interests of public safety, and alternative approaches were deemed not appropriate, must be published and the principal fire officer's pension must be abated until they cease to be employed by a fire and rescue authority.
 - 7.4. To ensure greater fairness and the exchange of talent and ideas, all principal fire officer posts must be open to competition nationally, and fire and rescue authorities must take account of this in their workforce planning.
8. The consultation explicitly seeks the views of the LGA to these proposals, with the consultation closing on 4 April. Members' views are sought on the proposals and how the LGA should respond to the consultation.

Fire Reform Board

9. The joint Fire Reform Board held its last meeting following the FSMC in January. The Fire Reform Board has representation from the LGA, the National Fire Chiefs Council (NFCC) and the Home Office.
10. There was some discussion round the membership of the Board but the purpose of the Board was agreed as:
 - 10.1. Providing an oversight of the work being undertaken within FRAs/FRSs, Chief Fire Officers Association (CFOA/NFCC) and LGA FSMC in support of the English Fire Reform programme.
 - 10.2. Initiating activity through the participating bodies (LGA FSMC, NFCC) on specific aspects of the reform programme.
 - 10.3. Providing a mechanism for reporting progress to the Home Office, CFOA (NFCC), LGA FSMC and FRAs.

- 10.4. Providing a group to progress work with the Home Office on specific elements of the reform such as a revised National Fire Framework.
- 10.5. Engaging in specific aspects of the reform programme as appropriate to ensure that the views of the sector leadership are appropriately represented.
11. The group discussed how the sector was answering the challenges set out by the Fire Minister on Equality and Diversity, including the signature of the Memorandum of Understanding on equality, diversity and inclusion.
12. Members also discussed the reform programme and how the NFCC, LGA and Home Office can work together.
13. The next meeting of the Reform Board will be on 7 March at the Fire Conference and will be discussing the vision for the Service and how the Board will drive forwards the fire reform agenda.

Ministerial roundtable

14. The Policing and Fire Minister invited FSMC Lead Members to a roundtable on 27 February along with the NFCC to discuss the fire reform agenda, in particular workforce reform. A verbal update on the roundtable will be provided at the FSMC meeting.

Fire Minister's speech at Reform – 7 February

15. On 7 February Brandon Lewis, Minister for Policing and the Fire Service, outlined his vision for the reform of the fire service. The LGA were mentioned a number of times in the speech. He discussed his interest in a reformed sector-led improvement offer. He also said that he was encouraged that the LGA, in partnership with the sector had recognised the need to take swift action in response to the Thomas Review and learning from the police. Finally he talked of the LGA and CFOA/NFCC as being at the heart of the fire reform agenda.
16. The full speech can be found on the Home Office website:
<https://www.gov.uk/government/speeches/fire-ministers-speech-to-reform>

Policing and Crime Act 2017

17. The Policing and Crime Act 2017 received Royal Assent on 31 January. The full act can be found on the legislation website:
<http://www.legislation.gov.uk/ukpga/2017/3/contents/enacted/data.htm>

Home Office organisational change

18. Following the machinery of government changes the Home Office created the Fire and Resilience Directorate, headed by Dan Greaves. However, to reflect the close linkages

between the fire and policing reform agendas the Home Office has now created an integrated Policing and Fire Directorate.

19. The current Policing Director, David Lamberti, will lead the new directorate and the current Fire and Resilience Director, Dan Greaves, will move to be Crime Director on a substantive basis. Chloe Dunnett, Head of Fire Strategy and Reform, will remain the key contact for delivery of the fire reform programme. These changes will take effect from Monday 13 March.

Public Sector Audit Appointments (PSAA): national scheme for auditor appointments

20. The current contracts for the provision of external audit to all fire and rescue authorities, along with local authorities and other relevant bodies are due to end after the completion of the 2017/18 audit. PSAA has been specified as the sector led body to put in place contracts with audit firms on behalf of fire and rescue authorities and other relevant bodies who wish to 'opt-in' to such an arrangement.
21. All fire and rescue authorities, together with almost all other relevant bodies, have now either opted in or advised PSAA that they intend doing so. This will mean that a cost-effective and high quality audit service can be put in place through the procurement exercise currently under way. It is important that any authority that has not yet formally accepted PSAA's invitation to opt in sends the short acceptance form to PSAA by the 9 March deadline. Further information is available on [PSAA's website](http://psaa.co.uk) or by emailing appointingperson@psaa.co.uk.

Strategic Resilience Board

22. Councillor Hilton and Councillor Byrom attended the Home Office's Strategic Resilience Board on 31 January. Discussions covered a range of issues including the updated National Risk Assessment, Marauding Terrorist Firearms Attacks, the National Co-ordination and Advisory Framework (NCAF) as well as updates from Joint Emergency Services Interoperability Programme (JESIP), the National Resilience Board and the Emergency Services Mobile Communications Programme.

Fire Service College

23. The Fire Service College is undergoing some radical changes in staffing arrangements and embarking on plans for significant land-sales which will lead to reconfiguration of the fireground. This will be of obvious interest of stakeholders and Government because of the terms on which the College was sold to Capita.
24. They have asked to update Fire Commission in May on planned changes and Cllr Edwards believes this should take place in order for the sector to scrutinise and influence the proposed changes.
25. Work continues on the Research and Development Hub, single point product testing, firefighter training offer, off-site training closer to home for FRSs and development of the overseas market.

26. The College expects to be in profit this year.

West Yorkshire fire and rescue service revamps home visits to focus on most vulnerable

27. West Yorkshire Fire and Rescue Service is planning to launch a new home visit programme, Safe and Well, which will see them working closer with the health sector. The focus of the visits will remain fire safety, but firefighters will also act as the “eyes and ears” for their partner agencies and will offer basic advice and make a referral where they see another issue that requires addressing. It is a joint enterprise between the Chief Fire Officers Association, Public Health England, NHS England, the LGA and Age UK.

Note of last Fire Services Management Committee meeting

Title: Fire Services Management Committee

Date: Friday 27 January 2017

Venue: Rooms A&B, Ground Floor, Layden House, 76-86 Turnmill Street, London, EC1M 5LG

Attendance

An attendance list is attached as **Appendix A** to this note

Item	Decisions and actions
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1 Welcome and Declarations of Interest

There were no declarations of interest.

2 National FRS People Strategy

The Chair introduced Ann Millington QFSM, Chief Executive of the Kent Fire and Rescue Service, who had been invited to the Committee to update members on the National FRS People Strategy. It was explained that this draft strategy was drawn up in response to conversations about the Thomas Review, workforce reform and service delivery over the next few years. The Fire and Rescue Service had changed considerably over the past ten years and it was noted that the service in 2017 required different skills and an amended approach to workforce reform and service delivery.

There has been a lot of positive feedback on this report and a number of Fire and Rescue Authorities had confirmed that they would be pursuing some of the recommendations outlined in the strategy. In compiling the document, the team had heard from every single FRS and the next stage was to use this feedback to draw up an annual plan which outlined very clear measures of what should be done at a national level. It was also acknowledged that support would need to be provided to FRSs in implementing the recommendations so a small consulting team would be established to help services deliver their workforce strategies. The intention behind the strategy was to encourage unity. An eLearning agenda would also be properly established which it was hoped would save money and reduce the amount of time fire fighters are absent from their station for training.

Ann Millington gave thanks to the LGA's workforce team for their support on issues of equality.

In the discussion which followed, Members raised the following points:

- Members generally welcomed the strategy, noting that it covered a number of key areas and that it contained reference to good core approaches at a national level, but that it was important that it could be adapted at a local level.
- It was suggested that FRAs could almost take a pick and mix approach to the strategy, adopting different aspects depending on local needs and for example, the use of the green book. Members noted that each FRA was unique and that while a national framework was useful, it needed to be flexible. Members were advised that a new website would encourage an exchange of best practice.
- A point was raised about communicating the fire service strategy to other local organisations, including partners in the NHS and police force, and it was agreed that integration between the leadership in these areas was key.
- Members welcomed the news about an eLearning agenda and it was suggested that bringing in private investment to help develop an app could be beneficial
- Concerns were raised about the use of the word 'customer' in the executive summary of the strategy and members questioned whether there was a better word. The point was made that the core business of the Fire and Rescue Service was in the name so using the word 'customer' did not seem appropriate. Ann Millington responded by explaining that this discussion had been had but no alternative could be identified as many did not accept 'citizen' or 'victim'. One member suggested referring to communities and residents rather than customers but it was suggested that as there was no agreed term, areas ought to continue using their preferred term.
- Following on from this, a discussion was also had about the use of the term 'fire fighter', with a member suggesting that this has a masculine connotation and has the potential to put a range of people off a career in the service. It was also noted that fighting fires was just a small aspect of the role so it was perhaps not the most accurate term.
- Points were also raised about the Retained Duty System (RDS) group's preference for using the term 'on call fire fighter' rather than 'retained fire fighter' as it provided a clearer message to the public about what the role involved. Members noted that branding was an issue and while the strategy has laid the framework, more needed to be added to it for clarity. A member confirmed that the RDS group would respond directly to the strategy on this point.
- A comment was made about the possibility of Police and Crime Commissioners taking over fire services and it was noted that the strategy appeared to be acquiescing to the take overs. It was suggested that different areas had a different view on this.
- The possible impact of Brexit was discussed and members generally agreed

that efforts need to be made to ensure that EU citizens working in the FRS felt included and that their jobs were protected wherever possible. Members were not clear whether HR departments had been able to systematically record how many EU citizens have worked in their areas over the years but that this information could be useful. Concerns were also raised about hate crime and FRAs doing what they could to make sure any EU nationals employed there were not subject to abuse.

Decision

The Fire Services Management Committee **noted** the update on the National FRS People Strategy.

3 Workforce Update

The LGA's Fire Pensions Adviser, Clair Alcock, provided an update on a number of current issues and noted that sub-committees of the Scheme Advisory Board were being formed to look at key areas including cost effectiveness, offering advice and support on pensions, and the use of administrators.

It was noted that Councillor Howson was no longer able to commit to the Scheme Advisory Board and that the Independent Group Office had nominated Councillor Jason Zadronzy to join the board. Members agreed this nomination.

On Local Pension Boards, the Committee were advised that progress was being made and that there had been a very good response to the Governance and Administration survey. It was noted that 96 per cent of scheme managers had responded to the survey and that this showed a good level of engagement from the boards. Over 50 per cent of English Local Pension Boards have had board training from the LGA over the past year.

It was also confirmed that the Government had now provided funds to FRAs to enable contributions holiday refund payments.

Gill Gittins, LGA Principal Negotiating Officer, then provided an update on a number of current general workforce issues including on-going employment tribunal cases. Matters relating to the Part-time Workers Regulations were drawing to a close. In respect of the other ongoing Employment Tribunal cases (transitional pension arrangements), the main hearing had just finished and a judgement was due shortly.

On the Advisory Forum vacancies, members agreed that Dany Cotton and Lynne Major should be nominated to the National Employers to fill the current vacancies.

In the discussion afterwards, the following comments were made:

- It was suggested that it could be worth having a separate pensions report as a set agenda item at future meetings as some felt that the issue required greater prominence than it currently had. An alternative view was that time constraints would make this unsuitable but that if there were any major notable issues, a

separate paper could be presented to the committee. The latter approach was agreed.

- In response to the information that a survey of all employees through the auspices of the NJC-led Inclusive Fire Service Group would shortly commence, members asked whether the Group would be able to use the results to develop improvement strategies. That would be the case. The Committee was advised that the IFS group would also be working with FRAs to develop guidance on a consistent approach to data collection and how that data could be used.
- Members discussed the NJC Emergency Medical Response trials and what the benefits were. It was suggested that there were figures showing how useful a collaboration with the ambulance service had been in Greater Manchester and that the national independent evaluation of the NJC trials could play an important part in supporting FRAs in commissioning income and dealing with budget cuts between 2017 and 2020. It was not yet known what the position following the trial period would be but members suggested that there was a discussion at a future FSMC meeting about the report from the University of Hertfordshire when it was published.
- Members sought information on the Marauding Terrorist Firearms Attacks (MTFA) discussions in respect of levels of training and equipment. It was noted that safety of firefighters is paramount. Members noted the FBU position in respect of pension and compensation issues.
- A discussion was had about co-responding and the effective use of on-call fire fighters.

Decision

The Fire Services Management Committee members:

1. **approved** the nomination of Councillor Jason Zadronzy to the Scheme Advisory Board.
2. **approved** the nominations of Dany Cotton and Lynne Major to the National Employers to fill the Advisory Forum vacancies.

Action

Officers to notify Members when the University of Hertfordshire has published the results of their independent evaluation and include for consideration at a future FSMC meeting agenda.

4 Update paper

The Chair introduced the report, which provided updates on issues of interest which were not included elsewhere on the agenda.

The following points were raised as part of the discussion:

- The Chair noted that the Fire Peer Challenge Working Group now have a template for an inspection regime and that the peer review will hopefully sit alongside it. Members felt the process needed to be kept proportionate to ensure it was not too burdensome alongside inspection.
- It was suggested that there is no current system of feeding back good work and sharing best practice with other authorities. It was felt that the group needed to be more visible.

Decision

The Fire Services Management Committee **noted** the updates provided in the report.

5 Policing and Crime Bill update

The Chair introduced Dan Greaves, Director of Fire and Resilience at the Home Office, who updated the Committee on changes which had been made to the Policing and Crime Bill on its passage through Parliament, and the Home Office's plans for enacting the provisions in the Bill.

The Director of Fire and Resilience highlighted that amendments had been made to provisions in the Bill around collaboration agreements with local partners, and the requirement in the original Bill for a Police and Crime Commissioner (PCC) to consult on the compilation of a business case and transfers of governance. Members noted that amendments to the Bill had arisen during the Committee and Report states of the Bill in the House of Lords following concerns raised through the LGA by Fire and Rescue Authorities (FRAs). Royal Assent of the Bill was expected on Tuesday 31 January, with implementation expected to follow on 1 April.

In the discussion which followed Members raised the following points:

- There were county elections in May and the Home Office needed to bear in mind the impact this would have on the ability of FRAs to implement the legislation.
- Regarding a request by FRAs for a predetermined panel to conduct independent assessments of business cases, the Director explained that the department had considered this to be too bureaucratic, and that a more flexible system whereby appointments were made as and when a business case required assessment was favoured.
- It was suggested that a fixed panel be appointed for independent assessments but with a degree of flexibility and substitution to allow for consideration of business cases in good time. The panel could be larger than 4 people and be inclusive of elected Members. It was also suggested that the panel look at non-contentious bids as well as contentious bids in order to keep a good mix of cases to reference for the future. Having members on inspection teams would also bring value to the process. The Director explained the membership

and size of the panel were still open for discussion and the Committee's comments would be noted. He also added that when the Fire Inspectorate had been appointed the Home Office would set out the broader approach and pilot frameworks.

- A template for business cases was under development by the Association of Policing and Crime Chief Executives (APACE). The next draft was expected in February and the LGA would be consulted on the content.
- In response to a question it was confirmed that PCCs who took on the governance of the fire and rescue service in their areas should consult on business cases, and the views of the Committee and the LGA had been taken on board.
- It was noted that some PCCs had approached FRAs to seek a seat and voting rights. The FRA could reject the approach, but should have a reason for doing so. Some FRAs were open to this, and encouraged PCCs to attend FRA meetings, but suggested a reciprocal arrangement whereby they would also have a seat on the Police and Crime Panel.

Decision

The Fire Services Management Committee:

1. **noted** the latest amendments to the Policing and Crime Bill; and
2. **noted** the Home Office's plans for implementation of the legislation following Royal Assent.

6 Minutes of the previous meeting

The Fire Services Management Committee **agreed** the minutes of the previous meeting held on 25 November 2016, noting however that Councillor Byrom had been present at the meeting.

7 NJC Reform

Following discussion the Committee agreed that the report should be considered and debated in open session rather than confidential session.

Cllr Nick Chard, Chairman of the Employers' Side of the National Joint Council for Local Authority Fire and Rescue Services (NJC), introduced the report which summarised a number of potential approaches which could be taken to identifying an employer position with regard to reviewing the national framework of conditions of service. There had been clear direction from the Government that the NJC required review and reform and reform and the sector could either ignore this and have new arrangements imposed on it, or respond. It was suggested that a Task and Finish Panel be formed to look at the options from an LGA perspective for reform and that Cllrs Rebecca Knox, Nick Chard and David Acton form the membership of the Panel,

alongside a number of LGA nominated advisers on the National Employers' Advisory Forum (for later consistency of approach).

It was anticipated that the Task and Finish Group would meet three times in advance of the next FSMC meeting, and that the Committee would consider a report on its work at the next meeting, prior to UK-wide employer discussions.

In the discussion which followed, Members raised the following points:

- The Committee supported reform of the NJC, and the idea of forming a Task and Finish Panel to consider approaches for reform. The membership of the Task and Finish Panel was agreed as suggested.
- It was important that the reform process did not disrupt the work of the NJC on broadening the role of the firefighter and it was important for reforms to be supported by all sides. Members supported the Chairman of the Employers' Side of the NJC in his continued discussions with both the Employers' and Employees' sides.
- Regional NJCs were not favoured by the Committee. Members highlighted that it was important to maintain a national negotiating body, but that it be streamlined to work more efficiently.

Decision

The Fire Services Management Committee:

1. **noted** the issues set out in the report; and
2. **agreed** to establish a Task and Finish Panel to consider high level proposals for an FSMC position on reform of the NJC, to be comprised of Cllrs Knox, Chard and Acton.

Action

Task and Finish Panel to discuss approaches for reform and report back to FSMC at the next meeting in March.

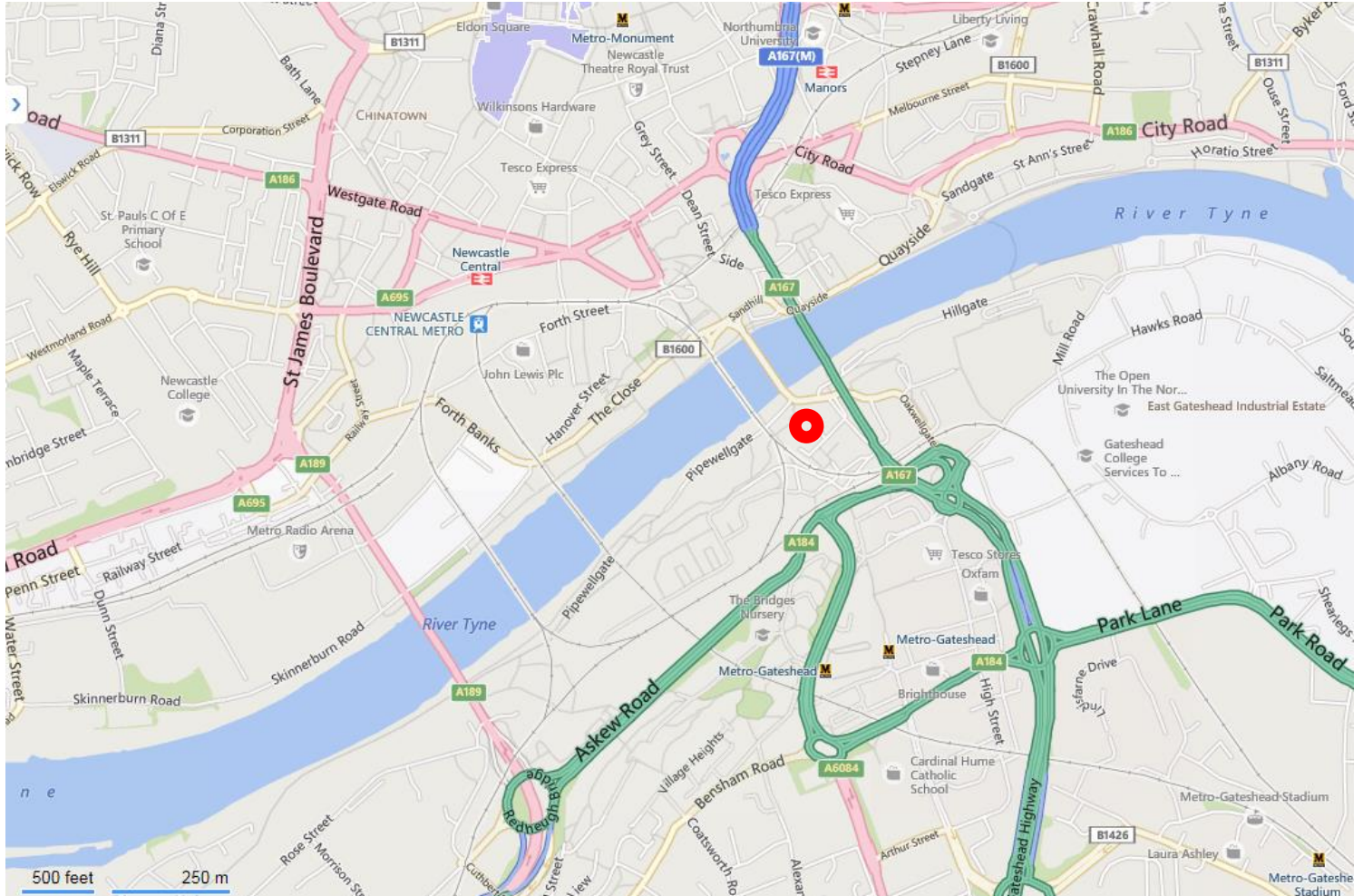
Appendix A -Attendance

Position/Role	Councillor	Authority
Chairman	Cllr Jeremy Hilton	Gloucestershire County Council
Vice-Chairman	Cllr Philip Howson	East Sussex Fire Authority
Deputy-chairman	Cllr Rebecca Knox	Dorset and Wiltshire Fire and Rescue Service
Members	Cllr John Bell	Greater Manchester Fire and Rescue Authority
	Cllr Nick Chard	Kent and Medway Fire and Rescue Authority
	Cllr Mark Healey MBE	Devon and Somerset Fire and Rescue Authority
	Cllr Peter Jackson	Northumberland Council
	Cllr Simon Spencer	Derbyshire Fire and Rescue Authority
	Ms Fiona Twycross	London Fire and Emergency Planning Authority (LFEPA)
	Cllr Darrell Pulk	Nottinghamshire and City of Nottingham Fire and Rescue Authority
	Cllr Michele Hodgson	County Durham and Darlington Fire & Rescue Authority
	Cllr Thomas Wright	Tyne and Wear Fire and Rescue Authority
	Cllr John Edwards	West Midlands Fire and Rescue Authority
	Cllr Les Byrom CBE	Merseyside Fire and Rescue Authority
Apologies	Cllr David Acton	Greater Manchester Fire and Rescue Authority
In Attendance	Cllr Roger Price (observer)	Hampshire Fire Authority

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Hilton Hotel Gateshead Location Map



● Hilton Newcastle Gateshead
Bottle Bank
Newcastle Upon Tyne
NE8 2AR

For further information on the location of the Hilton Newcastle Gateshead please visit the Hotel's 'Maps and Directions' website:

<http://www3.hilton.com/en/hotels/united-kingdom/hilton-newcastle-gateshead-NCLHIH/maps-directions/index.html>