

Fire Services Management Committee

Agenda

Friday, 22 September 2017
11.00 am

Rooms D&E, Ground Floor, Layden House,
Turnmill Street, London, EC1M 5LG

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

www.local.gov.uk

This meeting is



Guidance notes for members and visitors

Layden House, 76-86 Turnmill Street, London, EC1M 5LG

Please read these notes for your own safety and that of all visitors, staff and tenants.

Welcome!

Layden House is located directly opposite the Turnmill Street entrance to Farringdon station, which is served by the Circle, Hammersmith & City, and Metropolitan lines as well as the Thameslink national rail route.

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Most LGA governance structure meetings will take place on the **ground floor** of Layden House which is open access and therefore does not require a swipe enabled security pass. **Access** to the rest of the building (floors 1-5) is via swipe enabled security passes.

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If you do not have a LGH Security Pass, please email [member services](#) with your name and a recent photo and a pass will be made for you. You can pick this up from the Layden House reception desk on your next visit.

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DO NOT STOP TO COLLECT PERSONAL BELONGINGS.
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Soft Seating Area

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Parking is available at the rear of the building for Blue Badge holders, accessed via the Turks Head Yard, North underpass. Disabled WCs are situated on the ground and 4th floors. An induction loop system is available in the 5th floor conference venue. For further information please contact the Facilities Management Helpdesk on 020 7664 3015.

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Further help

Please speak either to staff at the main reception on the ground floor, if you require any further help or information. You can find the LGA website at www.local.gov.uk

Why have the LGA’s Headquarters moved?

The LGA has temporarily relocated from Local Government House (LGH) in Smith Square to Layden House in Farringdon, effective from Monday 31 October 2016. This is to allow extensive refurbishment work to be carried out to LGH.

The refurbishment works will see the ground floor conference centre and all meeting rooms fully refurbished. Floors 1, 2 and 3 will be upgraded and released for commercial letting to enable the LGA to maximise the income from this building as part of its drive for financial sustainability. A new and larger Open Council will be located on the seventh floor. The refurbishment is expected to last for twelve months and we expect to be back in LGH by October 2017.

We appreciate your understanding and flexibility during this time.

Fire Services Management Committee
22 September 2017

There will be a meeting of the Fire Services Management Committee at **11.00 am on Friday, 22 September 2017** Rooms D&E, Ground Floor, Layden House, Turnmill Street, London, EC1M 5LG.

A sandwich lunch will be available after the meeting.

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 Layden House is printed on the back cover.

LGA Contact:

Felicity Harris
0207 664 3231 / felicity.harris@local.gov.uk

Carers' Allowance

As part of the LGA Members' Allowances Scheme a Carer's Allowance of up to £7.50 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

Fire Services Management Committee – Membership 2017/2018

Councillor	Authority
Conservative (6)	
Cllr Rebecca Knox (Deputy Chair)	Dorset and Wiltshire Fire and Rescue Service
Cllr Jason Ablewhite	Huntingdonshire District Council
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 Simon Spencer	Derbyshire Fire and Rescue Authority
Substitutes	
Cllr Tony Hunter	North Hertfordshire District Council
Cllr Roger Reed	South Bucks District Council
Labour (6)	
Ms Fiona Twycross (Vice-Chair)	London Fire and Emergency Planning Authority (LFEPA)
Cllr David Acton	Trafford Metropolitan Borough Council
Cllr Les Byrom CBE	Merseyside Fire and Rescue Authority
Cllr John Edwards	West Midlands Fire and Rescue Authority
Cllr Judith Hughes	Kirklees Metropolitan Council
Cllr Thomas Wright	Tyne and Wear Fire and Rescue Authority
Substitutes	
Cllr Brian Grocock	Nottingham City Council
Liberal Democrat (1)	
Cllr Keith Aspden (Deputy Chair)	North Yorkshire Fire & Rescue Service
Substitutes	
Cllr Stuart Bray	Hinckley & Bosworth Borough Council
Independent (1)	
Cllr Ian Stephens (Chair)	Isle of Wight Council

Agenda

Fire Services Management Committee

Friday 22 September 2017

11.00 am

Rooms D&E, Ground Floor, Layden House, Turnmill Street, London, EC1M 5LG

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Dan Tasker from the Hampshire Fire and Rescue Services will update members on this item.	
6. Grenfell Tower and fire safety in high rise buildings	25 - 32
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Date of Next Meeting: Friday, 17 November 2017, 11.00 am, Smith Square Rooms 1&2, Local Government House, Smith Square, London, SW1P 3HZ

Fire Services Management Committee 2017/18: Terms of Reference, Membership and Appointments to Outside Bodies

Purpose of report

For information and approval.

Summary

This report sets out how the Fire Services Management Committee (FSMC) operates and how the LGA works to support the objectives and work of its member authorities.

Members are asked to note the Board's membership and agree their Terms of Reference and nominations to Outside Bodies for the 2017/18 year.

Recommendations

That the Fire Services Management Committee:

1. agrees its Terms of Reference (**Appendix A**);
2. formally notes the membership for 2017/18 (**Appendix B**);
3. notes the future meeting dates for 2017/18 (**Appendix C**); and
4. agrees the Board's nominations to outside bodies (**Appendix D**).

Action

As directed by Members.

Contact officer: Felicity Harris
Position: Member Services Officer
Phone no: 020 7664 3231
E-mail: felicity.harris@local.gov.uk

Fire Services Management Committee 2017/18: Terms of Reference, Membership and Appointments to Outside Bodies

Background

1. The LGA's Boards seek to lead the agenda for local government on the key challenges and issues within their remit and support the overall objectives of the organisation as set out in the [LGA's Business Plan](#).
2. They take an active role in helping to shape the Association's business plan through extensive engagement with councils and oversight of the programmes of work that deliver these strategic priorities.

2017/18 Terms of reference, membership and future meeting dates

3. The FSMC's Terms of reference, membership and future meeting dates are set out at [Appendix A, B and C](#) for agreement and noting respectively.

FSMC Lead Members

4. The LGA seeks where possible to work on the basis of consensus across all four groups. The FSMC is politically balanced, and led by the Chair and three Vice/Deputy Chairs, drawn from each of the four political groups. This grouping of members – known as Lead Members – meet in between Board meetings, shape future meeting agendas, provide clearance on time sensitive matters, represent the Board at external events, meetings and in the media, as well as engaging with the wider Board to ensure your views are represented.
5. The Lead Members for 2017/18 are:
 - 5.1 Cllr Ian Stephens, Chair
 - 5.2 Fiona Twycross, Vice-Chair
 - 5.3 Cllr Rebecca Knox, Deputy Chair
 - 5.4 Cllr Keith Aspden, Deputy Chair

The FSMC team

6. The Board is supported by a cross cutting team of LGA officers, with Policy colleagues and designated Member Services Officer, being those which you are likely to have regular contact with.
7. The FSMC team supports the LGA's work on the Board's priorities relating to fire services, and also a number of other discrete issues which are within the Board's remit. The team works with Board Members, the LGA press office and political groups to maintain local government's reputation on these issues in the media, directs our lobbying work (according to Members' steer) in conjunction with the Parliamentary affairs team, and works collaboratively with other Boards across relevant cross cutting policy and improvement issues.

8. The team supports Members in person or by briefing when they represent the LGA on external speaking platforms or at Ministerial or Whitehall events. We will provide briefing notes and/or suggested speaking notes as required in advance if each engagement.
9. The team also participate in a number of officer working groups and programme boards, representing the sector's interests and putting forward the LGA's agreed policy positions.

Communications and Events

10. There are a number of internal and external communications channels available to help the FSMC promote the work it is doing and to seek views from our member authorities.

11. Upcoming events:

- 26 September 2017 – Fire Inclusion and Diversity Masterclass
- 9-10 October 2017 – Pension Scheme Governance & LGA Firefighters Pension AGM (please contact clair.alcock@local.gov.uk for further details)
- 18-19 October 2017 – Fire Leadership Essentials
- 13-14 March 2018 – Annual Fire Conference and Exhibition

12. We also have a dedicated section on the LGA website, regular e-bulletins with a personal introduction from the Chair of the Board, outside speaking engagements and interviews, advisory networks, features and news items in First magazine as well as twitter accounts which are used to keep in touch with our members.

FSMC outside body appointments

13. The LGA benefits from a wide network of member representatives on outside bodies across all boards. These appointments are reviewed on an annual basis across the Association to ensure that the aims and objectives of the outside bodies remain pertinent to the LGA and accurately reflect its priorities.
14. A list of the organisations to which the Board is asked to appoint member representatives is attached at **Appendix D**. The Board are asked to nominate the appointments for this meeting cycle, which as far as possible are to be made in proportion with political representation across the LGA. As an LGA representative, Members appointed to these roles should speak for the Association, and not one particular political Group.
15. To maximise the value of attending regular or ad-hoc outside engagements, Members appointed to represent the LGA on an outside bodies are asked to provide regular feedback, either through the Board meetings, or alternative mechanisms.

Financial Implications

16. There are no substantial financial implications arising directly from this report. Reasonable travel and subsistence costs will be paid by the LGA for expenses incurred by a member appointee, whilst carrying out a representative role on an outside body on behalf of the LGA.

Appendix A: Terms of Reference: Fire Services Management Committee

The **Fire Services Management Committee** will report to the Safer & Stronger Communities Board.

Membership

1. There shall be representation of each type of fire authority in LGA membership in England (including Combined Fire Authorities, County Councils, Metropolitan and LFEPA) on the body together with the Chair of the Employers' Side of the NJC for LAFRS (appointed by the LGA as the majority group).
2. The LGA's political group offices will each appoint a fire spokesperson from the Members appointed to the **Fire Services Management Committee**.
3. The Chair of **Fire Services Management Committee** will also Chair the LGA Fire Commission.
4. The office holders of the Safer & Stronger Communities Board (or a named substitute) may attend meetings of the **Fire Services Management Committee**.

Role

5. At the beginning of each corporate year, in consultation with and approval from the Safer & Stronger Communities Programme Board, the **Fire Services Management Committee** will agree a work programme for the coming year that is consistent with the objectives and priorities of the Board.
6. The role of the **Fire Services Management Committee** is to represent as an LGA body the views and concerns of the fire community, ensuring that local circumstances have a voice in the national context.
7. The **Fire Services Management Committee** will take the lead on behalf of the LGA on the future direction of the fire and rescue service and improvement within the sector.
8. The **Fire Services Management Committee** will take the lead on all other day-to-day issues (e.g. technical or operational matters) affecting fire authorities.
9. The **Fire Services Management Committee** will, as required, work with partners and stakeholders on fire issues.
10. Where issues have a clear impact on the broader agenda of the Safer & Stronger Communities Board or necessitate the setting of a new LGA policy the **Fire Services Management Committee** will make appropriate recommendations to the Board.
11. The **Fire Services Management Committee** will, from time to time, undertake work requested by the Safer & Stronger Communities Board.

Quorum

One third of the members, provided that representatives of at least 2 political groups represented on the body are present.

Political Composition

Conservative group:	6 members
Labour group:	6 members
Independent group:	1 member
Liberal Democrat group:	1 member

Substitute members from each political group may also be appointed.

Frequency per year

Meetings to be held five times per annum.

Reporting Accountabilities

The Fire Services Management Committee will report to the Safer & Stronger Communities Board.

Appendix B: Fire Services Management Committee Membership 2017/18

Councillor	Authority
Conservative (6)	
Cllr Rebecca Knox (Deputy Chairman)	Dorset and Wiltshire Fire and Rescue Service
Cllr Jason Ablewhite *	Huntingdonshire District Council
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 Simon Spencer	Derbyshire Fire and Rescue Authority
Substitutes	
Cllr Tony Hunter **	North Hertfordshire District Council
Cllr Roger Reed **	South Bucks District Council
Labour (6)	
Ms Fiona Twycross (Vice Chair)	Greater London Authority
Cllr David Acton	Trafford Metropolitan Borough Council
Cllr Les Byrom CBE	Merseyside Fire and Rescue Authority
Cllr John Edwards	West Midlands Fire and Rescue Authority
Cllr Judith Hughes *	Kirklees Metropolitan Council
Cllr Thomas Wright	Tyne and Wear Fire and Rescue Authority
Substitutes	
Cllr John Robinson JP **	Durham County Council
Cllr Brian Grocock **	Nottingham City Council
Independent (1)	
Cllr Ian Stephens (Chair) *	Isle of Wight Council
Liberal Democrat (1)	
Cllr Keith Aspden (Deputy Chair) *	North Yorkshire Fire and Rescue Service
Substitutes	
Cllr Stuart Bray **	Hinckley and Bosworth Borough Council

*New member **New substitute

Appendix C: Meeting dates 2017/18

DATE	TIME	Location
22 September 2017	11.00 – 13.00	Rooms D&E, Layden House
17 November 2017	11.00 – 13.00	Smith Square Rooms 1&2, Local Government House
26 January 2018	11.00 – 13.00	Smith Square Rooms 1&2, Local Government House
12 March 2018	16.00 – 18.00	The Hilton Hotel, Gateshead
22 June 2018	11.00 – 13.00	Smith Square Rooms 1&2, Local Government House

Appendix D: Outside Body Appointments

Outside Body	Background	Representatives 2016/17	Meeting frequency
Arson Prevention Forum	The Arson Prevention Forum is a partnership of stakeholders with a shared objective of achieving a sustained reduction in the number of deliberate fires and related deaths, injuries and property damage.	1 place Ms Fiona Twycross (Lab)	4 times a year
CFOA Fire Futures Forum – Waste Management	This group looks at the need to work collaboratively to effect positive change, through the production of appropriate, manageable solutions that are proportionate to the risk, cost effective and achievable for the industry and enforcing authorities.	1 place Cllr Darrell Pulk (Lab)	2-3 times a year
CFOA, RDS and operational training working group	The Group meets to discuss work practices for retained duty systems and develop recommendations.	1 place Cllr Simon Spencer (Con)	3 times a year – subject to change
Cross Emergency Services Group	Chaired by PCC Philip Secombe, a regular forum encouraging greater collaboration between the emergency services; and overseeing an overall programme of work in order to establish a network of users and commission research.	2 places Cllr David Acton (Lab) Cllr Nick Chard (Con)	Varies
Emergency Services Mobile Communication Programme (ESMCP) Customer Group	This Board sits underneath the Steering Group and was established by DCLG and NFCC leads to provide a considered Sector view, act as a sounding board for papers, ideas and	1 place Cllr Philip Howson (Ind)	8 times a year

	requests arising from ESMCP, and by a conduit for consultation with fire stakeholders.		
Fire Service College Engagement Forum	The Fire Service College is responsible for providing leadership, management and advanced operational training courses for senior fire officers from the UK and foreign fire authorities. The Forum ensures stakeholder involvement in the activities of the College.	2 places Cllr John Edwards (Lab) Cllr Mark Healey MBE (Con)	4 times a year
HMICFRS FRS Inspections External Reference Group	HMICFRS established the External Reference Group to develop their proposals for an inspection regime for the fire and rescue service. Now that HMICFRS have been appointed as the inspectorate it will advise on the development of the inspection programme.	3 places Cllr David Acton (Lab) Cllr Jeremy Hilton (Lib Dem) Cllr Rebecca Knox (Con)	4 times a year
Interoperability Board (JESIP)	The Board oversees the work of the Joint Emergency Services Interoperability Programme (JESIP). This was established to address the recommendations and findings from a number of major incident reports and help the emergency services improve how they work together.	1 place Cllr Mark Healey MBE (Con)	4 times a year
National Occupational Committee	This group, which includes meeting with skills for justice, discuss National Occupational Standards and developing	1 place Cllr Michelle Hodgson (Lab)	3-4 times a year

	qualifications for the Service.		
Professional Standards Body Project Board	The Board oversees the work to create a professional standards body for the fire and rescue service.	1 place Cllr Rebecca Knox (Con)	Varies
Strategic Resilience Board	The Board aims to deliver a sector-led approach to sustaining New Dimension capabilities into the future through establishment of an assurance framework and body managed by NFCC through the FRS National Resilience Board.	2 places Cllr Les Byrom CBE (Lab) Cllr Jeremy Hilton (Lib Dem)	3-4 times a year

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FSMC Policy Priorities for 2017-18

Purpose of report

For discussion and decision.

Summary

This paper sets out proposals for the Fire Services Management Committee (FSMC) priorities and work programme for 2017-18. The proposals are based on both corporate LGA priorities and options for broader work based on a combination of areas of interest previously indicated by Board members, ongoing work and recent policy announcements by Government. Subject to members' views, officers will develop a work programme to deliver these priorities.

Recommendation

That the Fire Services Management Committee discuss and agree the FSMC's priorities and work programme for 2017-18.

Action

Officers will undertake the projects set out in the report.

Contact officer: Mark Norris
Position: Principal Policy Adviser
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E-mail: mark.norris@local.gov.uk

FSMC Policy Priorities for 2017-18

Background

1. At this first meeting of the Fire Services Management Committee (FSMC), members are asked to consider the policy priorities for the work programme for the coming year. In making these decisions, members are asked to consider two issues:
 - 1.1. The work that the LGA Leadership Board has asked Boards to undertake based on the overall policy priorities of the LGA.
 - 1.2. Specific policy priorities based on the remit of this Board.
2. This paper builds on the draft priorities outlined in the end of year report considered by the FSMC in June and takes account of the Board's comments then.

Work commissioned from LGA policy Boards by the LGA Leadership Board

3. As in previous years, LGA policy Boards are being asked to incorporate cross-cutting LGA priorities within their work programmes. The LGA's business plan, refreshed last Autumn, sets out the organisation's existing corporate priorities:
 - 3.1. Britain's exit from the EU
 - 3.2. Funding for local government
 - 3.3. Inclusive growth, jobs and housing
 - 3.4. Children, education and schools
 - 3.5. Promoting health and wellbeing
 - 3.6. Devolution
 - 3.7. Sector led improvement
4. The work of the FSMC makes a contribution to a number of these overarching themes. Of particular relevance are the importance of and the link between fire safety and the LGA's work around housing, funding issues around new burdens that may arise for the fire safety aspects of the building safety review, collaboration around health and changes to fire peer challenge alongside the development of the inspectorate.

Supporting councils to respond to the Grenfell tragedy

5. Alongside the corporate priorities set out in the business plan, supporting the sector to manage the aftermath and implications of the Grenfell fire tragedy is also a critical organisational priority.
6. This has already had a major impact on the work of the team, with both the Principal Policy Adviser and Senior Policy Adviser heavily involved in the LGA's response over the last three months and the team's Adviser taking on an increased workload as a result. This seems likely to continue for at least the first half of the new FSMC cycle, with possible implications for the team's capacity to deliver other priorities during this period.

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Specific work of relevance to this Committee's remit

7. Alongside Brexit and other corporate work, LGA Boards will continue to develop specific work within their policy areas. These priorities will be reported back to the LGA Executive.
8. As Members discussed in June, the broad areas of work for the Committee over the last year are likely to continue into 2017/18. The proposed work programme FSMC discussed in June for 2017/18 drew on the overarching key themes as in 2016/17, with the addition of work around the Grenfell Tower and fire safety. The proposed priorities set out in this paper also reflect the need to respond to the Government's policy agenda, particularly around the fire reform programme and the inquiries associated with Grenfell Tower.
9. The draft priorities outlined below suggest a series of activities underpinning each of the six themes:

Governance

- 9.1. We will continue to work with the Home Office on the Fire Reform Programme, including on the changes to governance to ensure that the concerns of our members are understood within this process.
- 9.2. We will provide advice and assistance to our members around this agenda, including on the role of Police and Crime panels in scrutinising Police, Fire and Crime Commissioner-style Fire and Rescue Authorities (FRAs).

Transparency and standards

- 9.3. We will work with Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services on the introduction of the new inspection regime.
- 9.4. We will refresh and update the Fire Peer Challenge and Operational Assessment in light of the new inspection regime alongside the National Fire Chiefs Council.
- 9.5. The creation of a new standards body for the fire and rescue service will also have implications for the work of the Committee. We will continue to engage and influence the creation of the standards body.

Workforce

- 9.6. The LGA has already produced the Memorandum of Understanding on equality and diversity in the fire and rescue service following the publication of the Thomas Review. We will be monitoring the outcomes of that work and continuing to work with FRAs, with the representative groups the government and with FRAs to improve the diversity of the firefighter.
- 9.7. The sector has also been looking at how more use could be made of on-call roles within the service, and this will continue to be an important strand of work for the Committee.

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Collaboration

- 9.8. The LGA will continue to support increased collaboration between the fire service and the other emergency services. We have opened up sessions for bidding at the Annual Fire Conference to showcase some of this work and will continue to call for case studies via the Fire Bulletin.
- 9.9. We will continue to highlight the important contribution that FRAs can make to health and wellbeing in their local areas.

Procurement and value for money

- 9.10. The National Fire Chiefs Council will be pressing ahead with improving procurement practices and obtaining better value for money from its purchases. So far the Committee's role in progressing this agenda has been purely supportive, but it may be that a more active role is needed to help make progress in this area in the year ahead.

Funding

- 9.11. Having the capability to respond to unexpected events will remain important if the service is to meet its national resilience obligations and deal with local risks. Ensuring the service continues to be funded on the basis of risk will remain vital.

Grenfell tower

- 9.12. We will contribute to the LGA's response to the review of building regulations and fire safety announced by the Government in July and continue to contribute to the wider LGA work in response to the fire at Grenfell Tower
- 9.13. We will engage with the Cabinet Office review of civil resilience to shape its recommendations, issue good practice guidance drawing on the experience of chief executives in recent civil emergencies, and work with the Society of Local Authority Chief Executives to improve civil resilience in the sector.

Communications and Events

10. There are a number of internal and external communications channels available to help the FSMC promote the work it is doing and to seek views from our member authorities.
11. We have a full programme of conferences and events which support these draft priorities and are designed to support members and officers with new issues and improving their ability to protect the public and communities they serve. Conferences already being planned include:
- 11.1. **26 September 2017:** Inclusion and Diversity Masterclass
- 11.2. **18-19 October 2017:** Leadership Essentials Fire and rescue

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11.3.13-14 March 2018: Annual Fire Conference

12. We also have a dedicated section on the LGA website, regular e-bulletins with a personal introduction from the FSMC Chair (though the LGA's e-bulletins are due to be reviewed), outside speaking engagements and interviews, features and news items in First magazine as well as twitter accounts which are used to keep in touch with our members.

Next steps

13. Following the Board's discussion, officers will prepare a detailed work programme to manage the day to day work. The priorities agreed by the Board will also be reported back to the LGA Executive.

Implications for Wales

14. Fire and rescue related policy is a devolved matter and much of the Committee's work has focused on changes for Fire and Rescue Authorities in England, with the Welsh Local Government Association leading on lobbying for Welsh Fire and Rescue Authorities in Cardiff.

Financial implications

15. This programme of work will be delivered with existing resources. Additional supporting projects may be commissioned subject to funds being available from a small directorate / team budget.

Fire and Rescue Service Inspections

Purpose of report

For discussion.

Summary

On 19 July the remit of Her Majesty's Inspectorate of Constabulary was extended to include the inspection of fire and rescue services in England, and it became Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS). Her Majesty's Inspector of Constabulary and Fire and Rescue, Zoe Billingham, who is acting as lead for the inspection programme will be attending FSMC to outline HMICFRS' inspection programme.

Recommendations

Fire Services Management Committee members are asked to:

1. Note the appointment of HMICFRS as the inspectorate for the fire and rescue service;
2. Comment on HMICFRS' inspection programme proposals; and
3. Note the Fire Peer Challenge Working Group will further shape its proposals for the future of the Operational Assessment and Fire Peer Challenge in response to HMICFRS' programme.

Actions

Officers to action as appropriate.

Contact officer:

Position:

Phone no:

Email:

Charles Loft

Senior Adviser

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charles.loft@local.gov.uk

Fire and Rescue Service Inspections

Background

1. In May 2016 the then Home Secretary announced that the Home Office would be bringing forward proposals to establish a rigorous and independent inspection regime for fire and rescue services. Provisions were included in the Policing and Crime Act 2017 to create an inspectorate, with the Home Office's ambition being to have it fully operational by April 2018.
2. While the Policing and Crime Act was passing through Parliament, the Home Office asked Her Majesty's Inspectorate of Constabulary (HMIC) to scope proposals for how they would deliver this new function. These proposals were developed using an External Reference Group on which Fire Services Management Committee (FSMC) was represented, and presented to the Home Office in November 2016. HMIC attended FSMC's meeting that month to talk members through the planned approach to inspection that had been developed.
3. Although an announcement was expected in early 2017 as to which organisation would provide the inspectorate, it was delayed due to a number of factors, including the General Election. In July however the Home Office announced that HMIC had been appointed as the inspectorate, and as a result would become Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS).

HMICFRS and the inspection process

4. Following the announcement that they had been appointed as the inspectorate HMICFRS convened a meeting of the External Reference Group in August to provide an update to partners on how they intend to take forward the inspection process. Her Majesty's Inspector of Constabulary and Fire and Rescue, Zoe Billingham, will attend FSMC to discuss HMICFRS's plans.
5. At the External Reference Group meeting last month HMICFRS confirmed that it is now recruiting staff for its fire function and developing methodology and plans for inspection. Its plans so far are in line with those discussed before the election with the Group.
6. In terms of the timetable for inspection HMICFRS explained that:
 - 6.1. Two pilot inspections are expected to take place between January and April 2018.
 - 6.2. All Fire and Rescue Authorities (FRAs) in England will then be inspected in three tranches of 15 authorities (April-July 2018, August-December, January-May 2019).
 - 6.3. All 15 reports from each tranche will be published on the same day – the first tranche by November 2018.
 - 6.4. A final report and national summary is anticipated in September 2019 (at the end of years one and two).

- 6.5. Thereafter the HMICFRS will undertake risk-based inspections for two years (years three and four).
- 6.6. Good or outstanding services would not be inspected until year five.
7. HMICFRS also confirmed that the inspections will not look at governance but if an inspection produced evidence to suggest that governance was a serious issue, this would be included in the report. The Home Office might then commission a separate inspection of the FRA, which it could already do under existing arrangements.
8. The concept of thematic inspections will require further thought and planning, in particular in respect of funding and areas to focus on.
9. The External Reference Group will meet four times over the next year to support the development of inspection. In addition HMICFRS has invited all FRA chairs, police and crime commissioners and chief fire officers to an introductory event in London on 10 October 2017 to meet the inspectorate and hear about its early plans for inspecting the service, and help to develop the inspection methodology.
10. Members' views and comments are sought on the proposed approach from HMICFRS to inform further discussion with HMICFRS on the development of the inspection process and its operation.

Peer Support and Operational Assessment

11. As FSMC has previously discussed the introduction of an inspection regime has implications for the LGA's Operational Assessment (Op A) and Fire Peer Challenge offer. In order to lead the LGA's work in this area FSMC established a cross party working group, supported by LGA and National Fire Chief Council officers, to review and refresh the existing Op A and Fire Peer Challenge. Now that the inspectorate has been announced the working group will be able to develop a revised Op A and Fire Peer Challenge offer. The composition of the group has changed recently and includes the following members:
 - 11.1. Cllr Kay Hammond – Conservative
 - 11.2. Cllr David Acton – Labour
 - 11.3. Cllr Keith Aspden – Liberal Democrat
 - 11.4. TBC - Independent

Implications for Wales

12. There are no implications for Wales as the inspection provisions only currently apply in England.

Financial Implications

13. There are no immediate financial implications arising from the work set out in this report.

Next steps

14. Members are asked to:

14.1. Note the appointment of HMICFRS as the inspectorate for the fire and rescue service;

14.2. Comment on HMICFRS' inspection programme proposals; and

14.3. Note the Fire Peer Challenge Working Group will further shape its proposals for the future of the Operational Assessment and Fire Peer Challenge in response to HMICFRS' programme.



Professional Standards Body

Purpose

For discussion.

Summary

Following a report to Fire Services Management Committee in November 2016, Dan Tasker from Hampshire Fire and Rescue Services will attend the meeting to provide an update on the work to establish a professional standards body for the Fire Sector.

Recommendation

Fire Services Management Committee members are asked to:

1. Note the work to establish a professional standards body; and
2. Provide views on the proposals being developed by the project team to inform future work on the establishment of a professional standards body.

Action

Officers to action as appropriate.

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Professional Standards Body

Background

1. In May 2016, the then Home Secretary set out the Home Office's commitment to developing a coherent and comprehensive set of professional standards as part of the work to increase accountability and transparency in the fire and rescue service.
2. In response, the Chief Fire Officers Association commissioned the Chief Fire Officer for Hampshire and the Isle of Wight, Dave Curry, to lead work to establish a working group to develop a body that could provide those professional standards.
3. The working group was set up with members drawn from the National Fire Chiefs Council (NFCC), the Home Office, the Chief Fire and Rescue Adviser, and a range of partners.
4. Subsequently the working group has become a project board overseeing the work of a project team, with a membership drawn from the Home Office, NFCC, the College of Policing, the devolved administrations, as well as the LGA.

The Standards Body

5. The working group proposed that the Professional Standards Body would become the home for professional standards for Fire. It would create standards that individuals and Fire Services follow and would create a professional pathway for individuals, giving accreditation to Fire Sector professionals.
6. The working group has explored various forms of standards models, all of which include how it could be staffed and funded, the governance of how standards would be signed off, where it would be located and what it would be called. As part of the development, the working group considered whether the College of Policing, or parts thereof, could be replicated for fire. This development included working with policing colleagues and the College of Policing as part of the scoping phase, as well as looking at professional standards models from other professions.
7. Having established a project team the project board agreed a project plan with three work streams to build on this initial work:
 - 7.1. *Establishing the current standards landscape.* This work has made it clear that there are a number of different interpretations of what a standard is, and the project team have therefore agreed a set of definitions as follows:
 - 7.1.1. Standard – a mark of achievement or quality;

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- 7.1.2. Setting Standards – the process to establish the requirements for reaching the desired level of achievement or quality;
 - 7.1.3. Providing a standardised approach to delivery – providing supporting information and tools to help staff achieve desired outcomes in a common way.
 - 7.1.4. The project is considering standards both from an organisational perspective (what does the organisation need to attain and maintain adherence to) and an individual standard (what does an individual need to attain and maintain adherence to). This collective of both organisational and individual standards will form a new standards framework. It is proposed, that this framework will act as a baseline for what a good organisation looks like, across all areas of its business, once the body is established.
- 7.2. *The options for a standard-setting process.* A key function for the new body will be the review and management of sector-owned standards, and the project team have conducted extensive research into how other sectors undertake this work and the process involved.
- 7.3. *The options for operating models for the proposed body.* The Home Office have been keen to understand if there are opportunities to align to, or work with the College of Policing. The project team have scoped a number of potential operating models, which were discussed at the Project Board in August.
8. Dan Tasker will provide the Committee with an update on the progress with these work streams.

Implications for Wales

9. The Project Board involves the Devolved Administrations and it is envisaged that Wales and other Devolved Administrations will be able to adopt some or all of the standards.

Financial Implications

10. The implementation and maintenance of an independent standards body will have financial implications and how the body would be funded is currently being explored.

Next steps

11. Members are asked to:
 - 11.1. Note the work to establish a professional standards body; and
 - 11.2. Provide views on the proposals being developed by the project team to inform future work on the establishment of a professional standards body.



**Fire Services Management
Committee**

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Grenfell Tower and fire safety in high rise buildings

Purpose

For information and discussion.

Summary

This paper provides an update on the work of the LGA following the Grenfell Tower tragedy on 14 June and actions taken by central and local government in response to the fire to ensure that buildings are safe.

Recommendations

That the Fire Services Management Committee members:

1. Note the LGA's work to address the issues for local authorities arising from the Grenfell Tower fire.
2. Consider and comment on the actions that have been taken nationally and locally to identify and address fire safety issues in buildings over 18 metres.
3. Consider what issues in relation to fire safety Fire Services Management Committee would want the LGA to raise in its submissions to the Public Inquiry and review of building regulations and fire safety.

Action

Officers to proceed as directed.

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Grenfell Tower and fire safety in high rise buildings

Background

1. As was reported to the June meeting of the Committee a fire broke out in the early hours of the morning of 14 June at Grenfell Tower in the Royal Borough of Kensington and Chelsea. Although firefighters from London Fire Brigade were at the tower block within minutes of the alarm being sounded the fire rapidly spread throughout the tower block. The Metropolitan Police estimate that 80 died in the fire.

Investigations and Inquiries

2. The cause of the fire and the reason it spread so quickly through the tower block is still the subject of an on-going criminal investigation matter by the Metropolitan Police. In addition the Prime Minister announced on 14 June 2017 that there would be a Public Inquiry into the fire. The Inquiry is chaired by Sir Martin Moore-Bick QC, a former Court of Appeal judge. Following a short consultation the terms of reference for the Inquiry were announced on 15 August.
3. The Inquiry will consider the immediate cause of the fire; the design and construction of the building and the decisions relating to its refurbishment; the scope and adequacy of building and fire regulations and other legislation; whether they were complied with at Grenfell Tower, and the fire safety measures on place; the fire prevention and fire safety measures in place on 14 June; and the response of central and local government in the days immediately after the fire. The Inquiry held its first preliminary hearing on 14 September, and the aim is to produce an initial report covering the cause of the fire and means by which it spread by Easter 2018.

Implications for other high rise residential buildings

4. Much of the early reporting following the fire focused on the possibility that the external cladding applied to the building had caused the fire to spread rapidly. Given these and other public concerns about the safety of other tower blocks, councils reviewed fire safety assessments, relevant documentation relating to any refurbishments work, took the advice of their fire and rescue services, and contacted residents to reassure them.
5. The Department of Communities and Local Government (DCLG) also surveyed councils to identify the number of tower blocks that might have similar cladding to that on Grenfell Tower and therefore be at risk, while the LGA wrote to council leaders and chief executives about the steps being taken by the sector to reassure residents and themselves that a similar fire could not occur in their own tower blocks.
6. The possible involvement of cladding in the spread of the fire at Grenfell Tower led to a series of actions to test the cladding on other buildings with a floor over 18 metres. DCLG wrote to all stock holding councils and registered social landlords outlining the arrangements it has put in place to enable aluminium composite material (ACM) cladding on buildings with a floor over 18 metres to be tested and its type identified. Of those

tested all were found to be of two types; ACM polyethylene (PE) and ACM fire retardant polyethylene (FR). Using this information councils engaged with their local fire and rescue service to review fire safety in relevant blocks and to seek advice on the requirement for additional fire safety measures.

7. Following representation from the Local Government Association and others and the advice of the Independent Expert Panel on Safety, established by DCLG, further testing was conducted during July and August to help landlords to ensure the safety of their buildings. These large scale tests aimed to establish how different types of Aluminium Composite Material (ACM) panels in combination with different types of insulation behaved in a fire, and whether they were compliant with building regulations.
8. A total of 7 combinations of ACM cladding and insulation were tested by Building Research Establishment (BRE) at DCLG's request, with the following results:
 - 8.1. Test 1 - ACM PE + foam insulation – fail
 - 8.2. Test 2 - ACM PE + mineral wool insulation – fail
 - 8.3. Test 3 - ACM FR + foam insulation – fail
 - 8.4. Test 4 - ACM FR + mineral wool – pass
 - 8.5. Test 5 - ACM A2 + foam insulation pass
 - 8.6. Test 6 - ACM A2 + mineral wool – pass
 - 8.7. Test 7 - ACM FR + phenolic foam – fail

Council tower blocks

9. 15 councils were found to have tower blocks with combinations of ACM cladding and insulation that failed the BRE tests. DCLG have been liaising closely with affected councils. Now that councils are aware that they have to replace the cladding on their buildings plans are being put in place to do this, where the process has not already started.
10. Councils (and others) are of course keen to understand what they can replace the failed cladding with. DCLG issued consolidated guidance on 8 September based on the test results and other work such as advice from the expert panel so far. But they have not set a timetable for further guidance or changes in the building regulations so landlords will have to make judgments based on the best information available at the time.
11. DCLG are also considering the need for further tests on other cladding materials, and there have been media reports that BRE will publish further test results for cladding material that have passed fire safety tests. While this would provide greater clarity on what can be used to replace failed combinations of cladding and insulation, it raises the possibility that the number of buildings found to require remedial work could be widened.

Private sector blocks

12. Now that all the social housing residential high rise blocks with failed combinations of ACM cladding and insulation have been identified, DCLG's attention has turned to the

private sector. The Department is currently considering what it can do to ensure that private owners of buildings check whether they have dangerous cladding and, if they do have it, inform residents, take remedial steps and remove it.

13. Councils are seen as key to the process. The Secretary of State has already written to councils to remind them of their responsibilities under the Housing Act 2004 for the condition of housing in their area. DCLG officials are now considering how councils can help them identify all residential buildings over 18 metres in height, and establish which of these have combinations of cladding and insulation that have failed the BRE tests.
14. The correspondence from DCLG has raised questions over the resources that will be required to gather an accurate list of private sector residential high rise blocks when some areas have tens of blocks if not hundreds. In particular it may not be possible to identify what sort of cladding a building has from planning or building control documents, and there are indications that the existing data DCLG has may significantly underestimate the number of residential high rise buildings.
15. In the event a private landlord is not cooperative about sending samples of cladding to be tested by BRE, there is some uncertainty over the legal powers councils have in these circumstances.

Large Panel System-built blocks

16. Due to concerns about building safety after the fire at Grenfell Tower another safety issue has been identified following an inspection of tower blocks in Southwark. The four blocks of the Ledbury Estate were inspected by Arup following residents' concerns at gaps between wall/floor panels that compromised fire safety. The blocks do not have cladding.
17. The blocks were built shortly after the Ronan Point Collapse in 1968, by the same company (Taylor Woodrow Anglia) using the same system of factory-built panels fitted together on site. At Ronan Point a gas explosion caused part of the block to collapse and building regulations were later rewritten to strengthen the requirements for such blocks to withstand explosive force. Arup raised concerns that the strengthening work following Ronan Point may not have been sufficient and Southwark took the decision to turn off the gas supply to the blocks pending further investigations.
18. Southwark made their report public and it was shared in LGA bulletins to all councils on 11 August in the following terms:

You may have seen the announcement from Southwark Council regarding safety concerns at its tower blocks on the Ledbury Estate. The blocks were constructed between 1968 and 1970 using a method called the large panel system, in which large concrete sections were bolted together on site. The same technique was used at Ronan Point, a tower block in east London which partly collapsed in 1968 following a gas explosion. Engineers working on behalf of Southwark have raised concerns about whether safety work required after the disaster was properly carried out. The council is investigating further.

We have been in touch with other councils we know may have blocks constructed around this time using the same system. These councils will be double-checking that post-Ronan Point safety work was carried out and remains appropriate. If you have blocks in your council area of this type but have not heard from us, please do contact your Principal Advisor and also make DCLG aware using this email address: towercaseworkteam@communities.gsi.gov.uk.

19. Arup is undertaking a further review to establish whether the necessary strengthening has taken place and is expected to report to DCLG shortly.

Additional fire safety measures including fire suppression systems

20. As stated, councils have been working with local fire and rescue services to assess the need for additional fire safety measures in tall blocks. A number of councils have already taken the decision to enhance fire safety measures including retro-fitting sprinkler systems, and installing smoke detectors and fire alarms.
21. The LGA approach to the retro-fitting of sprinkler systems or other fire suppression methods was discussed at a joint meeting of the lead members of this Committee, the Safer and Stronger Communities Board and the Environment, Economy, Housing and Transport Board at the start of August. At the end of the meeting it was noted that across the three boards:
- 21.1. There were strong views in support of sprinklers being installed in new buildings, and that there should be risk assessed retro-fitting of sprinklers or other fire suppression systems in existing buildings;
 - 21.2. The height of the building was less important as a risk factor than the resident's vulnerability and the characteristics of the building; and
 - 21.3. Residents in some areas had expressed concerns about the retro-fitting of sprinklers and there were also issues associated with costs, skills and timescales to do the work. It should be a matter for local decision as to what buildings were retro-fitted.
22. During the discussions it had also been noted that the effectiveness of retro-fitting sprinklers was dependent on them being installed in large proportion of the flats in a block, and the presence of a large number of leaseholders due to right-to-buy sales could impact on any retro-fitting programme as leaseholders could not be compelled to have sprinklers fitted in their properties.

Building Regulations and fire safety

23. What has become apparent during the LGA's work on building safety in high rise residential buildings after the fire at Grenfell Tower is how complicated and confusing the guidance published to support the building regulations is. This is not the first time this

issue has been raised. After the 2009 Lakanal House fire Inquest, which reported in 2013, the Coroner stated that Approved Document B (which covers fire safety in high rise buildings) “is a most difficult document to use”.

24. The Coroner recommended that it be reviewed to ensure that it “provides clear guidance in relation to Regulation B4 of the Building Regulations, with particular regard to the spread of fire over the external envelope of the building”. However this review has not yet taken place, so the LGA pressed for an urgent review of the building regulations.
25. DCLG announced on 28 July that there would be a review of the building regulations and fire safety chaired by Dame Judith Hackitt, former chair of the Health and Safety Executive.
26. After the review was announced the LGA wrote to Dame Judith to ask she consider the need to clarify building regulations (including Approved Document B); the ability for such regulations and guidance to be implemented effectively by those who need to use them, for example in the construction and manufacturing industries; and the roles and responsibilities for fire safety.
27. The terms of reference for the review were published on 30 August:
<https://www.gov.uk/government/news/independent-review-of-building-regulations-and-fire-safety-publication-of-terms-of-reference>.
28. The review will assess the effectiveness of current building and fire safety regulations and related compliance and enforcement issues, with a focus on multi occupancy high rise residential buildings. The review’s two key priorities are to develop a more robust regulatory system for the future and provide further assurance to residents that the buildings they live in are safe and remain safe. While the review will cover the regulatory system for all buildings, it will have a specific focus on multi occupancy high rise residential buildings. An interim report will be submitted in autumn 2017 and a final report submitted in spring 2018. A call for evidence was made by the Review on 12 September.

LGA work

29. The LGA has worked to support councils and fire and rescue authorities in the wake of the fire to ensure that our member councils are equipped with the information they need to act swiftly, including seconding staff in to DCLG to provide direct support to councils as part of the national team dealing with the aftermath of the tragedy. The LGA’s Chairman, Lord Porter or our Chief Executive have been attending the Building Safety Ministerial Group which has been meeting almost weekly since the fire.
30. The LGA has provided regular communications with Chief Executives, Chief Fire Officers and council leaders and created a Frequently Asked Questions page on our website (based on questions from councils) with links to relevant guidance, DCLG information and factual information about what we know so far. This has been regularly updated and can be found on the LGA’s website: www.local.gov.uk/grenfell-tower-frequently-asked-questions-local-authorities

31. The LGA has led the national media's agenda to promote the response of councils and fire and rescue authorities to the Grenfell Tower fire. Lord Porter raised concerns about the initial fire safety tests and called for an urgent review of building regulations in a range of high-profile LGA media interviews on the BBC Radio 4's Today Programme, Radio 4 You and Yours and Sky News. His appearance on the BBC Victoria Derbyshire show was the longest interview by any guest in the history of the programme. He has also called for previous fire test results on cladding systems to be published on BBC Newsnight. In total, the LGA has featured in 90 episodes of national media coverage.
32. During our work we have raised concerns from councils with officials and the Ministerial Group, most recently in relation to the proposed work to identify private sector tower blocks that might have combinations of ACM cladding and insulation that failed the BRE tests. Whilst councils share the Government's wish to ensure that all residents are safe, whoever owns the building they live in this work could add a significant resource burden, both to do the data collection – which we have argued should be seen as a new burden – and also wider costs to councils in undertaking this work.
33. Member councils have also been raising consistent concerns about the resources needed to undertake remedial work in relation to cladding, as well as putting in place temporary fire safety measures while this work is done, which in some areas is likely to cost tens of millions of pounds. The Government has stressed that the responsibility for making buildings safe rests with landlords, and councils have not delayed work because of lack of funds, but it is not yet clear what funding DCLG will make available to support councils with the work. Work to quantify the costs – both of remedial work to council-owned tower blocks, and of wider work in relation to other buildings - is ongoing and will be an important strand of LGA work in the coming weeks.

Lobbying priorities

34. Immediately after the fire the LGA identified three key lobbying priorities for our work going forward. The LGA Leadership Board considered these at their meeting on 21 July 2017 and reiterated these priorities, which are to ensure that:
 - 34.1. National action focuses on what needs to happen to make buildings safe.
 - 34.2. Government agrees to find the necessary resources for any required changes, both for remedial work and for any new tighter requirements.
 - 34.3. A review of building regulations and fire safety guidance and systems is undertaken.
35. With the announcement of the terms of reference for both the Public Inquiry and the review of building regulations and fire safety the last of these priorities will now focus on submitting evidence to them.
36. Overall responsibility for the LGA's Grenfell Tower response resides with the Leadership Board, with the Chairman and Group Leaders having responsibility for directing activity.

In order to coordinate the LGA's work in this complex area a Task and Finish Group has been established, with individual boards and committees continuing to provide input to the detail of policy as it relates to their specific areas of responsibility.

Implications for Wales

37. The issues set out in this document are being addressed by the devolved administration and local authorities in Wales.

Financial Implications

38. The LGA's work in response to Grenfell Tower has been intensive; however it has been met so far from existing resources.

Next steps

39. Members are asked to:

- 39.1. Note the LGA's work to address the issues for local authorities arising from the Grenfell Tower fire.
- 39.2. Consider and comment on the actions that have been taken nationally and locally to identify and address fire safety issues in buildings over 18 metres.
- 39.3. Consider what issues in relation to fire safety the Fire Services Management Committee would want the LGA to raise in its submissions to the Public Inquiry and review of building regulations and fire safety.

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Workforce report

Purpose of Report

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:

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

Actions:

Officers to action as appropriate.

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Workforce report

Pensions

New statutory instruments

1. Two amendments orders have recently been laid by the house on 11th September 2017.
 - 1.1. SI 2017/892 - <http://www.legislation.gov.uk/id/uksi/2017/892>
 - 1.2. This amendment order primarily gives effect to the government decision as was announced in the budget of 18 March 2015 that widows, widowers, and surviving civil partners of firefighters and police officers who died or die on duty in England and Wales could no longer lose their survivor benefits if they remarry or form a civil partnership. On 12 October 2015, the Home Secretary announced in the House of Commons that, in respect of police pensions, such changes would be applied retrospectively to marriages, remarriages and civil partnerships entered into on or after 1 April 2015. The current reforms regarding firefighters are consistent with that approach.
 - 1.3. SI 2017/888 - <http://www.legislation.gov.uk/id/uksi/2017/888>
 - 1.4. This amendment order primarily makes minor administrative changes to the 2015 Firefighters' Pension Scheme.

Firefighters Pension Scheme Governance

2. The results of The Pensions Regulator governance and administration survey showed that improvement was still needed around identifying and tracking risk and improving internal controls.
3. The LGA has increased training to Local Pension Boards and Scheme Managers to highlight that risk areas include the following:

Regulatory and Compliance	Financial	Operational
Non-compliance with TPR	Pension Fund accounting mistakes	Member Data
Failure to interpret regulations	Authority costs due to failure to apply scheme / tax rules correctly	Administrative failures
Failure to comply with disclosure	Increased employer contributions	Software failure / corruption
Failure to communicate with scheme members	Excessive charges from contractors	Workforce planning

Scheme Advisory Board

4. The Scheme Advisory Board (SAB) have recently sought three new nominations to replace Cllr Howson, Cllr Knox and Cllr Pulk. The new nominations that will be passed to the minister for approval are:
 - 4.1. Cllr Jason Zadronzny (Independent)
 - 4.2. Fiona Twycross (Labour)
 - 4.3. Cllr Roger Phillips (Conservative)

5. The Home Office consulted the SAB for their views on how past service costs for three specific events should be treated in the valuation, with regards to how the additional costs for these events should be treated.

6. Scheme Advisory Board Summary Response:

	Employer Contribution Rate	Cost Cap
GAD v Milne	This should not be considered an employer cost.	This should not form part of the cost cap calculation, in line with HMT policy on cost cap.
Retained Modified Scheme	i. The Board accept that part of the cost of the retained option should be included in the employer contribution rate. ii. The Board consider that the cost of service prior to 2007 should be excluded from employer costs. iii. The Board would recommend option a, with the caveat that there is a long term measurement of the total costs to allow treasurers to forecast for long term planning.	This should not form part of the cost cap calculation for deferreds and pensioners in line with HMT policy. This should not form part of the cost cap calculation for active service before or after 31 March 2015.
Contribution Holiday Refunds	This should not be an employer cost.	This should not form part of the cost cap calculation in line with HMT policy.

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7. The SAB have been asked to comment on industry specific assumptions used in the 2016 valuation, which will form the GAD recommendations to government. This response is expected by 6 October 2017. The SAB have engaged an actuarial firm to provide an independent review in order to form their response.
8. In response to reforms to the pension tax in April 2016, which puts a responsibility on individuals to understand the pension tax rules and how it applies, the SAB have engaged Barnett Waddingham to run a series of briefing events to ensure employers can discharge their duties to make individuals aware of the tax rules. These dates have now been scheduled and will shortly be circulated to Scheme Managers and Pension Board Chairs.

Key wider workforce issues

Pay claim

9. A formal pay claim was received from the Employees' Side of the National Joint Council for Local Authority Fire and Rescue Services (NJC) just prior to the NJC meeting on 1 June.
10. Following a number of consultation meetings with UK fire and rescue service Chairs and Chief Fire Officers, and detailed joint negotiations, an offer was made in response on 1 July. Copies of the claim and offer are included in circular [EMP/5/17](#).
11. The Fire Brigades Union (FBU) subsequently consulted its membership with a recommendation that it was 'not acceptable'. The offer was rejected on 25 July and the FBU indicated that it would advise its members to no longer participate in work being undertaken through the NJC approved trials under the *broadening the role* negotiation. This would be with effect from 24 August. The 38 trials being undertaken by 36 services across the UK range from co-responding only, largely in the case of cardiac arrests, (either in specific areas or across a service) including wholetime and/or retained personnel, to trials that include much wider work ranging from slips, trips and falls assessments and winter warmth assessments to offering e.g. alcohol harm and reduction advice, and/or dementia advice providing referral and signposting opportunities as appropriate.
12. Much of the concern indicated by the union was related to the uncertainty about stages 2 and beyond of the pay offer, therefore in further joint discussions we focussed on providing reassurance of the National Employers' commitment and intent, explaining that without a firm commitment from governments on future additional funding it was impossible for the National Employers to make categorical future commitments on pay. That correspondence can be found in the various [employer](#) and [joint](#) circulars. Other concerns raised, such as some of the learning points from the independent evaluation of

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the trials, were being taken forward through an NJC joint Technical Working Group. Reference was also made by the FBU to some local difficulties. We asked for specific details in order to be able to explore such concerns. That clarification has not yet been received although we understand the FBU is seeking details from its local representatives.

13. Consequently, the FBU's National Executive decided to consult its membership again, this time with a recommendation to accept. While the consultation was taking place, work undertaken through the NJC trials would remain unaffected.
14. The consultation closed on 13 September. The position of reject remained the case and the FBU has advised its members to withdraw their support for work undertaken through the trials. They also indicated however that they wish to remain engaged in the negotiation and that is also the intention of the National Employers.
15. Rejection of the offer is clearly disappointing, as too is the FBU statement to its members about involvement in work related to the trials. However, it remains the intention of the National Employers to reach agreement on broadening the role, which covers matters wider than those in the trials including Marauding Terrorist Firearms response (MTFA) and as such it too wishes to remain engaged in the negotiation.
16. The 2.0 per cent at stage 1 of the offer was dependent upon continuation of the trials and the position in respect of MTFA remaining unaffected. At the time of writing, the National Employers is considering its position in respect of any pay award at this time.

Inclusive Fire Service Group

17. Members will recall that the Inclusive Fire Service Group was set up by the NJC to assess the current position on equality, diversity, cultural and behavioural issues within the service and to identify guidance in relation to any further strategies that could be used at local level to further encourage improvement. Interested parties such as the National Fire Chiefs Council, Fire Officers Association and Retained Firefighters Union were invited to be involved. The group is chaired by the Independent Chair of the NJC, Linda Dickens.
18. At the last meeting of the FSMC we reported that the group, having worked directly with employees, chief fire officers, equality and diversity officers and local union representatives from all FRSs, had completed the evidence gathering phase of its work. It has just released a number of [improvement strategies](#) asking that they be considered at both officer and member level, and that a response be provided indicating the strategies that will be taken forward, the timescale within which it was expected to do so, the improvement it was expected will result (and by when), and who would be taking the lead

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from senior officer and member perspectives (the assumption being it will be the chief fire officer from a senior officer perspective).

19. Whilst responses are currently being analysed it is clear that reaction to the improvement strategies has been very positive. Only one service indicated it would not provide a response. Much good work is taking place within services and there is an openness to adopting new strategies as well.

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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

Fire Services Management Committee members are asked to note the report.

Action

Officers to progress as appropriate.

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Fire Services Management Committee update paper

Fire Reform Programme

Independent assessment of PCC business case for taking on FRA functions

1. The Home Office issued a note to Police and Crime Commissioners (PCCs) and Fire and Rescue Authorities (FRAs) on 18 August setting out how the business case put forward by a PCC wishing to take on the functions of an FRA, will be subjected to independent assessment if a relevant local authority objects. The intention is that the Secretary of State will appoint a single organisation to conduct the assessment, although that organisation may bring in other assessors.
2. The Lead Members of the FSMC have written to all FRA chairs to inform them that the LGA does not support this process and expressing disappointment that this was not made clear in the Home Office's communication. The LGA has consistently argued that each independent assessment commissioned should, at a minimum, seek a view from those with fire, police, local government and financial expertise and that to do otherwise would not provide a sufficiently broad view on the entirety of a local case.
3. The LGA has also written to the Minister requesting a meeting to discuss the matter as soon as possible.

Essex Police and Crime Commissioner (PCC)

4. In July it was announced that the Essex PCC, Roger Hirst, had received approval from the Home Secretary to take on responsibility for the fire and rescue service in Essex. It is intended that he will become the first Police, Fire and Crime Commissioner in October 2017.

Local Government Association

Avon Fire and Rescue Service

5. The Government commissioned an independent inspector to undertake a statutory inspection of Avon Fire and Rescue Authority. The inspection was carried out by an independent inspector, Dr Craig Barker. The report from the inspection has now been published: <https://www.gov.uk/government/publications/avon-fire-and-rescue-authority-statutory-inspection-report>.
6. Avon FRA have requested support from the National Fire Chiefs Council (NFCC) and the LGA. We are currently putting place a bespoke member development package, which will be informed by discussions with the FRA. The FRA have also agreed to the establish an independent improvement board, which will be chaired by Huw Jakeway, Chief Fire Officer at South Wales FRS and Vice Chair of the NFCC. Cllr Rebecca Knox will also be a part of the Board and we will continue to engage with Avon through our regional principle advisers.

22 September 2017

Update on the LGA's Equality Framework for Fire and Rescue (FRSEF)

7. The LGA is revising its Equality Framework for Fire and Rescue Services in England in response to criticism of the sector that its workforce is still too white male dominated. The new framework has strengthened and expanded the sections on workforce issues such as recruitment, promotion and employee health and wellbeing. It also places a greater emphasis on services having a genuinely inclusive culture that is free from harassment or bullying.
8. The new framework has been developed in consultation with a range of stakeholders including the National Fire Chief's Council (NFCC), the Asian Firefighters Association and the Inclusive Fire Services Group.
9. The framework is part of the LGA's Sector Led Improvement offer and will support its peer challenges for the sector. A number of services are already piloting the use of the framework. It will be available for all services to use by the end of the year.

LGA Fire Conference

10. The next Annual Fire Conference is due to be held in March 2018. As previously agreed with members we are asking FRAs to submit bids for some sessions within the conference programme. The bidding process is short and asks for people to show how their bid highlights collaboration and partnership working. The bidding process is due to end at the end of September.
11. The Lead Members will decide which bids will be included within the final programme. Lead Members will discuss the draft programme at their next Lead Members meeting in October after which we will share it with the FSMC.

Fire Inclusion and Diversity Masterclass

12. On 26 September the LGA will be holding an inclusion and diversity masterclass to support members in their role to create an inclusive fire service. There will be sessions from HMICFRS and NFCC as well as practical workshops on inclusive leadership and unconscious bias. Please contact lucy.ellender@local.gov.uk if you would like to attend.

Government

National Risk Register of Civil Emergencies – 2017 Edition

13. The Government have produced an updated National Risk Register for 2017. This outlines the likelihood and potential impact of a range of civil emergency risks that could affect the UK in the next five years. Additionally it provides resilience advice and guidance.
14. The updated National Risk Register can be found on the Government's website: www.gov.uk/government/publications/national-risk-register-of-civil-emergencies-2017-edition.

22 September 2017

Fire and Rescue Incident Statistics: England, April 2016 to March 2017

15. The Government have published the latest fire statistics in August. These showed that between April 2016 and March 2017 the fire and rescue service attending 558,963 incidents, which was a six per cent increase on the previous year but a 35 per cent decrease from ten years ago. The increases in incidents attended has been driven mainly by increases in attendance at non-fire incidents.
16. FRSs attended more non-fire than fire incidents in 2016-17. 31 per cent of all incidents were non-fire incidents and 29 per cent were fire.
17. The full statistics are available on the Government's website:
www.gov.uk/government/uploads/system/uploads/attachment_data/file/636587/fire-and-rescue-incident-1617-hosb1317.pdf.

Note of last Fire Services Management Committee meeting

Title:	Fire Services Management Committee
Date:	Friday 23 June 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, apologies and declarations of interest

Councillor Jeremy Hilton (Chairman) welcomed the group to the meeting, bid farewell to Councillor Phil Howson, Councillor Darrell Pulk and Councillor Michelle Hudson who are no longer members and welcomed Councillor Kerry Smith as new Vice-Chairman for the Board for the Independent Group.

Councillor Jeremy Hilton paid tribute to the emergency services response to the Grenfell Tower fire and confirmed this would be discussed as part of Item 3: National Fire Chiefs Council (oral update).

Councillor Kerry Smith declared himself to be a member of the Police and Crime Panel for Essex, which would be scrutinising the Police and Crime Commissioner when fire governance was transferred from the Fire and Rescue Authority.

2 Diversity and inclusion

Mark Norris introduced the item around diversity and inclusion in the fire services. He reminded the Committee that January, in response to the Thomas Review, they agreed a Memorandum of Understanding (MoU) around diversity and organisational culture. Mark confirmed that the MoU was signed after the 21 January 2017 Fire Service Management Committee meeting.

Mark highlighted that the report was intended to update the members of progress on the MoU and asked for approval for actions proposed within the report around monitoring, feedback and reactive actions to any feedback.

A discussion followed in which Members raised the following points:

- The main issues raised in the Thomas Review around oncall firefighters, recruitment and retention. A major part of this appears to be due to low public awareness of the diversity of firefighters roles in public services. In particular, the

use of unnecessary jargon, such as RDS instead of oncall, was noted as a deterrent to public engagement with recruitment into the fire services.

- The national advertising strategy for the recruitment and retention of oncall firefighters was currently being progressed with a working group with the Home Office. There has already been a national survey and a report detailing its results was expected imminently. This will inform a national recruitment strategy in which inclusion and diversity will be of high prominence and which colleagues will be asked to comment on.
- The real progress which has been made in some areas, for example recruitment of women in Somerset and a more diverse cohort of new entrants in Greater Manchester, that this work was ongoing prior to the Thomas Review and will continue to be of utmost importance.
- Members commented that diversity amongst non-firefighting staff is general good and requested an emphasis on the sharing of positive recruitment practices where they exist with other authorities.
- The members commented that there was no mention of the inspectorates in the paper and were assured by officers that there will be once the inspectorates have been confirmed.

Decision

The Fire Services Management Committee **noted** the actions taken to promote the MoU and **approved** the actions proposed in paragraph 17. They also requested that reference to the inspectorates be specifically included within future reporting.

Action

Officers to include reference to the inspectorates in future work towards the MoU.

3 National Fire Chiefs Council (oral update)

Roy Wilsher (NFCC) gave this oral update. He updated the Committee on the NFCC Chairs and Vice-chairs who are now in place and highlighted that every fire service, except one, has now signed up to the operation principles.

Roy gave an update on Grenfell Tower. As NFCC Chair he had become the advisor to the Government in this area as the Chief Fire and Rescue Adviser had been away on the day of the fire. He explained that he had attended all meetings since the event with the Government to put fire and rescue services position ahead. Cladding control is under review and there are 600 buildings might not comply with the building regulations which are going through testing to identify any necessary remedial work. Remedial works have already begun on some buildings that have failed the testing and in some areas of the country sprinklers will be being fitted.

He particularly highlighted the exemplary work of the London Fire Brigade during the fire and commended their bravery in the midst of concerns about the stability of the structure they were working in. He suggested those officers involved in the rescue effort will need and are being offered professional support.

Councillor Gary Porter (Chairman of the LGA) then gave an update from the LGA perspective. He echoed Roy's sentiments around the fire officers bravery and need for support post the event, in particular assurances that the sector will strive to make them safer in their jobs, to minimise risk for tenants and firefighters in the future.

The Chairman outlined the work currently being done on this event including a team of LGA staff currently embedded in the Department of Communities and Local Government (DCLG) and constant conversations between himself and the Department. The focus is on identification of at risk buildings, taking remedial action, mapping out available extra accommodation in case of the need for decant of residents and public reassurance.

Sally Burlington (Head of Policy) requested that members give their feedback on reactions to this event in their individual areas and recommendations of what the LGA can do on their behalf on this issue.

A discussion followed in which Members raised the following points:

- Response to the incident:
 - The need to reassure tenants about their safety, and to find out what went wrong;
 - The strategic and literal capacity of local authorities to deal with the aftermath of these kinds of events and the emergency procedures in terms of evacuation need to be reviewed in light of this event;
 - The co-ordination of mutual aid between councils, particularly in terms of temporary accommodation;
 - The identification of other at risk buildings.
- Public confidence which currently lies with the firefighters, rather than the Local Authority.
- The FSMC offering support to the public enquiry, calling for more funds to return emergency planning to local government and to support the pay negotiation, sharing of best-practice around emergency planning, training leaders to deal with situations and lead on integration and collaboration in emergency plans.
- A lack of clarity about who has responsibility for guaranteeing safety in high rise buildings and the need for a review of these arrangements and more stringent guidance and legislation around this.
- The advantages and pitfalls of retrofitting sprinklers in tower blocks, including the difficulty of asbestos riddled buildings, structural stability for large water tanks and pumps in tower blocks and practical steps which can be taken if sprinklers are not suitable including:
 - Use of water mist suppression systems as a fire safety measure alongside sprinklers.

- Improving the linkup between fire authorities and councils in terms of open communication and community resilience
- Improvement of communications around this issue to council leaders and officers.
- The motion put before the Committee by the Labour Group was also discussed.
- The potential for government to make it compulsory for certain types of building to go through a fire services review between planning can be agreed.
- Further areas of concern including privately owned flats and other types of at risk building such as hotels.

Decisions

1. Members **noted** the update from Roy Wilsher.
2. Members **agreed** to discuss the proposals in the motion in the item on the Committee's priorities going forward.

4 Fire Vision 2025

Mark Norris introduced this item and asked the Board members to comment on and approve in general terms the draft of the Fire Vision. The Fire Vision was commissioned by the Fire Reform Board in order to articulate the vision for fire reform to ministers, officers and with the wider sector. This vision would also inform future emergency services policy and work programmes.

A discussion followed in which Members raised the following general points:

- The document needs to be shortened and should focus more on proactive rather than reactive measures, should be more outward facing, should have an upbeat message on leadership, and emergency response should be more prominent.
- Localism, the service's community leadership role, local shaping of services to fit local risks, inspection and governance should be included more substantially.
- The document could be more ambitious, particularly around joint-working, including with health services, areas of service interaction, and around being the leader in this field and partner of choice.
- To avoid the Fire Vision returning to the Board multiple times, members suggested a small working group of members and NFCC officers might work on an intensive redraft of the document.

Further specific points of change were mentioned by members:

- Whether the recruitment figures in paragraph 47 are both stretching and attainable and whether the wording should be more flexible around these figures, while

ensuring that the sector was ambitious to improve diversity.

- Paragraph 7 and the reduction in the number of fires had been facilitated by other changes – such as reductions in kitchen fires.
- The reference to climate change in paragraph 22 needed to be reworded. Risk of flooding mentioned in paragraph 22 should reference the need for Fire Authority oversight in planning on drainage and sites.
- The need to change the references to the NJC in paragraph 43.

Decisions

Members:

1. **Commented** on the draft Fire Vision 2025 document.
2. **Approved** the Fire Vision 2025 document in general terms.
3. **Agreed** it should be revised in light of members' comments and these changes considered by a smaller group of members with the involvement of the NFCC.

Actions

1. Officers to amend the Fire Vision 2025 draft with reference to members comments.
2. Officers to circulate the revised Fire Vision 2025 to a smaller group of members to deal with the finer details of the vision and take direction from this group on further amendments to the vision.

5 Annual Report for 2016/17 and priorities for 2017/18

Mark Norris introduced this item. He highlighted that the report gave the Committee details of achievements against the 2016/17 priorities and asked them to comment on the intended priority areas for 2017/18 as outlined in paragraph 14 of the report.

A discussion followed in which Members raised the following points:

- The need to include fire safety in tower blocks in the Committee's future work.
- The need for the LGA to feed into the Grenfell Tower enquiry.
- Concern that the Committee cannot wait until the start of the next political cycle to consider the improvements in fire safety measures outlined in the motion discussed under item 3, including researching and understanding the various options.
- The creation of a task and finish group with relevant lead members from the other relevant boards, i.e. Safer and Stronger Communities and the Environment, Economy, Housing and Transport Board, would enable the issues in the motion discussed under item 3 to be considered sooner.

Decisions

1. Members **noted** the achievements of the Committee against its 2016/17 priorities.
2. Members **commented** on the Committee's priorities for 2017/18 and **made** recommendations as to their amendment.

Actions

1. Officers to **make** amendments to the 2017/18 priorities as outlined by the Committee.
2. The LGA to **create** a task and finish group around Grenfell Tower with relevant members of other boards.

6 Fire Services Management Committee update paper

Mark Norris introduced this item and asked the Committee to note the report.

Decision

Members **agreed** the report and clarified that they would not accept independent assessment of a police and crime commissioner's (PCCs) business case for a change in fire and rescue service governance by a single person, but that there should be a panel.

Action

Officers to go back to the Home Office with comments including the need for a panel rather than an individual to assess a PCC's business case.

7 Workforce report

Simon Panel (Principal Adviser Employment and Negotiations) introduced the item and outlined issues around the pay claim and the employer offer in response, which would usually be offered at the June NJC meeting. Regional consultations with services across the UK would have taken place by the end of June. Although their feedback had been affected to some extent by Grenfell Tower, the general consensus both before and after that incident was that an increase in pay above that originally budgeted for would be appropriate in the context of the 'broadening the role of the firefighter' negotiation and work undertaken through the NJC 'trials' continuing during this negotiation. The National Employers would meet again shortly to consider the content of the offer:

- A one per cent rise has already been factored in by most employers. Whilst as additional one per cent was feasible, possibly on a non-consolidated basis, it would not be easy for FRAs, but was felt to be appropriate.
- In common with the consultation meetings so far, FSMC members felt that further rises would need the support of government funding and would need to be linked to a permanent NJC deal for the future to broaden the role. In the interim, it was important to continue with work such as that currently being undertaken in many

services through the NJC 'trials'.

- A pay formula might be a solution for the future, however, they have been criticised in the past as being vulnerable to changes in funding from central government and also have the potential to be unaffordable depending on the metrics used.
- Certainty and long-term planning would be appreciated by employers and employees. Therefore, a mid to long term deal would be sensible.
- The LGA (cross-party) should support representations to central government around funding.

Clair Alcock (Fire Pensions Adviser) updated the Committee that the Scheme Advisory Board has been asked to comment on the valuation which the government are currently doing around, setting the employer contributions, the Milne payments, refund payments and whether these should be included in the employee contributions.

Gill Gittins (Principal Negotiating Officer) highlighted the practical commitment at member level sought in the Inclusive Fire Service Group improvement strategies document to ensure a member lead alongside an officer lead in each FRA.

Decision

Members **noted** the issues set out in the paper and **commented** on its contents.

Action

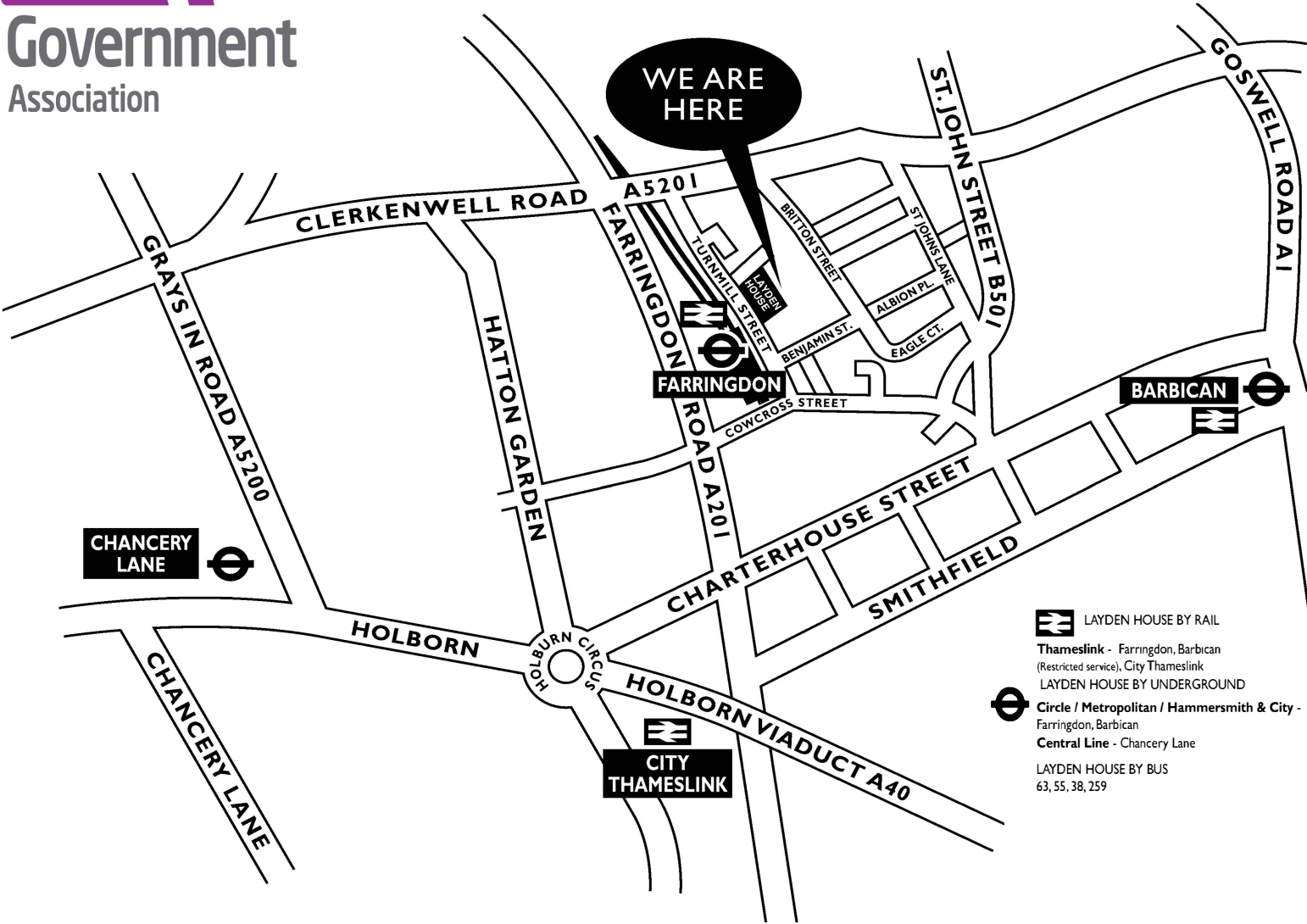
Officers to continue to work on the fire service industrial relations and pension matters.

8 Minutes of the previous meeting

The minutes from the previous meeting on 6 March 2017 were **agreed** by the Committee.

Appendix A -Attendance

Position/Role	Councillor	Authority
Chairman	Cllr Jeremy Hilton	Gloucestershire County Council
Vice-Chairman	Cllr Kerry Smith	Essex County Council
Deputy-chairman	Cllr Rebecca Knox	Dorset and Wiltshire Fire and Rescue Service
	Cllr David Acton	Greater Manchester Fire and Rescue Authority
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 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



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**The Local Government Association will be based at Layden House whilst refurbishment takes place at their offices in Smith Square.*

Public Transport

Layden House is served well by public transport. The nearest mainline station is **Farringdon** (Circle, Hammersmith & City and Metropolitan Lines. It also has Overground lines)

Bus routes - Farringdon Station

- 63 - Kings Cross - Crystal Palace Parade (**Stop A/B**)
- 55 - Oxford Circus -High Road Leyton (**Stop E/K**)
- 243 - Redvers Road - Waterloo Bridge (**Stop E/K**)

Cycling Facilities

The nearest Santander Cycle Hire racks are on Theobold's Road.
 For more information please go to www.tfl.gov.uk

Car Parks

- Smithfield Car Park - EC1A 9DY
- NCP Car Park London Saffron Hill - EC1N 8XA