

# Fire Commission

## Agenda

Monday, 10 July 2017  
11.00 am

South side, 5th Floor, Layden House,  
Turnmill Street, London, EC1M 5LG

**To:** Members of the Fire Commission  
**cc:** Named officers for briefing purposes

[www.local.gov.uk](http://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.

#### Security

Layden House has a swipe card access system meaning that a swipe enabled security passes will be required to access the lifts and floors 1-5.

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.

When you visit Layden House, **please show your Local Government House security pass to reception** and they will provide you with a temporary pass which will allow you access to floors 1-5 if required. **Please don't forget to sign out at reception and return your security pass when you depart.**

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.

#### Fire instructions

In the event of the fire alarm sounding, vacate the building immediately via the nearest fire exit onto Turnmill Street and take the next turning on your left – Benjamin Street to St John's Gardens.

**DO NOT USE THE LIFTS.**

**DO NOT STOP TO COLLECT PERSONAL BELONGINGS.**

**DO NOT RE-ENTER BUILDING UNTIL AUTHORISED TO DO SO.**

#### Soft Seating Area

There is a small soft seating area on Floor 2 which will also operate as an 'Open Council' area for visiting members and officers from member councils. Please note however that unlike Open Council, this area does not have tea and coffee facilities, nor access to computers.

#### Toilets

There are accessible toilets on the Ground Floor, 2nd and 4th floors.

#### Accessibility

If you have special access needs, please let the meeting contact know in advance and we will do our best to make suitable arrangements to meet your requirements.

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 4<sup>th</sup> floors. An induction loop system is available in the 5<sup>th</sup> floor conference venue. For further information please contact the Facilities Management Helpdesk on 020 7664 3015.

### **Guest WiFi in Layden House**

WiFi is available in Layden House for visitors. It can be accessed by enabling “Wireless Network Connection” on your computer and connecting to LGA-Free-WiFi. You will then need to register,

either by completing a form or through your Facebook or Twitter account (if you have one). You only need to register the first time you log on.

### **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](http://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 nine months and we expect to be back in LGH by September 2017.

We appreciate your understanding and flexibility during this time.

Fire Commission  
10 July 2017

---

There will be a meeting of the Fire Commission at **11.00 am on Monday, 10 July 2017** South side, 5th 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.

<b>Conservative:</b>	Group Office: 020 7664 3223	email: <a href="mailto:lgaconservatives@local.gov.uk">lgaconservatives@local.gov.uk</a>
<b>Labour:</b>	Group Office: 020 7664 3334	email: <a href="mailto:Labour.GroupLGA@local.gov.uk">Labour.GroupLGA@local.gov.uk</a>
<b>Independent:</b>	Group Office: 020 7664 3224	email: <a href="mailto:independent.grouplga@local.gov.uk">independent.grouplga@local.gov.uk</a>
<b>Liberal Democrat:</b>	Group Office: 020 7664 3235	email: <a href="mailto:libdem@local.gov.uk">libdem@local.gov.uk</a>

**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](mailto: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 #lgafire

## Fire Commission – Membership 2016/2017

Councillor	Authority
<b>Conservative (29)</b>	
Cllr Peter Abraham	Avon Fire Authority
Cllr Alistair Auty (Balancing Member)	Royal Berkshire Fire Authority
Cllr Andrew Backhouse	North Yorkshire Fire & Rescue Service
Mr Gareth Bacon	London Fire and Emergency Planning Authority (LFEPA)
Cllr David Barling	West Sussex County Council
Cllr John Bell	Greater Manchester Fire and Rescue Authority
Cllr John Briggs	Humberside Fire Authority
Cllr Kevin Buttery	Amber Valley Borough Council
Cllr Christopher Carter	Hampshire Fire and Rescue Authority
Cllr Eric Carter	Telford and Wrekin Council
Cllr Nick Chard	Kent and Medway Fire and Rescue Authority
Cllr Stuart Davis	West Midlands Fire and Rescue Authority
Cllr Susan Hall	London Fire and Emergency Planning Authority (LFEPA)
Cllr Kay Hammond	Surrey County Council
Cllr Adrian Hardman (Balancing Member)	Hereford and Worcester Fire and Rescue Authority
Cllr Peter Harrand	West Yorkshire Fire and Rescue Authority
Cllr Judith Heathcoat	Oxfordshire County Council
Cllr Anthony Hedley	Essex Fire Authority
Cllr Matthew Hicks	Suffolk County Council
Cllr Ann Holland	Essex Fire Authority
Cllr Terry Hone	Hertfordshire County Council
Cllr Peter Jackson (Balancing Member)	Northumberland Council
Cllr Sara Randall Johnson	Devon and Somerset Fire and Rescue Authority
Cllr Mark Kiddle Morris	Norfolk County Council
Cllr Rebecca Knox	Dorset and Wiltshire Fire and Rescue Service
Cllr Iain McCracken	Royal Berkshire Fire Authority
Cllr Nigel Moor	Gloucestershire County Council
Cllr David O'Toole (Balancing Member)	Lancashire Combined Fire Authority
Cllr Gary Peace	Isle of Wight Council
Cllr Garry Perkins	Dorset and Wiltshire Fire and Rescue Service
Cllr Roger Phillips	Herefordshire Council
Cllr Roger Reed	Buckinghamshire and Milton Keynes Fire Authority
Cllr Howard Roberts	Warwickshire County Council
Cllr Nicholas Rushton	Leicester, Leicestershire & Rutland Combined Fire Authority
Cllr Andre Gonzalez de Savage	Northamptonshire Fire Authority
Cllr Simon Spencer (Balancing Member)	Derbyshire Fire and Rescue Authority
Cllr Colin Spence (Balancing Member)	Suffolk County Council
Cllr Stephen Sweeney	Stoke-on-Trent and Staffordshire Fire Authority

Cllr Carol Theobald (Balancing Member)	East Sussex Fire Authority
Cllr Stuart Tranter	Kent and Medway Fire and Rescue Authority
Cllr Nick Worth	Lincolnshire County Council
<b>Labour (41)</b>	
Cllr David Acton	Greater Manchester Fire and Rescue Authority
Cllr Alan Atkin	South Yorkshire Fire and Rescue Authority
Cllr Colleen Atkins MBE	Bedfordshire Combined Fire Authority
Cllr Janice Brunton	Cleveland Fire Authority
Cllr Linda Burgess	Barnsley Metropolitan Borough Council
Cllr Les Byrom CBE	Merseyside Fire and Rescue Authority
Cllr Emma Dent Coad	London Fire and Emergency Planning Authority (LFEPA)
Cllr Fiona Colley	London Fire and Emergency Planning Authority (LFEPA)
Cllr Tudor Davies	South Wales Fire Authority
Mr Unmesh Desai	Greater London Authority
Cllr John Edwards	West Midlands Fire and Rescue Authority
Cllr Brian Grocock	Nottinghamshire and City of Nottingham Fire and Rescue Authority
Cllr Gary Haley (Balancing Member)	Tyne and Wear Fire and Rescue Service
Cllr Dave Hanratty	Merseyside Fire and Rescue Authority
Cllr Jack Hopkins	London Fire and Emergency Planning Authority (LFEPA)
Cllr Judith Hughes	West Yorkshire Fire and Rescue Authority
Cllr Mohammed Idrees	West Midlands Fire and Rescue Authority
Cllr Thomas Judge	Greater Manchester Fire and Rescue Authority
Cllr Mehboob Khan	London Fire and Emergency Planning Authority (LFEPA)
Cllr Dave Ledger	Northumberland Fire and Rescue Service
Cllr Frank De Molfetta	Lancashire Combined Fire Authority
Cllr Stef Nelson (Balancing Member)	Cheshire Fire Authority
Cllr Miles Parkinson	Lancashire Fire & Rescue Service
Cllr Leigh Redman (Balancing Member)	Devon and Somerset Fire and Rescue Authority
Cllr John Robinson JP	County Durham and Darlington Fire & Rescue Authority
Cllr Bob Rudd	Cheshire Fire & Rescue Service
Ms Fiona Twycross	London Fire and Emergency Planning Authority (LFEPA)
Cllr Richard Udall (Balancing Member)	Hereford and Worcester Fire and Rescue Authority
Cllr Thomas Wright	Tyne and Wear Fire and Rescue Authority
<b>Independent (10)</b>	
Cllr Alan Bayley	Essex County Council
Cllr Meirick Davies	North Wales Fire Authority
Cllr Stuart Earl	East Sussex County Council
Cllr Vic Ellery	Devon and Somerset Fire and Rescue Authority
Cllr Marcelle Lloyd-Hayes (Balancing Member)	Hereford and Worcester Fire and Rescue Authority
Cllr Val Smith (Balancing Member)	South Wales Fire Authority

<b>Liberal Democrat ( 6)</b>	
Cllr Geoff Brown	Cornwall Council
Cllr Brian Greenslade	Devon and Somerset Fire and Rescue Authority
Cllr Jeremy Hilton (Chair)	Gloucestershire County Council
Cllr Steven Lambert (Balancing Member)	Buckinghamshire and Milton Keynes Fire Authority
Cllr Lucy Nethsingha (Balancing Member)	Cambridgeshire and Peterborough Fire Authority
Cllr Zoe Patrick (Balancing Member)	Oxfordshire County Council
Cllr Roger Price	Hampshire Fire and Rescue Authority
Cllr Rowland Rees-Evans	Ceredigion County Council
Cllr Janet Willis	Cumbria County Council
Cllr David Wood (Balancing Member)	Suffolk County Council

## Agenda

---

### Fire Commission

Monday 10 July 2017

11.00 am

South side, 5th Floor, Layden House, Turnmill Street, London, EC1M 5LG

---

Item	Page
1. Welcome, apologies and declarations of interest	
2. Nick Hurd MP - Minister of State for Policing and the Fire Service	1 - 2
3. Grenfell Tower	3 - 6
4. Workforce paper	7 - 12
5. Fire Commission update paper	13 - 20
6. Notes from the previous meeting	21 - 27

**Date of Next Meeting:** Friday, 13 October 2017, 11.00 am, 5th Floor  
Conference Suite (South Side), Layden House, Turnmill Street, London, EC1M  
5LG





**Fire Commission**

10 July 2017

**Nick Hurd MP - Minister of State for Policing and the Fire Service**

**Purpose**

For discussion

**Summary**

Nick Hurd MP, the Minister of State for Policing and the Fire Service will attend the Fire Commission meeting.

**Recommendation**

The meeting will provide an opportunity for Fire Commission members to discuss the Minister's priorities for the fire reform programme going forward.

**Action**

Officers to progress as directed.

**Contact officer:** Lucy Ellender  
**Position:** Adviser  
**Phone no:** 020 7664 3321  
**Email:** [lucy.ellender@local.gov.uk](mailto:lucy.ellender@local.gov.uk)

## **Nick Hurd MP - Minister of State for Policing and the Fire Service**

### **Background**

1. Following the General Election on 8 June, Nick Hurd was appointed Minister of State at the Home Office on 12 June 2017.

### **Biography**

2. Nick Hurd MP has been the member for Ruislip Northwood since 2005. He was appointed as the Minister of State for Policing and the Fire Service for the Home Office in 2017. Prior to this, he was the Minister of State for Climate Change and Industry from 2016 until 2017. He has previously been the Parliamentary Under-Secretary of State for the Department for International Development and Parliamentary Secretary in the Cabinet Office. In 2007, he held the position of Opposition Whip.
3. He has been a member of the Environmental Audit Committee and the Petitions Committee, as well as the Joint Committee on the Draft Climate Change Bill in 2007. Mr Hurd established an early track record in the field of community activity. In 2006, he came top of the ballot for Private Members' Bills, and adopted a Bill drafted by community and environment groups to promote localism in decision-making and public spending. It became law as the Sustainable Communities Act in 2007.
4. In his non-parliamentary career, Mr Hurd has worked as a business director and banker.

### **Fire Reform Programme**

5. The previous Government set out their fire reform agenda under three key pillars:
  - 5.1. Accountability and transparency – including the introduction of a new inspectorate, the opportunity for Police and Crime Commissioners to take on the governance of the fire and rescue service, and further data transparency.
  - 5.2. Efficiency and Collaboration – including better and more joined up procurement and collaboration agreements between the emergency services.
  - 5.3. Workforce reform to – including a new standards body and an expectation of a more diverse firefighter workforce.

### **Implications for Wales**

6. Fire and rescue services and the promotion of fire safety is a devolved issue.

### **Financial Implications**

7. There are no financial implications from this report.

### **Next steps**

8. Members are asked to:
  - 8.1. Discuss the Minister's priorities for the fire reform programme.



## Fire Commission

10 July 2017

### Grenfell Tower

#### Purpose

For discussion.

#### Summary

Dany Cotton, London Fire Brigade Commissioner, and Roy Wilsher, Chair of the National Fire Chiefs Council, will attend the Fire Commission meeting.

#### Recommendations

Fire Commission members are asked to:

1. Note the LGA's work to date.
2. Comment on the lobbying priorities for future work outlined in paragraph 11 and feedback views to inform our discussions with Government to help ensure the safety of people living in high-rise buildings.
3. Feedback any views to influence the initial meeting between the FSMC, the Safer and Stronger Communities Board, the Environment, Economy, Housing and Transport Board and the National Fire Chiefs Council looking at fire suppression methods including sprinklers.

#### Action

Officers to proceed as directed.

**Contact officer:** Mark Norris  
**Position:** Principal Policy Adviser  
**Phone no:** 020 7664 3241  
**Email:** [mark.norris@local.gov.uk](mailto:mark.norris@local.gov.uk)

## **Grenfell Tower**

### **Background**

1. In the early hours of the morning of 14 June, a fire broke out at Grenfell Tower in the Royal Borough of Kensington and Chelsea. Although firefighters from London Fire Brigade (LFB) were at the tower block within minutes of the alarm being sounded, the fire rapidly spread throughout the tower block. 250 firefighters were involved in fighting the fire and rescuing the occupants of the block. At the time of writing there are around 80 people presumed dead.

### **Issues**

2. The cause of the fire and the reason it spread so quickly through the tower block are now the subject of both an investigation by LFB and a criminal investigation by the Metropolitan Police. Media reports have focused on the possibility that the external cladding applied to the building caused the fire to spread so rapidly, but there is currently no definitive explanation and will not be until LFB concludes its investigation, which could take a number of weeks given the scale of the damage to the building.
3. Given public concerns about the safety of other tower blocks, councils have been reviewing fire safety assessments, relevant documentation relating to any refurbishments work, taking the advice of their fire and rescue services, and contacting residents to reassure them.
4. The Department of Communities and Local Government (DCLG) has also surveyed councils to identify the number of tower blocks that may be at risk, while the LGA has written 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.
5. Once the LFB investigation is concluded and the cause of the fire is known, there may have to be changes to fire safety advice, guidance and procedures.

### **LGA Work**

6. The LGA has been working 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.
7. 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 is being regularly updated and can be found on the LGA's website: [www.local.gov.uk/grenfell-tower-frequently-asked-questions-local-authorities](http://www.local.gov.uk/grenfell-tower-frequently-asked-questions-local-authorities).
8. The LGA has also been active in the media, including press notices and Lord Porter, the LGA's Chairman, appearing on a number of programmes.

9. The Fire Services Management Committee (FSMC) discussed the fire at their meeting in June. Following the conclusions of the LFB investigation into the cause of the fire there may need to be further updates to the guide published by the LGA in 2011 on fire safety in purpose built flats. Members agreed that a further report would be brought back to the next Committee meeting in September on the conclusions of the LFB investigation and what that means for fire safety going forward including any changes needed in policies and procedures.
10. The FSMC also agreed that an urgent meeting needed to be held between the Lead Members of the FSMC, the Safer and Stronger Communities Board, the Environment, Economy, Housing and Transport Board and the National Fire Chiefs Council to look at fire suppression methods including sprinklers. That meeting should be taking place soon.

### **Lobbying priorities**

11. The LGA has identified three key and urgent lobbying priorities for our work going forward. These are that:
  - 11.1. National action now needs to focus on what needs to happen to make buildings safe, and move away from testing one tiny part of the system. This should cover all landlords not just the handful of councils with relevant stock and those with Registered Social Landlords (RSL) with Aluminium Composite Material (ACM) cladding in their area. Any future work needs to be well coordinated and prioritise those buildings at highest risk.
  - 11.2. Building regulations must be reviewed urgently to make sure they are much clearer on what can and cannot be used on the outside of buildings, covering whole systems not just the external panels. That review should be independently led and involve local government closely, as well as those involved in the practical application of the regulations to make sure they are clear and can be properly implemented.
  - 11.3. Government needs to agree to find the necessary resources for any required changes, both for remedial work and for any new tighter requirements.
12. As further findings emerge from the investigation at Grenfell Tower, the LGA will consider how these can be best taken forward.

### **Implications for Wales**

13. Fire and rescue services and the promotion of fire safety is a devolved issue.

### **Financial Implications**

14. There are no financial implications from this report.

### **Next steps**

15. Members are asked to:

- 15.1. Note the LGA's work to date.
- 15.2. Comment on the lobbying priorities for future work outlined in paragraph 11 and feedback views to inform our discussions with Government to help ensure the safety of people living in high-rise buildings.
- 15.3. Feedback any views to influence the initial meeting between the FSMC, the Safer and Stronger Communities Board, the Environment, Economy, Housing and Transport Board and the National Fire Chiefs Council looking at fire suppression methods including sprinklers.



**Fire Commission**

10 July 2017

**Workforce Report**

**Purpose**

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

**Summary**

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

**Recommendation:**

That the Fire Commission members are asked to note the issues set out in the paper.

**Action:**

Officers to take actions as appropriate.

<b>Contact officer:</b>	Gill Gittins (industrial relations)	Clair Alcock (pensions)
<b>Position:</b>	Principal Negotiating Officer	Fire Pensions Adviser
<b>Phone no:</b>	0207 187 7335	0207 664 3189
<b>E-mail:</b>	<a href="mailto:gill.gittins@local.gov.uk">gill.gittins@local.gov.uk</a>	<a href="mailto:clair.alcock@local.gov.uk">clair.alcock@local.gov.uk</a>



## **Workforce Report**

### **Pensions**

#### **Voluntary Scheme Pays**

1. Changes to the tax rules now mean that some high earning members with income of more than £150,000 per annum are subject to a Tapered Annual Allowance which reduces from £40,000 to £10,000 incrementally for those earning between £150,000 and £210,000 per annum, those subject to the tapered annual allowance cannot use Mandatory Scheme Pays (MSP) to pay the resulting tax charge, which may be up to £13,500 per annum and fall to the individual to pay. In some cases this may result in an annual charge.
2. LGA has recently sought legal advice on behalf of English FRAs, in order to determine whether an FRA can offer Voluntary Scheme Pays (VSP) where the FRA pays the charge on behalf of the member and collects it via a debit from the pension once put in payment, without the need for a change to legislation.
3. The Legal advice received opined that it was possible for an FRA to satisfy the tax charge on a voluntary basis, without a need for change to legislation.
4. A detailed guidance note was circulated on 31 May 2017, and can be found [here](#).

#### **The Pensions Regulator – Administration and Governance Survey**

5. The Pensions Regulator who was given oversight of the Public Services Pension Schemes in the 2013 Public Service Pensions Act has now published the 2016 Governance and Admin survey results, full results of the survey may be accessed online [here](#).
6. The Firefighters Pension Schemes had the highest response rate of the locally administered schemes with a 98 per cent response rate. Additionally the results show significant improvement in key processes around breaches of the law and training and knowledge.
7. However, the results show improvement is still needed in the areas below:
  - 7.1. Poor engagement – lack of Scheme Manager/Board Chair involvement in completion of the survey (which may indicate that surveys were completed and submitted without appropriate sign off – a lack of internal control); scheme managers or delegated representative not attending Board meetings.
  - 7.2. Poor record keeping – 21 per cent of respondents identify poor records as a top risk, yet take up of data improvement plans are low.
  - 7.3. Poor compliance – low level of current risk registers and risk assessment.



- 7.4. Poor communication – 54 per cent of membership did not receive annual benefit statements by the statutory deadline.
8. The new Firefighter Pensions Adviser who is due to start with LGA at the end of June will work with the Scheme Advisory Board (SAB) to provide support to Local Pension Boards to improve this position over the next year.

#### **Scheme contracted out reconciliation**

9. The contracted out reconciliation is the data match of HMRC and pension scheme records, there are over 16 million contracted out individuals in the UK and by December 2018, the data held by HMRC has to be matched with the data held by the schemes, so monitoring of progress and adherence to timescales is important.
10. In data obtained from HMRC in January 2017, 74 per cent of Firefighter Schemes had yet to query their data with HMRC. It will be important for Scheme Managers and Local Pension Boards to monitor this position to ensure their data has been fully reconciled by the cut off period.
11. As a locally-administered, unfunded scheme (along with the police pension scheme), the cost for this work comes from the operating accounts. Therefore Fire and Rescue Authorities will be mindful that there is a cost and resource impact in undertaking this work.

#### **Scheme Advisory Board**

12. The Home Office will be consulting the SAB for their views on how past service costs for three specific events should be treated in the valuation, a detailed paper will be discussed with the SAB at their meeting on 14 June 2017 and comments are to be received by 31 July 2017.
13. The three events are:
- 13.1. "Milne payments" – the additional payments made following the Pensions Ombudsman's determination in the case of Milne (payments generally made during the year 2015/16).
  - 13.2. "Retained option" – the option for eligible retained members to purchase past service in the modified/special section of the 2006 Scheme (options generally made over the year 2015/16).
  - 13.3. "Refund payments" – the refunds of employee contributions being paid to eligible firefighters who made contributions after they had reached their maximum pensionable service in the 1992 Scheme prior to age 50 (refunds generally paid during the year 2015/16).
14. All three events have resulted in additional cost or expenditure for the Fire Schemes. At a high level, these costs will need to be picked up in one of, or a combination of, three ways:



**Fire Commission**

10 July 2017

- 14.1. Employer cost.
- 14.2. Employee cost.
- 14.3. Central Government cost.
- 15. The SAB have established a cost control committee to consider the issue at length in order to provide a response. This committee is chaired by Councillor John Fuller.
- 16. The SAB will also be asked to comment on industry specific assumptions used in the valuation, such as average age of retirement and life expectancy. This request is expected in September 2017.

**Key wider workforce issues**

**Broadening the role of the firefighter**

- 17. Since the last meeting of the Commission there have been a number of developments, particularly in relation to the 38 trials being undertaken by 36 services across the UK. The trials range from co-responding only (either in specific areas or across a service) including whole time and/or retained personnel, to trials that include much wider work ranging from slips, trips and falls assessments and winter warmth assessments to offering, for example, alcohol harm and reduction advice, and/or dementia advice providing referral and signposting opportunities as appropriate.
- 18. The Fire Brigade Union (FBU) has held two conferences at which engagement in the whole negotiation on the broadening role was debated. The special recall conference in March concluded that negotiation should continue as too should the trials (indicating possibly until November 2017). However this was effectively subject to two points of review.
- 19. The first was that the learning points identified in the University of Hertfordshire trials evaluation report should be explored and resolved. Good progress should be made on that by the time of their routine conference in May. This was achieved by then through an NJC Technical Working Group. It met on three occasions over a short period of time and further meetings are scheduled to take forward more detailed work.
- 20. The second point was that there should be an 'acceptable' pay award in July 2017. Discussion on that is on-going (reference paragraphs 23 and 24 below) and the National Employers have consulted with FRAs at a number of regional meetings between 13 - 19 June.
- 21. At the NJC meeting on 1 June, the Employees' Side Secretary advised that following its normal scheduled conference in May the FBU would not be able to support continuation of work under the trials with effect from 7 July (or shortly thereafter) should there not be a positive response to its pay claim.



**Fire Commission**

10 July 2017

22. The broadening the role of the firefighter discussions also includes areas covered by the other NJC workstreams, for example MTFA.

**Pay claim**

23. A formal pay claim was received from the Employees' Side of the NJC for LAFRS just prior to its meeting on 1 June. [NJC/7/17](#) includes the letter. In essence the claim is:

23.1. NJC pay scales need to address the loss of real earnings since the imposition of the pay cap/freeze in 2010.

23.2. NJC pay scales need to take account of the additional work undertaken by employees since 2003.

23.3. NJC pay scales need to address any broadening of the role maps or broadening of the work required of FBU members by their employer, which may include emerging potential new areas of work such as Emergency Medical Responding (EMR) and Marauding Terrorist Firearms Attack (MTFA).

23.4. There is an urgent need to improve reward mechanisms for retained firefighters, including an increase in the retaining fee.

23.5. In order to ensure that NJC rates of pay do not fall behind in real and/or relative terms in the future and to provide stability in the sector alongside security for Grey Book personnel, there should be a pay formula.

24. The Employers' Side of the NJC (National Employers) invited UK Chairs and CFOs to attend one of three consultation meetings between 13 and 19 June (Birmingham, Manchester and London). The sessions were very well attended with only two fire and rescue authorities not represented. Following the consultation meetings members resumed consideration of the claim.

25. The response to the claim, setting out the employers' offer, is contained in circular [EMP/5/17](#).

26. The Fire Brigades Union has advised that it will now consult its members, albeit in the context that its Executive Council feels in its current form 'it is not acceptable'. A copy of the communication to its members can be found [here](#). The National Employers will now consider this response.

**Inclusive Fire Service Group**

27. This NJC-led group has now identified improvement strategies for use at local level in areas relating to the recruitment, progression and retention of female, BME and LGBT employees as well cultural issues such as bullying and harassment in general. Circular [NJC/8/17](#), which also includes the outcomes of the employee survey, asks each FRA/service to consider the strategies in detail and to advise the group of its response including the areas it intends to take forward, the timescale within which it expects to do so, the improvement it expects will result (and by when), and who will take the lead from

both a member and senior officer perspective (the assumption being that will be the chief fire officer). Your support of this work will be very important.

28. Many parties involved in the work undertaken by the group in preparing the improvement strategies indicated that they felt a public awareness campaign highlighting the range of work undertaken by the fire service (similar to that being developed by others with the Home Office in respect of retained firefighters) would be very useful in terms of diversity and recruitment in general. From an employers' perspective an approach was made to the Home Office suggesting a meeting including other interested parties such as LGA, NFCC and those working on the retained campaign would be useful in taking this forward. That meeting took place recently and the Home Office will now consider its position.

#### **Employment Tribunal cases - pension scheme transitional protection arrangements**

29. The Employment Tribunal found in favour of fire authorities. The FBU, who act on behalf of the claimants, lodged an appeal. The Employment Appeal Tribunal (EAT) has decided to join the appeal with that in the McCloud case relating to judges (which found in favour of the judges). Whilst recognizing it is a decision for the EAT and it has made its decision clear, the Steering Group asked legal representatives to express our reservations from a fire authority perspective.

#### **Apprenticeships**

30. Following an approach from County Durham and Darlington FRS (CDDFRS), the NJC decided in February to work in partnership with the service both in terms of a level of external input as part of its own evaluation and in sharing information on the scheme more widely with other FRSs in respect of its Business Fire Safety Apprenticeship scheme, which will lead to firefighter posts within the service.
31. As part of the above partnership an event was run for all FRSs in April providing them with information on this particular scheme and an opportunity to explore the detail with people from CDDFRS. It was a unique opportunity for members, officers and union representatives to explore the issues together.



**Fire Commission**

10 July 2017

**Fire Commission update paper**

**Purpose**

For information.

**Summary**

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

**Recommendation**

Fire Commission members are asked to note the report.

**Action**

Officers to progress as appropriate.

**Contact officer:** Lucy Ellender  
**Position:** Adviser  
**Phone no:** 020 7664 3321  
**Email:** [lucy.ellender@local.gov.uk](mailto:lucy.ellender@local.gov.uk)

## **Fire Commission update paper**

### **LGA**

#### **Inclusion and diversity masterclass**

1. As part of its improvement support to fire and rescue authorities, the LGA will be running an inclusion and diversity masterclass event for fire and rescue authority members. The masterclass will be held on **26 September at Layden House**. If you would like to attend please email [lucy.ellender@local.gov.uk](mailto:lucy.ellender@local.gov.uk).
2. The masterclass event is being organised as part of the LGA's ongoing support to the sector to help it deliver on the commitments set out in the LGA's Equalities Memorandum of Understanding for fire and rescue. The MoU can be found on the LGA's website: [www.local.gov.uk/sites/default/files/documents/memorandum-understanding-f0f.pdf](http://www.local.gov.uk/sites/default/files/documents/memorandum-understanding-f0f.pdf).

#### **LGA Annual Fire Conference and exhibition**

3. Following on from discussions at the Fire Services Management Committee (FSMC) in March, members agreed to open up a number of sessions at the LGA's Annual Fire Conference and Exhibition for bidding. The sessions will showcase innovative practice on the theme of collaboration and partnership and we want the sessions to encourage audience participation and discussion as much as possible.
4. The bidding form can be found on the Fire Conference website: <http://survey.euro.confirmat.com/wix/3/p1858165443.aspx>. Bidding closes in September and then the bids will be assessed by Lead Members.

#### **Fire Reform Board and Fire Vision**

5. The LGA, National Fire Chiefs Council (NFCC) and Home Office have formed a joint Fire Reform Board. This has met a number of times to discuss the fire reform agenda, most recently the Board met during the LGA's Annual Fire Conference in March. The main items for discussion were the fire and rescue sector's future vision for the service, and the continuation of the co-responding trials.
6. A draft Fire Vision has subsequently been shared with the FSMC for their input and members will continue to discuss the draft.

#### **FSMC Priorities discussion**

7. At its June meeting the FSMC discussed potential priorities for the next political year. The priorities under discussion were:
  - 7.1. Governance – continuing work associated with the greater involvement of Police and Crime Commissioners in fire and rescue service governance structures, and to provide advice and assistance to fire and rescue authorities around this agenda.
  - 7.2. Transparency and standards – with the general election and the delays in announcing who will provide the new fire inspectorate much of 2017/18 is likely to be

taken up with preparations for, and the commencement of, the first inspections. Alongside this the LGA and the National Fire Chiefs Council will be refreshing and updating the Fire Peer Challenge and Operational Assessment in light of the new inspection regime. The creation of a new standards body for the fire and rescue service will also have implications for the work of the Committee.

- 7.3. Workforce – the government has said it wants to see a more flexible, innovative and diverse workforce, and it expects the sector to take the lead on delivering the relevant recommendations in the Thomas Review, including those directed at the LGA on increasing diversity. 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.
- 7.4. Collaboration – the Committee has consistently supported increased collaboration between the fire service and the other emergency services. It has also highlighted to government the increasing role taken by the service in supporting broader health objectives, and the value of this role has been increasingly recognised.
- 7.5. Procurement and value for money – 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.
- 7.6. Funding – 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.
8. Members also agreed that following on from the Grenfell Tower fire that there should be a priority looking at fire safety in high rise buildings.
9. The September meeting of the FSMC will make the final decision on the priorities for the next year.

### **Policing and Crime Act**

10. Following the Policing and Crime Act receiving Royal Assent the LGA has published a short guide to the Act and the work the LGA did around it. The Policing and Crime Act (Get in on the Act) can be found on the LGA's website: [www.local.gov.uk/policing-and-crime-act-2017-get-act](http://www.local.gov.uk/policing-and-crime-act-2017-get-act).

### **Fire Leadership Essentials**

11. The LGA will be running two Fire Leadership Essentials courses for fire and rescue authority members this year. They will take place on 18-19 October 2017 and 20-21 February 2018 at Scarman House, Warwick University Conference Centre. Details on how to book for the October course are on the LGA's website: [www.local.gov.uk/our-support/highlighting-political-leadership/leadership-essentials](http://www.local.gov.uk/our-support/highlighting-political-leadership/leadership-essentials).

**Home Office**

**Inspection**

12. The inspectorate for the fire and rescue service has not yet been announced. Once the announcement has been made the LGA will seek an early meeting with the inspectorate to discuss the process and will invite the inspectorate to an LGA meeting as soon as possible.

**Fire and Rescue National Framework**

13. With police and crime commissioners now able to take on fire governance, the Home Office has started to look at what changes need to be made to the Fire and Rescue National Framework. An initial meeting was held on 21 April between the Home Office, the National Fire Chiefs Council (NFCC) and the LGA. The aim of the review of the Framework is to ensure that the next version is relevant, focused and concise.
14. Issues to be considered for inclusion in the National Framework include:
- 14.1. Identification and Assessment of Risk
  - 14.2. Prevention and Protection (including Health agenda)
  - 14.3. Response
  - 14.4. PCC Governance
  - 14.5. Inspection
  - 14.6. Transparency/Scrutiny/Accountability to communities
  - 14.7. Assurance
  - 14.8. Commercial transformation
  - 14.9. The changing role of firefighters
  - 14.10. Workforce and culture
  - 14.11. Equality and diversity
  - 14.12. Standards
  - 14.13. Fitness Principles
  - 14.14. Re-engagement of senior officers
  - 14.15. Requirements for publication of strategic or operational plans.
15. Further work on the National Framework has been delayed by the general election, but as work progresses updates will be brought back to the Committee.



### **Independent Assessment of Police and Crime Commissioner's business cases**

16. The FSMC have agreed that, where a Police and Crime Commissioner submits a business case to the Government for taking on the governance of the fire and rescue service, a panel of experts should provide the independent assessment of their business case. The FSMC's preferred model for independent scrutiny was based on a panel of four members bringing together expertise in local government, policing, fire and finance, which could be drawn together from a pool, with the flexibility to bring in expertise on particular issues where that was needed.
17. There was then a delay in making progress on the independent assessment due to the reorganisation within the Home Office. A further meeting to discuss the proposals with the LGA, the Association of Police and Crime Commissioners and the Association of Police and Crime Commissioner Chief Executives was held on 20 April. Subsequently a different proposal has been circulated by Home Office officials.
18. This would typically see one expert appointed to review the business case and report to the Home Secretary, rather than there being a panel assessing the case. The expert would be selected from one of four sectors (fire, police, local government, finance), though additional experts might be asked to assess the business case if the objections were relevant to more than one sector.

### **Fire Statistics**

19. The Home Office published a more detailed analysis of the headline fire statistics for the period April 2015 to May 2016 in May (see [www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/611182/fire-statistics-england-1516-hosb0517.pdf](http://www.gov.uk/government/uploads/system/uploads/attachment_data/file/611182/fire-statistics-england-1516-hosb0517.pdf)). These showed that there was an increase in the number of incidents attended by fire and rescue services compared with the previous year, with some of this increase resulting from a rise in the number of non-fire incidents attended. This increase was to a large extent due to increases in the number of medical incidents attended.
20. There was also an increase in the number of fires. The analysis suggested this might be the result of an increase in the number of deliberate fires, within increases in deliberate fires in road vehicles and other buildings increasing by 15 and 16 per cent respectively since 2014/15.

### **National Coordination Advisory Framework**

21. The National Coordination Advisory Framework (NCAF) was updated in March 2017. NCAF is part of the mechanism to provide the coordination of Fire & Rescue assets. NCAF enables decision makers, both locally and nationally, to receive clear and unambiguous advice on how best to co-ordinate the fire and rescue service response to relevant emergencies.
22. NCAF sets out that the Chair of the National Fire Chiefs Council will provide the Home Secretary, and other ministers within the Cabinet Office Briefing Rooms (COBR), with expert timely advice in accordance with central Government's requirements.

23. The revised NCAF document can be found on the Government's website:  
[www.gov.uk/government/publications/national-coordination-and-advisory-framework-for-england](http://www.gov.uk/government/publications/national-coordination-and-advisory-framework-for-england).

### **LGA Outside bodies**

#### **LGA & CFOA Fire Peer Challenge Working Group**

24. Cllr Jeremy Hilton, Cllr Kay Hammond and Cllr David Acton represent fire and rescue authority members on the LGA and NFCC's working group looking at the peer challenge offer to the sector in the future. The group has looked at a range of issues and models for the future of peer challenge. The future of peer challenge and sector support will be impacted by the appointment of the inspectorate, and further discussions will take place after inspectorate is announced.

#### **Strategic Resilience Board**

25. Cllr Les Byrom and Cllr Jeremy Hilton have attended the Home Office's Strategic Resilience Board throughout the last year to represent fire and rescue authorities. The items for discussion in the past have included Marauding Terrorist Firearms Attacks, updates on the Joint Emergency Services Interoperability Programme (JESIP) and the National Resilience Board.

#### **Fire Health Summit**

26. The FSMC has had ongoing engagement with the Fire Health Summit to discuss the role of the fire and rescue service in health. At the last Summit meeting in March Cllr Jeremy Hilton, Cllr David Acton and Cllr Rebecca Knox attended to represent the FSMC and Cllr Richard Kemp attended from the LGA's Community Wellbeing Board.
27. This included a discussion amongst the participating bodies which include NHS England, Public Health England, Age UK, the National Fire Chiefs Council and the Home Office as well as the LGA on next steps in improving collaboration between the health service and fire and rescue services. The summit also received updates on progress in evaluating the contribution that fire and rescue services can make to the health agenda, engagement with Sustainability and Transformation Partnerships (previously Plans) and workforce training.

#### **JESIP Interoperability Board**

28. Cllr Mark Healey represents the LGA at the JESIP Interoperability Board. The Board has discussed the continued implementation of JESIP principles and learning across the emergency services and looks at the future of the programme.

#### **NFCC On-call Strategic Group**

29. Cllr Simon Spencer represents the LGA on the NFCC's On-call Strategic Group which looks at a range of issues including workforce, branding and medical response. The group also has a significant workstream looking at how any reforms to the services can have longevity and come under the new inspection regime.

**Fire Service College Engagement Forum**

30. Cllr John Edwards and Cllr Mark Healey represents the LGA at the Fire Service College's Engagement Forum. The Forum has heard that the Fire Service College is undergoing some radical changes in staffing arrangements and embarking on plans for significant land-sales which will lead to reconfiguration of the fireground. Work continues on the Research and Development Hub, single point product testing, firefighter training offer, off-site training closer to home for FRSS and development of the overseas market.



## Note of last Fire Commission meeting

---

<b>Title:</b>	Fire Commission
<b>Date:</b>	Friday 14 October 2016
<b>Venue:</b>	Westminster Suite, 8th Floor, Local Government House, Smith Square, London, SW1P 3HZ

---

### Attendance

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

Item	Decisions and actions
------	-----------------------

#### 1 Declarations of Interest

There were no declarations of interest.

#### 2 Home Office's Fire Reform Agenda

Dan Greaves, Director of Fire and Resilience at the Home Office, addressed the Fire Commission on the Government's fire reform programme, the new Fire Minister's priorities, and how the Home Office expected to work with the sector to take forward the reform agenda.

The following points were raised as part of the Director's presentation:

- In May 2016 the previous Home Secretary had set out a commitment to work with FRAs to reform the service in as radical and ambitious a way as had previously been developed with the police. This would be accomplished through strengthening of collaboration and accountability, alongside workforce reform. The new Home Secretary and Fire Minister were committed to delivering this reform agenda.
- The new Fire Minister, Brandon Lewis, had prioritised efficiency and collaboration. Details had been published in the summer of what FRA's spent on a basket of common goods. This exercise would be repeated in 2017. The Home Office wanted to work with FRAs to transform procurement and this would be an early test of the sector's ability to deliver change at pace.
- There were some good examples of collaboration to build on, and the Police and Crime Bill, which was soon due to receive Royal Assent, included a high-level duty to collaborate. Collaboration with health services was important, and prevention pilots would form a useful evidence base to deliver better outcomes for communities.
- The Government had offered four-year funding settlements in return for robust plans which set out ambitions for increased efficiencies. FRAS should receive greater planning certainty, with funding targeted on the basis of need and

transformation. There had also been the consultation on removing fire funding from business rates, with responses being broadly supportive.

- Under the transparency and accountability strand of the reform agenda work was ongoing with the Association of Police and Crime Commissioners Chief Executives around developing business cases. The Fire Commission had previously expressed concern over Ministerial approval of business cases, and the Government had emphasised the importance of independent assessment where there was disagreement. The Fire Minister had invited the LGA to be represented on a working group on independent assessment.
- An independent inspection regime for FRAs was a key pillar of the fire reform agenda and the support from FRAs was welcome. This would be designed to enhance security and transparency and improve performance and outcomes. The Government had commissioned Her Majesty's Inspectorate of Constabulary to consider proposals, how quickly a service could be introduced and what it would cost. It was anticipated that the new inspection regime would be introduced in April 2017 to undertake piloting, scoping and benchmarking exercises, and would be fully operational in April 2018. A risk based and proportionate response would be taken, and inspection and the LGA/CFOA Peer Challenge could be complimentary.
- Transparency would also be improved through increased public availability of information and data. Operational statistical data would be expanded, and more information on diversity and incident level data would be made publically available.
- Workforce reforms included an ambition for the service to be more professional and diverse, and to review any national frameworks which were not fit for purpose. Details of reforms workforce reforms were included in the Thomas report, which was due to be published in the coming weeks.
- CFOA had been asked to work on a professional framework for the fire service, including more work on professional development and an independent body to drive this, in a similar way to the College of Policing. The Home Office wanted to work with members on this area.
- The Director explained that the Government was keen for the reform agenda to be undertaken in partnership with the sector, in consultation with Members as the political leadership of FRAs. FRAs were the employers, set the strategy and developed plans to drive transformation. FRAs had a responsibility to ensure that the service was as diverse and flexible as possible through institutional reform, and had to provide the leadership to drive the transformation of the service. The police sector had created a transformation board and the idea of bringing together the political and operational leadership in a fire context should be pursued.

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

- FRAs were committed to working with the Government on workforce reform, and welcomed the Minister's desire to work with the sector.
- In response to a question on legislation in the Police and Crime Bill for FRAs to collaborate with the other emergency services and the wider joint work with the health service, the Director said he had seen at first-hand the benefits of co-responding explained that the Government was currently gathering evidence about the value to the work.
- Members highlighted that the Fire service was very professional and other services could learn from what it had achieved in planning and prevention, and how it operated in respect of knowledge, learning development, best practice and ethics. The sector should continue to look for savings through joint procurement, and would welcome the creation of an independent inspection regime.

- It was acknowledged that the role of the 21<sup>st</sup> century firefighter had changed, with the role including a greater amount of public safety and prevention work. It was suggested that recruitment processes should reflect this, possibly through greater recruitment of university graduates, which could also help to address concerns around diversity of the service.
- In the South-West there were no co-terminous fire and police boundaries so they had established an emergency services forum to promote greater collaboration. The Director welcomed the initiative and added that the Home Office wanted to hear propositions including those for greater fire/fire collaboration.
- Members noted the different needs of different FRAs such as those in rural areas and that this might impact on some elements of procurement.
- In response to a question on joint working with ambulance trusts, the Director explained that it was for individual trusts to decide how they wanted to jointly work with their local FRA. Evidence from national pilots suggested that co-response was an important catalyst for change and how better outcomes could be delivered at a lower cost.
- It was suggested that a national campaign about retained firefighters would assist the service, including in terms of diversity. The Director said there was a role for communications in all this and different areas had different needs, and there was already work on what could be done to encourage people from different backgrounds to become firefighters.

### **Decision**

The Fire Commission **noted** the issues related to the Government's fire reform agenda and thanked the Director of Fire and Resilience for his presentation.

## **3 Chief Fire Officers Association Reform Programme**

Andy Fry, CFOA Vice-President, addressed the Fire Commission on CFOA's plans to revise their governance and operating procedures which had been agreed by the CFOA Annual General Meeting on 14 September 2016.

The following points were raised as part of the presentation:

- CFOA were proposing to become the National Fire Chiefs Council (NFCC). The Council would be the main decision making body with a number of coordinating committees underneath. A full-time Chair of the NFCC would be elected on a two or three year basis, which was a change from the current arrangements where the President of CFOA was a part-time position lasting a year.
- CFOA were looking to improve capacity, continuity and impartiality as part of the reforms. There were currently challenges around inclusivity and consensus, and it was important that FRAs saw a return on their investment into the organisation. Members noted that the emerging Home Office fire reform programme, which focussed on efficiency and collaboration, transparency and accountability, and workforce reform, had also been a key driver to change in the organisation.
- Part of the proposed reforms involved closer working with the National Police Chiefs Council (NPCC). Although it was not a statutory requirement, it was important for the NFCC and the NPCC to work together, particularly around national management of large scale emergencies, procurement, and headquarters support.
- Regarding transparency and accountability, it was highlighted that there would be

joint development of an inspection regime, independent standards, and performance measures, and a single web portal for development would be introduced.

- Priorities around workforce reform would include reforms of the retained duty system to get as much value as possible, and improvements to equality and diversity of the service.
- Consideration was being given to whether a representative of the LGA's Fire Commission would be invited to join the NFCC as a trustee. The election of the NFCC Chair was in progress, with the result expected in November 2016. The shadow NFCC would be in place early in 2017, with the new model fully implemented in April 2017.

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

- In a response to a question on funding models for the reformed organisation, the Vice-President explained that there were two options. FRAs could initially see a small increase to annual subscriptions, though over time planned savings in the way NFCC operated compared with current arrangements could mean a small decrease because of savings which were made. However if there was a consensus that FRAs did not wish to pay a greater contribution, the service would be funded through CFOA reserves. The formal approach to FRAs regarding increased subscriptions would be made the following week.
- It was explained that should the Police and Crime Bill become law then Police and Crime Commissioners would be included in the governance structure of the reformed organisation, alongside FRAs and devolved administrations.
- Members raised concern that they had been consulted quite late in the process, but were keen to jointly move forward with the reforms.. In response the importance of FRA members and Fire Commission was noted, as was the fact that FSMC Lead Members would continue to meet regularly with the CFOA Presidential team on the fire reform agenda.

### **Decision**

The Fire Commission:

1. **Noted** the changes to CFOA's governance and operating procedures; and
2. **Noted** the decision by FSMC Lead Members and the CFOA Presidential team to meet regularly to discuss the fire reform agenda.

## **4 Commercial transformation, procurement and R&D**

Ian Curry, Home Office adviser to CFOA on delivering greater efficiencies through improved collaboration around procurement, research and development, addressed the Fire Commission on reforms and commercial transformation work which was ongoing.

The following points were raised as part of the presentation:

- Factors which prompted the reform programme included the previous Home Secretary's reform speech, lessons which had been learnt from successful police commercial reform, and a greater need for sector ownership and leadership.
- The reform programme sought to reduce procurement costs in order to reinvest in the fire service and protect the front line.



- Officers had looked at the costs of a variety of items used by FRAs across the country to include in a 'basket of goods' of 25 goods. It had been identified that the costs of products greatly varied across the country with no valid reason, but where items were bought in bulk the unit price reduced. A similar exercise with a different basket of goods would be undertaken in the coming months, which would include building costs and the cost of facilities management.
- CFOA were forming a commercial strategic approach of standardisation, aggregation and strategic supplier management. A Chief Fire Officer would lead a team to look at opportunities to standardise goods and to join up buying power where there was a common need.
- The reforms would be sector-owned and led, with support from the Home Office. Work with FRAs had already begun to review core data to see spending patterns.
- The programme would be split into categories and would look for quick wins, but also to implement strategic supplier management across the service. Regular communications to the sector would be essential.
- A Research and Development Hub would be created to undertake research, development and evaluation once, remove duplication and share results to the sector.
- Members were encouraged to ask their Chief Fire Officers how they intended to support the programme and what resources they were using.

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

- Some equipment used by particular FRAs was specialist depending on the areas they covered, and therefore there should still be flexibility to accommodate those needs. It was highlighted that each category would have conditions and look at the competitiveness of the market to get the best price.
- Members raised caution that it was difficult to get an average cost of building a fire station as there were great regional differences in the costs of labour and land, as well as differences in the particular sizes and uses of the station.
- It was highlighted that quality of equipment and clothing was vitally important, and quality should not be compromised for price or quantity. Each category group would look at what was fit for purpose and quality would be an integral part of this assessment.

### Decision

The Fire Commission:

1. **Noted** the work being undertaken by CFOA to improve procurement and research and development practice across the sector and the creation of a commercial transformation programme; and
2. **Agreed** that the Fire Commission should support CFOA and promote the initiatives outlined in the report.

## 5 FSMC Priorities

Mark Norris, Principle Policy Adviser, introduced the report which set out the agreed priorities of the Fire Services Management Committee for 2016/17.

In the discussion which followed the following points were raised:

- The FSMC priorities reflected the priorities of the Home Office and CFOA.

- Individual FRAs had different opinions on Retained Duty Service (RDS) firefighters, and it was important that each FRA had its own working arrangements. Cllr Simon Spencer, the FSMC representative on the CFOA RDS Working Group, encouraged all FRAs to have representation on the Working Group in order to share best practice and concerns from authorities across the country.
- Discussions were ongoing with the armed services on shared learning on recruitment, retention, payments, shift patterns, and how primary employees could be incentivised.
- Communications on the Leadership Essentials programme should be improved, and information on the programme should be recirculated and promoted to a wider audience.
- Sprinklers remained on the agenda, and the Fire Commission agreed to write to the Department for Education regarding the mandatory installation of sprinklers in new schools.

### **Decisions**

The Fire Commission:

1. **Noted** the priorities for 2016/17 as agreed by FSMC; and
2. **Agreed** that a letter from the Fire Commission should be written to the Department for Education calling for mandatory installation of sprinklers in new schools.

### **Action**

Letter to be sent to DfE as agreed by Members.

## **6 Workforce Report**

Clair Alcock, Fire Pensions Adviser, introduced the report and highlighted that the Minister had approved the Pensions Scheme Advisory Board budget at a total cost of £136,062.50, which would be levied out to Fire and Rescue Authorities (FRAs) in due course. The LGA would write to FRAs in the next month to advise on the process for distributing the budget.

The Fire Commission also noted that the Government would provide the necessary funds to FRAs to enable the refund payments as a result of regulations to introduce a pension contributions holiday which had come into force. Payments to firefighters were expected to be made by the end of the financial year.

### **Decision**

The Fire Commission **noted** the issues set out in the report.

## **7 Fire Commission update report**

Members noted the various updates provided in the Fire Commission Update Report.

The view was reasserted that the government should do more to prevent the selling of dangerous and flammable Halloween costumes to children. The Government was working with retailers and trading standards on the issue, and the LGA would continue to lobby on the matter. There would be another media campaign in advance of Halloween this year.

**Decision**

The Fire Commission **noted** the report.

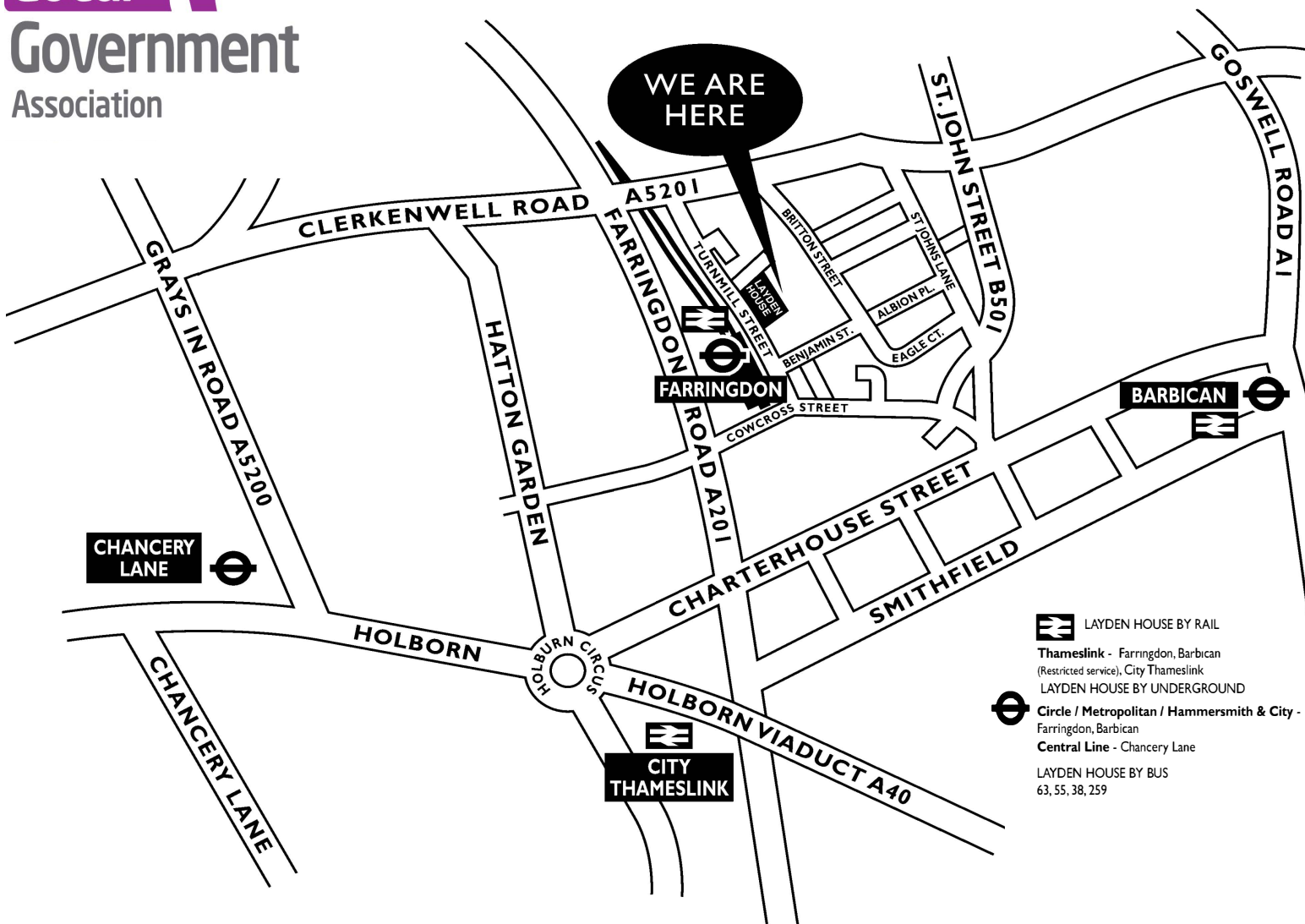
**Action**

Officers to progress as appropriate.

**8 Notes from the previous meeting**

**Decision**

The Fire Commission **agreed** the notes of the previous meeting held on 25 May 2016.



## Layden House

76-86 Turnmill Street,  
London  
EC1M 5LG

Tel: 020 7664 3000 Fax: 020 7664 3030

*\*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](http://www.tfl.gov.uk)

## Car Parks

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