

Fire Services Management Committee

Agenda

Friday, 23 November 2018
11.00 am

Westminster Room, 8th Floor, 18 Smith
Square, London, SW1P 3HZ

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

www.local.gov.uk

This meeting is



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Fire Services Management Committee
23 November 2018

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A sandwich lunch will be available after the meeting.

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Labour:	Group Office: 020 7664 3263	email: Lewis.addlington-lee@local.gov.uk
Liberal Democrat:	Group Office: 020 7664 3235	email: libdem@local.gov.uk
Independent:	Group Office: 020 7664 3224	email: independent.grouplga@local.gov.uk

Location:

A map showing the location of 18 Smith Square is printed on the back cover.

LGA Contact:

Thomas French
020 7664 3041 / thomas.french@local.gov.uk

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Fire Services Management Committee – Membership 2018/2019

Councillor	Authority
Conservative (6)	
Cllr Nick Chard (Deputy Chair)	Kent and Medway Fire and Rescue Authority
Cllr Jason Ablewhite	Huntingdonshire District Council
Cllr Eric Carter	Shropshire and Telford Fire and Rescue Authority
Cllr Mark Healey MBE	Devon and Somerset Fire and Rescue Authority
Roger Hirst	Essex Fire and Rescue Service
Cllr Rebecca Knox	Dorset and Wiltshire Fire and Rescue Service
Substitutes	
Cllr Chris Pillai JP	West Yorkshire Fire and Rescue Authority
Labour (6)	
Ms Fiona Twycross AM (Vice-Chair)	Greater London Authority
Cllr Les Byrom CBE	Merseyside Fire and Rescue Authority
Cllr John Edwards	West Midlands Fire and Rescue Authority
Cllr Nikki Hennessy	Lancashire Fire and Rescue Authority
Cllr Judith Hughes	West Yorkshire Fire and Rescue Authority
Cllr John Robinson JP	County Durham and Darlington Fire & Rescue Authority
Substitutes	
Cllr Kevin Dodds	Tyne and Wear Fire and Rescue Authority
Cllr Brian Grocock	Nottinghamshire Fire and Rescue Authority
Cllr Gary Haley	Tyne and Wear Fire and Rescue Service
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

LGA Fire Service Management Committee Attendance 2018-2019

	20/09/18
Councillors	
Conservative Group	
Nick Chard	Yes
Jason Ablewhite	No
Eric Carter	Yes
Mark Healey MBE	Yes
Roger Hirst	Yes
Rebecca Knox	Yes
Labour Group	
Fiona Twycross	Yes
Les Byrom CBE	Yes
John Edwards	Yes
Nikki Hennessey	Yes
Judith Hughes	Yes
John Robinson JP	Yes
Lib Dem Group	
Keith Aspden	Yes
Independent	
Ian Stephens	Yes
Substitutes	
Simon Coles	Yes
Brian Nash	Yes
Phil Loach	Yes
Steven Adams	Yes

Agenda

Fire Services Management Committee

Friday 23 November 2018

11.00 am

Westminster Room, 8th Floor, 18 Smith Square, London, SW1P 3HZ

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Date of Next Meeting: Friday, 25 January 2019, 11.00 am, Smith Square 3&4, 18 Smith Square, London.

Response to the Kerslake Report

Purpose of report

For discussion.

Summary

This report updates members on the progress made by the National Fire Chiefs Council (NFCC) to ensure that the recommendations made in the Kerslake report have been shared with the sector. It also highlights a number of areas where members may seek to assure themselves that their own fire and rescue services have made adequate preparations in respect of a similar event.

Although Government is keeping an overview of the Kerslake recommendations, they have decided not to adopt them as national recommendations and want relevant emergency service personnel to respond. Many of the recommendations are multi-agency and are being monitored by the Joint Emergency Services Interoperability Programme (JESIP) team. Specific Fire and Rescue related recommendations are being reported through NFCC Operations Committee.

Recommendation

Members to consider and comment on the implementation of the recommendations of the Kerslake Report.

Action

Officers to work with NFCC to ensure any comments from members are reflected in the work around the Kerslake report going forward.

Contact officer: Roy Wilsher

Position: NFCC Chair

Response to Kerslake Report

Background

1. On 27 March 2018 the independent report into the emergency response to the Manchester Arena attack – ‘The Kerslake Report’ – was published.
2. At the 22 June 2018 meeting of the Fire Services Management Committee a discussion took place, led by Roy Wilsher, which detailed how the NFCC intended to manage the recommendations made within the report.
3. Since then a significant amount of work has been undertaken, some of which remains ongoing, to ensure that the learning identified by the inquiry is translated into the necessary amendments to doctrine, both multi-agency and within the Fire and Rescue Service (FRS), and that all fire and rescue services are made aware of the learning.
4. This multi-agency doctrine, which is extensively referenced in the Kerslake report, is known as the ‘Joint Operating Principles – Marauding Terrorist Firearms Attack v4’.

Review and update of extant guidance

5. The multi-agency doctrine, previously developed solely to manage a Marauding Terrorist Firearms Attack (MTFA), is undergoing a significant rewrite in direct response to the Manchester Arena attack and the recommendations made by Lord Kerslake, and also the London terror attacks of 2017. It is clear that none of these attacks were of the methodology described as MTFA, yet all responses used, to a large extent, the MTFA doctrine as a framework.
6. The rewrite recognises the experience and learning gained as a consequence of the different attack methodologies used within the UK, and provides guidance to responders in respect of command and control of such incidents, and some high level tactical considerations. The rewrite has been led by the Office of Security and Counter Terrorism and has included representation from all relevant agencies including the NFCC. The revised guidance will be exercised during November 2018 with a view to publishing in December 2018.
7. Fire and Rescue Service guidance is written so as to facilitate the multi-agency response. As such it cannot be published until the multi-agency guidance is agreed, approved by Ministers, and published. That said, the fact that NFCC officers have been intimately involved in the rewrite, means that a ‘shadow’ single service guidance (the ‘Concept of Operations’) has been developed that can be published as soon as possible after the multi-agency document is released.
8. The levels of protective security which are required in developing this guidance does mean that any consultation process has to be kept to a relatively discreet group, and as such a significant piece of communication to the wider emergency services sector will follow the publication of both pieces of guidance.

9. The FRS MTFAs National Working Group (NWG) have been involved in the development of the guidance, and it is widely welcomed as a progressive piece of work that will support FRS response in mass casualty terrorist attacks. The NWG have monitored the progress against the Kerslake recommendations and will provide a final assurance report to the January 2019 meeting of the NFCC Operations Coordinating Committee (OCC).
10. The assurance report to NFCC OCC will close the action plan instigated as a consequence of receiving the Kerslake report. The action plan captured those recommendations with a direct relevance to the FRS and promoted a consideration of how best to deal with them. In the main this has been achieved by changes to guidance.
11. Whilst, at the time of producing this update, approximately 4 weeks of the rewrite and approvals process remains, it is envisaged that the doctrine rewrite will encompass all recommendations that are relevant to the FRS. To complement this, a submission will also be provided to the FRS National Operational Guidance – National Operational Learning process. An information note will then be circulated to all FRS to ensure that they are aware of the revised guidance and that due consideration has been given to the recommendations made by Lord Kerslake.
12. Subsequent to this the Home Office Crime, Policing and Fire Group will work with NFCC and other multi-agency partners to develop a tri-service assurance process in respect of the national doctrine for response to mass casualty terrorist attacks. It has been jointly agreed that work will not commence on this assurance process until the new guidance is published and all services have had an opportunity to embed it into ways of working.
13. It will also be necessary to further consider how the National Operational Guidance Programme addresses mass casualty terrorist attacks, and preliminary discussions have taken place in respect of this. The consequences of attacks usually result in a scenario such as Road Traffic Collision, a first aid trauma event, a potential hazardous materials incident etc. that responders are well versed in, and for which guidance is already developed in respect of 'regular' incidents. Further consideration is required as to how best provide guidance on the context in which such scenarios occur when acts of terrorism are involved.

Members Assurance

14. At the time of writing this report it is planned that the multi-agency guidance will be published on 17 December 2018, though there are a number of external factors which may impact upon this. The rewrite has been driven by an incredibly tight timeline given the amount of work required.
15. The FRS Concept of Operations should, therefore, follow early in 2019.
16. A tri-service assurance process will be developed, and reported upon, during 2019. This process should give robust assurance to members as to how prepared fire and rescue services are for such incidents in the context of a tri-service local response, and how they would source and receive assistance from other FRSs if required.

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17. In the meantime, and following publication of the guidance referred to in due course, members may seek to ensure that Fire and Rescue Services have:
- 17.1. Received the revised Joint Operating Principles for a Mass Casualty Terrorist Attack and have embedded the guidance into ways of working;
 - 17.2. Received the revised FRS Concept of Operations for a Mass Casualty attack. Those services who host an MTFA Specialist Response Team will have a stronger focus on this document, though all FRS should be aware;
 - 17.3. Fully understood the support available to them through the FRS National Co-ordination and Advisory Framework (NCAF) in respect of any incident of this nature. It is likely that the vast majority of FRS would require some mutual aid or support when managing such an incident;
 - 17.4. A process in place to receive, and act upon, National Operational Learning Action Notes. All FRS should have an identified individual to act as a Single Point of Contact; and
 - 17.5. Considered, and acted upon, the recommendations made by the Kerslake Report in a local joint service environment – in most cases this would be the Local Resilience Forum.
18. Members may also seek to work with officers to identify suitable opportunities to be either be briefed on the local response model or to see a practical exercise being undertaken.

Implications for Wales

19. There are no specific implications for Wales.

Financial Implications

20. Although there are financial implications to the impacts of Kerslake report for the Fire and Rescue sector, there are no specific financial implications for the LGA from the content of this report.

Next steps

21. For officers to work with the NFCC to ensure any comments from members are reflected in the work around the Kerslake report going forward.

Finance and the Spending Review

Purpose of report

For discussion.

Summary

This report provides context on the current issue of Fire Finance and the Spending Review ahead of presentations on this work from the Home Office and the National Fire Chiefs Council (NFCC), and provides a brief analysis of the paper provided by the NFCC.

Recommendation

Members to consider and make recommendation on how best the sector's interests can be represented in working with the Home Office to produce a submission for the Spending Review.

Action

Officers to note any comments from members.

Contact officer:	Charles Loft
Position:	Senior Adviser
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Finance and the Spending Review

Background

1. Over the past few months the Home Office has been looking at risk and demand in the fire sector as part of its work in preparing a submission to the Spending Review, which is expected to take place after March 2019.
2. While pay and the funding of any pay award is a separate issue, the significant increase in pensions costs set out in the workforce paper provides an important context for the fire funding settlement.
3. In addition it is essential that any spending review takes into account the likelihood that significant additional burdens will be imposed on Fire and Rescue Services as a result of the implementation of the Hackitt report into building safety.
4. The Home Office will be giving the Fire Services Management Committee (FSMC) a presentation on its work to date. This is expected to cover:
 - 4.1. What the outcomes of the risk and demand work are to date?
 - 4.2. What is the Home Office's plan and timetable for discussions with the Treasury around the Spending Review?
 - 4.3. What information does the Home Office need from the sector in preparing its spending review submission? How much of the information is still outstanding and what is the deadline for its production?
 - 4.4. What are the assumptions the Home Office is using in planning scenarios?

National Fire Chiefs Council (NFCC) involvement in Spending Review Discussions

5. The NFCC has been assisting the Home Office in its preparatory work and a paper outlining its work is appended. The NFCC will provide more detail in a presentation to the committee.
6. The NFCC is working with the Home Office on a draft position paper. Members have not yet seen this nor the Home Office papers on which it is based. The NFCC has undertaken to circulate separately the Home Office papers to which the NFCC is responding and the latest draft of the NFCC's response prior to the committee's meeting.

See **Appendix A** for the NFCC Spending Review 2019 update to FSMC.

Issues for Members

7. Members will want to consider how they can best ensure that the sector's interests are represented in the preparation of the Spending Review submission.

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8. Members may also wish to consider whether they agree with the view set out in paragraph 5.3 of the **Appendix A**.

Implications for Wales

9. There are no implications for Wales as the fire and rescue service is a devolved responsibility and funding is provided to Welsh Fire and Rescue Authorities by the Welsh Assembly Government.

Financial Implications

10. There are no specific financial implications for the LGA arising from the content of this report.

Next steps

11. For officers to note comments made by members and discuss the future course of work with the Home Office and NFCC.



Official

Date:	23 November 2018	Item No.:
Title:	NFCC Spending Review 2019 update to FSMC	
Author:	Phil Hales	

1 Summary

- 1.1 This paper is to update the FSMC on progress made by the NFCC in responding to the Governments 2019 Spending Review (SR 2019), it will be accompanied by a presentation at the FSMC meeting on the 23rd November.
- 1.2 The Home Office (HO) are in the process of preparing a submission to the Treasury in anticipation of the SR 2019.
- 1.3 The HO has asked the NFCC to support this work to enable them to put forwards evidence to support the future funding of the English FRS.

2 Decisions required

- 2.1 Feedback is sought from the FSMC on how the NFCC engages with the LGA over SR19.

3 Recommendations

- 3.1 The Finance Coordinating Committee (FinCC) continue to represent the NFCC in joint discussions with the HO.
- 3.2 The FSMC receive the draft submission to enable further commentary and engagement.

4 Background

- 4.1 The government published a joint Spending Review (SR15) and Autumn Statement on 25 November 2015. SR15 set out how £4 trillion of government money would be allocated over the following five years, up to 2020.
- 4.2 In the first ever Spring Statement in March 2018, The Chancellor Philip Hammond stated that the government will undertake a full review of departmental funding in 2019 (SR19). Whilst not confirmed it is expected that this review will take place after Brexit which is due to take place on 29th March 2019.
- 4.3 The Government has made several pledges to protect public sector funding in specific sectors and provide investment in areas such as health and housing including the Prime Minister's pledge of £20 billion worth of extra spending on the NHS by 2023. None of the protections or investments extend to Fire.
- 4.4 The reduction in Government Funding for all standalone Fire and Rescue Authorities since 2015/16 is anticipated to be approximately £135 million by the end of the current SR period (2019/2020). This is a cash reduction figure. The real term reduction is higher than this if issues

such as pay awards and inflation are considered. It should also be noted that between 2010 and 2019 core spending power in directly funded authorities reduced by almost 20% compared to the Consumer Price Index. Additionally, over the last decade the number of firefighters (FTE) employed by FRAs has declined by 23% - from 42,385 to 33,049. All staff, including support and control, reduced by a similar proportion (20%).

- 4.5 The HO has set out a plan to prepare for SR19 which includes all HO departments. The Minister has asked for reports to be prepared that he can present to the Treasury setting out the case for HO funding. Included in this wider plan the HO have engaged with the NFCC FinCC on the case for Fire funding and identified that the NFCC are a key stakeholder in the Fire Submission.
- 4.6 Kieran Timmins has been appointed by the NFCC to co-ordinate this work on behalf of the sector and the Somerset Technical Team are supporting through the analysis of data.
- 4.7 The report includes a narrative and four 'themed pillars', which are set out below. The nature of the subject matter within the pillars extends beyond purely 'finance issues' and requires wider input from the Sector.

4.8 The Four Themed Pillars

Demand and Risk

- Evidence the demand and risks relevant to the fire sector (the work we have been doing on this can form the main part of this evidence)
- Understanding the risk and the demand caused by different incident types (major events, climate change, terrorism)
- Propose how demand/risk can be reduced further (link to prevention agenda)

Efficiency and Productivity

- Provide the narrative on the story so far – what has been saved/improved since SR15?
- Where can fire and rescue become more efficient? (Includes procurement, workforce, providing better outcomes to the public, collaboration, shared services etc)
- How can fire become more productive? (Includes crewing patterns, better use of data to identify productivity improvements, changes to terms and conditions, improving processes and eliminating duplication)

Capabilities

- What is the vision for fire 2025 and what does fire need to deliver this? (includes, operational preparedness, workforce, training, equipment)
- How make the changes to deliver the fire 2025 vision? What investment (money & training) is required and what will be the improved outcomes?
- What capital investments need to be made and how will these be financed?
- Research and development

Funding models

- Fair funding review and new fire formula
- Decisions around top-slicing for any national capabilities/contingency funding

5 Progress

- 5.1 The HO have shared drafts of the fire papers with the NFCC.
- 5.2 Several discussions have taken place between the NFCC and the HO to develop the reports and provide feedback to the HO on the drafts. Work is ongoing to get these to a final draft position where they can be shared more widely.
- 5.3 The NFCC have considered that achieving a 'flat cash' position would be as good as we can get. This would still present a challenging position for the FRS as pay awards would have to be paid for from current resources.

- 5.4 The NFCC are also asking for additional flexibility on council tax (although this may be challenging given other pressures on overall council tax bill levels) and for the treasury to fund the increase in employers' contributions for the pensions deficit.
- 5.5 A full survey and a reserves survey have been carried out by the NFCC to collect data which will be used to evidence the Sectors concerns in its funding position.

6 Next Steps / Timeline

- 6.1 The NFCC are working with the HO to provide feedback on each paper as it is produced and shared with us.
- 6.2 It is intended to have initial drafting completed by the end of November and shared with NFCC and FSMC. Final draft by 6th December, to allow for any changes following HMICFRS publication of Tranche 1 reports. Final document signed off 20th December before Parliamentary recess.

7 Background Information

Spending Review 2015

<https://www.gov.uk/government/topical-events/autumn-statement-and-spending-review-2015>

Spending Review 2019

<https://www.civilserviceworld.com/articles/news/spring-statement-hammond-confirms-2019-spending-review-and-allocates-brexite-cash>

Fire Safety in High Rise Buildings

Purpose of report

For information.

Summary

This report updates Fire Services Management Committee (FSMC) on the LGA's building safety related work since its last meeting.

Recommendation

That members note and comment on the LGA's building safety related work.

Action

Officers to action any matters arising from the discussion as appropriate.

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

Fire Safety in High Rise Buildings

Background

1. The LGA's activity around fire safety in high-rise buildings since the last FSMC meeting has centred on progressing the support package for councils to assist them in taking action to ensure private high-rise residential buildings with combustible cladding systems are made safe, on influencing the shape of the government's response to Dame Judith Hackitt's final report and its recommendations, and work on other building safety issues including fire doors and large panel system buildings. This report summarises this work.

Social housing high-rise buildings

Progress in remediation

2. Progress continues to be made in carrying out remediation to the 45 council owned and 100 plus housing association blocks with combinations of aluminium composite material (ACM) cladding and insulation that does not meet the building regulation standards. The latest figures published by the Ministry of Housing, Communities and Local Government (MHCLG) at the start of November show that remediation work has been completed on 28 social housing high-rise blocks. Work is ongoing on a further 87 blocks, and plans are in place or in development for the remediation of the remaining 44 social housing blocks.
3. The Permanent Secretary at MHCLG convened a roundtable in October with councils and housing associations with blocks with ACM cladding systems to discuss progress and concerns related to remediation. From this it was clear that issues with the quality of workmanship in installing key fire safety measures in cladding systems are common place and not just confined to ACM cladding systems, but also to other systems such as those using external wall insulation.
4. Following the roundtable MHCLG, the LGA and the National Housing Federation are in discussion about how the experiences and good practice that councils and housing associations have developed as a result of the remediation programme can be shared more widely across the social housing sector, especially as this learning will help councils prepare for the introduction of the reformed regulatory regime set out in the final report from the Hackitt review. Current proposals include establishing an on-line forum on the LGA's Knowledge Hub along with running a series of regional events early in 2019.

Private high-rise buildings

Progress in remediation

5. The latest statistics from MHCLG show there are 289 private buildings with ACM cladding systems that need to be removed. Of these 199 are residential high-rise blocks, 29 are hotels and 61 are student accommodation. Remediation work has been completed on 19 of these buildings, and has started on a further 21. An additional 98 buildings have plans in place and plans are being developed for a further 49 buildings. However there are no clear plans in place for 102 buildings, and there are a further 24 buildings where it is still not clear what type of cladding is present – MHCLG anticipates however that only a small number of these will have ACM cladding.

Partial cladding

6. A number of these buildings are only partially covered with ACM cladding. MHCLG published a guidance note in September from the Independent Expert Advisory Panel which made it clear that due to the risk of fire spread posed by ACM cladding systems the clearest way to ensure the safety of residents is to remove all ACM, including small or partial areas of cladding, and replace it with a safe material. The publication of the advice will assist local authorities in taking enforcement action under the Housing Act 2004, once the further guidance MHCLG have committed to producing is published.
7. However we are aware of one council with the assistance of its fire and rescue service that has already taken successful enforcement action against a partially clad private residential high-rise building at the first-tier tribunal, ahead of the additional statutory guidance being published, and LGA officers will explore if there is any good practice to learn from this case that can be shared with other fire and rescue services and councils.

Additional statutory guidance

8. As was reported to the last FSMC meeting MHCLG committed in the Secretary of State's statement at the end of June to producing further guidance that would make it easier for councils to use their powers under the Housing Health and Safety Rating System (HHSRS) in relation to fire safety hazards posed by ACM cladding systems on private high-rise buildings.
9. The LGA and the National Fire Chiefs Council (NFCC) have been working closely with MHCLG on the drafting of this guidance. This has involved seeking the views of environmental health officers and their testing of the new approach to ensure it is as robust as possible. The Housing Act requires any HHSRS guidance to be considered by Parliament before it can be used, and once the drafting of the guidance has been

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completed the next step will be for it to be laid in Parliament. It is anticipated this will happen before the end of the year, with the guidance being available for use by councils early in 2019.

Joint Inspection Team

10. Members will recall from the report to the last Committee meeting that the private sector remediation taskforce established by MHCLG agreed plans for setting up a joint inspection team. As was reported to the last FSMC meeting this team will be run by the LGA but paid for by MHCLG. Considerable progress has been made in the discussions with MHCLG about the size and cost of the team, and work has started on drafting a grant agreement between the department and the LGA. However recruitment has not been able to proceed as swiftly as had originally been hoped as issues related to the professional indemnity of the team are resolved.

Private sector remediation taskforce

11. The private sector remediation taskforce meeting has met twice since the last FSMC meeting. It has received updates on progress with the remediation of the private high-rise residential buildings with ACM, and heard from councils in London and the North West about the issues they have faced with ensuring building owners take action to remove ACM cladding systems.

Building regulations and fire safety review

12. Since the last Board meeting the LGA has continued to engage with MHCLG officials as they develop the government's response to the recommendations in Dame Judith Hackitt's final report. The focus of this work has been on developing proposals on how the new Joint Competent Authority (JCA) recommended in the Hackitt Review could function and has involved discussions with the NFCC, Local Authority Building Control, and latterly the Health and Safety Executive, as well as MHCLG. There is an on-going dialogue with MHCLG about how these key regulators and the LGA can work together and with the future JCA.

Ban on combustible cladding

13. Following the consultation this summer on banning the use of combustible materials on the external walls of high-rise residential buildings, the Government announced at the end of September that it would be proceeding with the ban. This represents a considerable lobbying success for the LGA, which called for a ban on the use of combustible materials in cladding systems on the external walls of high-rise residential buildings on the day of the publication of the Hackitt Review's final report, once it became clear there was not a

recommendation along those lines in it. Work is currently underway on how the ban will work in practice, and the LGA has been able to comment on preliminary drafts.

Wider building safety issues

Fire doors

14. LGA officers, along with the National Housing Federation and a number of local authorities have been meeting regularly with MHCLG officials to discuss issues related to fire doors. In these discussions the LGA has been keen to stress the need for greater clarity around which types of fire doors have been tested (including what doors have been tested to avoid duplication of tests, the details of those that have failed, and the time they have failed in) so that landlords are aware of what action they need to take, and what advice they can provide their tenants. As a result of this MHCLG has provided answers to a set of frequently asked questions, a copy of which is now hosted on the LGA's website, and to create a joint testing programme to avoid doors being tested multiple times at public expense. We have also raised the question of how the costs of replacement doors are met.

Spandrel panels

15. In October MHCLG issued an advice note to building owners about spandrel panels (and also window panels and infill panels). They have aesthetic and functional purposes and are generally required to meet a number of requirements including those related to fire safety. MHCLG's advice is for building owners to check the materials in the panel to ensure they do not present a risk of fire spread over the external wall of the building they are used on. If there are no written records the advice note suggests that building owners take samples. Where spandrel panels do not meet the required fire safety standards then the advice note states that they should be replaced. The LGA is currently exploring the implications of this advice note for councils.

Large Panel System (LPS) buildings

16. Since the FSMC meeting in June LGA officers have been in discussion with MHCLG officials about building safety issues related to LPS buildings. MHCLG agreed that an initial first step would be to establish a forum in which building owners could share best practice about ensuring their LPS buildings meet the building regulation requirements about being able to resist disproportionate collapse. A forum meeting was held in early October. The next stage of work is to identify where and what LPS buildings are still in existence so more authorities can be brought into the forum. LGA officers are currently in discussion with MHCLG about how this can be done, and has also been testing the information that is available on the numbers of buildings with councils to see how accurate it is.

Implications for Wales

17. Building regulations and fire and rescue services are devolved responsibilities of the Welsh Assembly Government, and the main implications arising from the recommendations of the Hackitt Review and the government's response to it are on building regulations and fire safety in England. However the Welsh government has announced that it will be making the changes recommended in the report to the regulatory system in Wales, and the LGA has been keeping in contact to ensure the WLGA is kept informed of the latest developments in England.

Financial Implications

18. Although the LGA is setting up the Joint Inspection Team, the cost of doing so will be met by MHCLG. Other work arising from this report will continue to be delivered within the planned staffing budget, which includes an additional fixed term post in the safer communities team to support the LGA's building safety work.

Next steps

19. Members are asked to note and comment on the LGA's building safety work.

Workforce Report

Purpose of report

For information.

Summary

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

Recommendation

Members are asked to note the issues set out in the paper.

Action

Officers are asked to note member comments

Contact officer:	Gill Gittins (industrial relations)	Clair Alcock (pensions)
Position:	Principal Negotiating Officer	Fire Pensions Adviser
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Workforce Report

Pensions

Valuation and Employer Contributions

1. The draft valuation results are now known and for firefighter pension schemes in England this means
 - 1.1. The employer cost cap floor of 14.8 per cent has been breached and improvements need to be made to rectify the breach.
 - 1.2. The employer cost cap was set at 16.8 per cent and at the recent valuation has been valued at 116 per cent.
 - 1.3. For information this position is reflected across all the devolved governments with indicative change of accrual rate for the period 1st April 2019 to 31st March 2023 as follows

	Employer Cost Cap	2016 Valuation cost cap	Current Accrual	Indicative accrual change
England	16.8%	11.6%	1/59.7	1/51.2
Wales	17.1%	12.3%	1/61.4	1/53.1
Scotland	15.8%	10.6%	1/61.6	1/52.6
Northern Ireland	18.3%	13.9%	1/64.8	1/57.1

2. Under paragraph 3 of rule [150A](#) of the scheme rules the Home Office must consult with the [Scheme Advisory Board](#) on the action to be taken to bring the cost back within the target cost. If no agreement can be reached, the default mechanism is to amend the rate at which benefits accrue.
3. The scheme advisory board have consulted with the cost committee on options to recommend to government, and whilst the final proposals are yet to be agreed the likely options for SAB to consider which option will be taken forward to Home Office are;
 - 3.1. 'Variable accrual', this introduces a choice to members to reduce their contributions by x per cent (the committee wanted this to be at 3 per cent but that might not be possible) and receive less pension, this may be desirable to lower paid members who want to increase their take home pay, or higher paid members who want to limit the growth of the pension within the tax limits so they

don't incur charges. This option relies on being able to assume a low take up rate, however this may be difficult to get government agreement. This option will also require a good supporting argument, as this potentially comes at a cost to the Home Office; to illustrate that a 3 per cent reduction in member contributions over a four year period with a 10 per cent take up would cost Home Office

3.2. As above but with early retirement factors based on the same principles as Scotland and Wales, where the early retirement factors are calculated based on different assumptions¹, which has the effect of lowering the early retirement factors. It should be noted that this might be difficult to achieve, early retirement terms were part of the negotiated package at the introduction of the 2015 scheme and government did not agree to early retirement terms as had been brought into Scotland and Wales. It should also be noted that changing early retirement terms could lead to changing employment trends.

3.3. Reducing member contributions by 5.2 per cent for four years. The treasury have already given public sector employers a clear steer that this is not the time to reduce scheme income. Nevertheless it remains an option for the SAB to propose to government.

4. Employer contribution rates will increase to an indicative level of 30.2 per cent from the current average of 17.6 per cent from 1 April 2019.

5. This is an average rate across the three schemes, all three schemes individual rates will rise but these figures have not yet been calculated by GAD. This increase is mainly due to the reduction in the SCAPE discount rate, from 2.8 per cent to 2.4 per cent as confirmed in budget 2018.

6. For information this position is reflected across all the devolved governments with indicative employer contribution rates as follows

	Current Average Contribution	Indicative average contributon from 1 April 2019
England	17.6%	30.2%
Wales	18.7%	28.3%
Scotland	21.4%	28.5%
Northern Ireland	24.3%	34.1%

¹ An assumed increase between early retirement and normal retirement being in line with the index adjustment (AWE) [Paragraph three of rules 70([WSI 2015/622](#)) and 61([SSI 2015/19](#))], whereby in England the increase is in line with PIA 1971¹[Paragraph three of rule 61 ([SI 2014/2848](#))]

Scheme Advisory Board

7. The levy for the 2018/2019 year of £7.69 per active member had now been invoiced for. This allows the SAB to provide increased centralised support and is designed to meet the cost effectiveness objective.
8. The SAB benchmark project will formally commence from 19 November 2018, with surveys being sent to Scheme Managers and Administrators. This is an essential project for the SAB as it will the board to consider the future of administering the Firefighters' Pension Scheme and whether there are cost savings that can be made.

LGA Firefighter Pension Scheme Communications and Events

9. Under the regulations the Fire Authority is defined as the scheme manager, and all responsibility for the scheme rests with the scheme manager. The pensions team are now offering short, high level scheme manager training sessions to elected members on their duties as scheme manager. Any Fire Authority interested in receiving training should email clair.alcock@local.gov.uk.

Key Wider Workerforce Issues

Broadening the role of the firefighter / Pay

10. The term 'broadening the role' refers to an NJC commitment to work jointly together on changes identified by each Side to ensure that there is a pay framework alongside terms and conditions in the fire and rescue service which reflect the responsibilities of, and current and future demands on, the service and the profession. Substantial work to date has looked at areas such as environmental challenges, emergency medical response, health and community, inspection and enforcement and multi-agency emergency response (which includes MTFA).
11. The FBU has recently made its aspirations in terms of pay clear. It seeks an uplift in pay of 17 per cent. A copy of the letter was provided to Chairs and Chief Fire Officers by email when received on the 18th October. There was no reference to a time period other than: *'We are aware that employers have previously mentioned making increases in phases. In the event of an agreement, we seek increases to be paid as quickly as possible.'* From an employer perspective, FRA Chairs and Chief Fire Officers have been clear on the maximum contribution that could be made to any pay award in each phase and that any further increase would need to be as a result of securing additional and sustainable funding and where directly applicable potentially greater precept flexibility. That remains the national employers' position, recognising also the need to broaden the role.
12. Both sides of the National Joint Council (NJC) remain fully committed to identifying a mutually acceptable resolution and negotiations are therefore continuing with frequent meetings taking place both on the content of any deal and related pay.

13. Political lobbying across the UK in respect of funding is also continuing (both separately and when appropriate jointly).
14. In so far as England is concerned, a substantial amount of detailed information has already been provided to the Home Office to support the case, including in respect of reserve levels. Discussion has moved on and since the last FSMC meeting, meetings have taken place with civil servants separately as employers and jointly with employee representatives as appropriate and that is continuing. We are currently preparing additional information identified as being of interest at those meetings including questions to the National Employers about associated budget matters in order to further inform Ministerial considerations. In doing so we are working with the LGA's Senior Adviser (Finance) and a number of fire service finance directors.

Court Of Justice of the European Union - Ville De Nivelles V Rudy Matzak

15. This recent case concerned a 'volunteer' firefighter in Belgium. However its impact will be felt more widely, including in the UK. In essence it has determined that stand-by time of a worker at home who is obliged to respond to calls from the employer within a short period must be regarded as 'working time'.
16. Through the auspices of the National Employers we have been working with a QC to inform guidance to FRAs on the judgement.
17. We put in place a sounding board with a mix of HR and legal advisers from each of the UK administrations as well as one of the LGA's senior employment law advisers to be sure the questions asked and information provided to the QC would be appropriate
18. The Sounding Board has met with the QC to further explore the picture of how the retained duty system works in the UK. We also put in place a meeting to provide demonstrations of the three main availability management systems used by FRSs.
19. FRAs/FRSs will be further updated as soon as possible.

Court of Appeal – Pension Scheme Transitional Protection Arrangements

20. Members will recall that 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 decided to join the appeal with that in the McCloud case relating to judges (which found in favour of the judges).
21. The EAT allowed the firefighters' appeals in certain respects. However, the EAT has not examined the evidence and found there was discrimination. The EAT's judgement simply means that, in its view, the ET was mistaken in the law in certain limited respects.

However, in regard to those matters, the EAT recognised that there are grounds to appeal against its decision and the Respondents, including the FRAs, were given permission to appeal to the Court of Appeal. The reasons for allowing the firefighters' appeals in so far as the EAT did so, were very limited and the Respondents to the Claims, the Governmental bodies and the Fire and Rescue Authorities, succeeded on a significant number of points.

22. The appeal to the Court of Appeal took place earlier this month and the judgment is awaited.
23. In addition to the above, the FRAs have a separate appeal based on Schedule 22 of the Equality Act 2010. At the initial stage the Employment Tribunal found against the fire authorities. The appeal is based on the belief that the FRAs have been very much stuck in the middle between the Governmental bodies and the FBU and the dispute between those bodies. The FRAs have done nothing other than seek to apply the law as determined by others. The EAT has ordered that this separate appeal should be stayed until the Court of Appeal has given its judgement.
24. We continue to work closely with the Steering Group set up by the National Employers at the start of the legal process following agreement that the LGA would represent all UK fire and rescue services on a collective, cost sharing basis. While covered by the collective approach, the cases in Scotland, Wales and Northern Ireland are currently stayed pending the outcome of the English test cases. The Steering Group has legal and HR advisers from varying types of fire and rescue services across the UK, the Advisory Forum legal adviser, employers' secretariat, and from the LGA its Corporate Legal Adviser and a Senior Employment Law Adviser.

Secretariat support

25. Aside from the formal NJC dispute resolution processes, the Joint Secretariat can provide informal assistance where the local parties believe a matter is proving difficult to resolve. Most recently we have supported a service in resolving a broad range of harmonisation issues and the employers' secretariat has supported discussions which resolved a Trade Dispute.
26. In terms of formal processes, the Joint Secretariat has facilitated agreement for a service on a number of issues. In addition the NJC's Technical Advisory Panel has met. The outcome of that has been reported to FRAs and services by [circular](#).

Next Steps

27. Officers to take forward members comments



**Fire Services Management
Committee**

23 November 2017

LGA Fire Conference update

Purpose of report

For information.

Summary

The report details the proposed agenda for the LGA Fire Conference 2019. Plenary sessions have been amended to take in to consideration members' comments. Most speakers listed are indicative at present.

Recommendation

That members of the Committee note the report. If any members would like to feedback on the agenda for LGA Fire Conference please email the named officer.

Action

Officers to continue to provide updates to members.

Contact officer:	Jessica Norman
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Programme

Annual fire conference and exhibition

12-13 March 2019

Tuesday 12 March 2019

09.00	Registration, refreshments and exhibition viewing
10.30	Conference opening and Chair's welcome Councillor Dee Simson , Mayor, City of Brighton and Hove Chair: Councillor Ian Stephens , Chair LGA Fire Services Management Committee and Isle of Wight Council
10.45	Keynote session 1. Ministerial Keynote Nick Hurd MP , Minister of State for Policing and the Fire Service, Home Office Chair: Councillor Ian Stephens , Chair LGA Fire Services Management Committee and Isle of Wight Council Questions and discussion
11.20	Refreshments and exhibition viewing
11.50	Keynote session 2. The added value of Fire and Rescue Services Matt Wrack , General Secretary, Fire Brigades Union and Joint Secretary, National Joint Council Cllr Nick Chard , LGA FSMC and Chairman, Kent
12.45 -1.50	Lunch, exhibition viewing and networking
2.00	Workshops – session 1 An opportunity to attend a workshop from a list that is currently in development. These sessions will not be repeated.
3.00	Refreshments and exhibition viewing
3.30	Workshops – session 2 An opportunity to attend a workshop from a list that is currently in development. These sessions will not be repeated.
4.40	Keynote session 3. Finance, risk and capacity Phil Hales, NFCC

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Dawn Docx, Merseyside Fire and Rescue Services

Roy Wilsher, NFCC

Speakers on major incidents, wildfires etc. TBC

5.30 **Political group meetings**

6.30 **Fire authority meetings**

7.15 Drinks reception

8.00 Conference dinner

Wednesday 13 March 2019

09.00 Registration for new delegates, refreshments and exhibition viewing

09.30 **Keynote session 4. Shadow Fire Minister's panel session (Labour and Lib Dem)**

10.00 **Keynote session 5. Lessons learned from inspections**

Zoë Billingham, HM Inspector, HMICFRS

Chair:

10.45 **Keynote session 6. Diversity**

Fiona Twycross, LGA Diversity Champion

11.30 Refreshments and exhibition viewing

12.00 **Keynote session 7. Building safety - beyond the Hackitt Review**

Dame Judith Hackitt

12.40 Conference close, lunch, exhibition viewing and networking

Chair: **Councillor Ian Stephens**, Chair LGA Fire Services Management Committee and Isle of Wight Council

Fire Services Management Committee Update paper

Purpose of report

For information.

Summary

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

Recommendation

That members of the Committee note the report.

Action

Officers to continue to provide updates to members.

Contact officer: Jess Norman
Position: Adviser
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Email: Jessica.Norman@local.gov.uk

Fire Services Management Committee Update paper

PCCs and fire governance

1. The Statutory Instrument to change the governance of North Yorkshire Fire and Rescue Service from the Authority to the Police and Crime Commissions (PCC) was laid before Parliament on the 6 September and came in to force on the 15 November. Julia Mulligan is now the Police, Fire and Crime Commissioner (PFCC) for North Yorkshire.
2. There has been no further progress in the potential change of governance of West Mercia (Hereford & Worcester and Shropshire Fire and Rescue Services), Cambridgeshire Fire and Rescue Service and Northamptonshire Fire and Rescue Service.

HMICFRS Inspections

3. Reports from the first tranche of HMICFRS Inspection are expected on the 6 December 2018. Chief Fire Officers and Chairs will have early sight of the reports, 48 hours before publication. In addition to the individual reports, HMICFRS will also publish a report setting out their overarching views arising out of the individual reports.

Ministry of Justice Circular: Assaults on Emergency Workers (Offences) Act 2018

4. The Assaults on Emergency Workers (Offences) Act 2018 gained received Royal Assent on the 13 September 2018. To coincide with the Act coming in to force the Ministry of Justice have issued a Circular (linked above). The Circular provides guidance on the Act.

Leadership Essentials Fire and Rescue Services

5. The LGA will be holding two Leadership Essentials programmes in this financial cycle. In a similar manner to previous programmes the agenda will include a general introduction to Fire and Rescue Authorities and the LGA and sessions on various topics including Effective scrutiny, the Home Office Fire Reform Agenda; Inclusion and Diversity; Grenfell Tower and fire safety; the National Fire Chiefs Council (NFCC); the Inspections programme; and political leadership around public relations.
 - 5.1. The first programme will be held on the 28-29 November 2018 at Warwick Conference Centre and is already fully booked.
 - 5.2. The second programme will be held on the 26-27 February 2019, also at Warwick Conference Centre, and still has some places available.

LGA Diversity and Inclusion Masterclasses

6. Following Fire Service Management Committee's decision to include diversity in the main priorities of the Committee this year, and with help from supportive members of the

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Committee, the LGA will be holding five Diversity and Inclusion Masterclasses for members in the New Year.

7. With assistance from individual Authority's staff and the NFCC we have begun marketing these events. However, we would be grateful if the Committee could promote these events in their own authorities. For more information and for marketing text please email Jessica.norman@local.gov.uk.
8. Please see below for information on each event, including capacity for each event and the number of members booked to attend each at the time of writing:
 - 8.1. [London, 09 January 2019](#), the maximum capacity for this event is 40 and we current have five bookings on to the event;
 - 8.2. [West Yorkshire, 18 January 2019](#), the maximum capacity for this event is 30 and we current have 15 bookings on to the event;
 - 8.3. [Exeter, 31 January 2019](#), the maximum capacity for this event is 20 and we current have four bookings on to the event;
 - 8.4. [Lancashire, 12 February 2019](#), the maximum capacity for this event is 30 and we current have eight bookings on to the event;
 - 8.5. [Birmingham, 20 February 2019](#), the maximum capacity for this event is 30 and we current have three bookings on to the event.

Peer support

9. The LGA, working in partnership with NFCC, has developed a flexible Peer Support offer for the Fire & Rescue Sector. The LGA and NFCC Fire & Rescue Peer Support Framework provides FRS with a range of tailored sector led products that complement the newly introduced HMICFRS Inspection. These include but are not limited to:
 - 9.1. Peer Challenge
 - 9.2. Leadership & Governance Peer Support
 - 9.3. Targeted Peer Support
10. In 2017/18 and 2018/19 take up of the offers have been limited, due to the roll out and understandable focus by the sector on inspection. In 2017/18 the LGA delivered 4 peer challenges and to date have delivered 2 peer challenges with a further 2 planned. However, since the completion of the first tranche of inspections the LGA is in discussion with several fire and rescue services regarding future sector led support needs.

11. The LGA continues to evaluate its offers and will provide an update report to FSMC in March 2019.

The Budget

12. The LGA's response to the Government's Autumn Budget outlined that although it showed the Government starting to listen to the LGA's call for investment in local services, it still falls short of what is needed in the long-term. The response highlighted that the funding provided in the Budget cannot be a one-off and that the real test is to come in next year's Spending Review.
13. The Budget made very little reference to issues around Fire and Rescue Services. However, it did confirm the reduction of the discount rate for calculating employer contributions in unfunded public service pension schemes to 2.4 per cent plus CPI, down from 2.8 per cent. This was an expected announcement, but will constitute a significant increase in the employer contribution from 17.6 per cent to an expected 30.2 per cent. This increase is yet to be confirmed as the full impact of changes to the pension scheme are currently being consulted on by the [Firefighters Scheme Advisory Board](#). The LGA will continue to make the case and work with the Government in order to secure a positive outcome.
14. The Chancellor made no announcement on pay for Fire and Rescue employees. The LGA was disappointed that the Government failed to recognise the need to address the issue of rewarding fire employees to reflect the positive impact that the broader work of Fire and Rescue Services in collaboration with health providers and other partners could have.
15. For the all documents concerned with budget including, the LGA Budge Submission, Budget Summary, and Full Briefing on the Budget see [here](#).

Update from Outside bodies

16. The Fire Standards Board was due to meet for the first time on the 26 November. However, it has now been cancelled due to the availability of the members. A new date will be announced in due course.
17. HMICFRS' External Reference Group met on the 22 October, and heard outline feedback on the process of the first round of inspections and progress on the second round of inspections. HMICFRS also updated on the process for publishing the first round of reports in early December.
18. No further updates have been provided for Outside Bodies, due to lack of meetings since the last FSMC.

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Note of last Fire Services Management Committee meeting

Title: Fire Services Management Committee
Date: Thursday 20 September 2018
Venue: Smith Square 1&2, Ground Floor, 18 Smith Square, London, SW1P 3HZ

Attendance

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

Item	Decisions and actions
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1 Chairs Welcome, Apologies and Declarations of Interest

The Chair, Cllr Ian Stephens, welcomed members to the first Fire Services Management Committee meeting of 2018/19.

There were no declarations of interest.

Apologies were received from Cllr Jason Ablewhite and Cllr Chris Pillai is a substitute.

2 Terms of Reference, Membership and Appointments to Outside Bodies

Thomas French introduced this item and drew members' attention to the list of outside bodies. A brief conversation was had about outside body appointments and it was agreed that each political group would make their nominations and the appointments would be discussed by lead members and officers after the meeting.

Members highlighted some inaccuracies with their local government authority titles which were amended.

Decision:

Members noted the report.

Action:

It was agreed for Cllr Chard to be the Fire Services Management Committee Finance Champion and Ms Twycross to be the Fire Services Management Committee Diversity Champion.

Officers and lead members to agree appointments to outside bodies. See **Appendix B**

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3 Fire Services Management Committee Priorities 2018-19

Charles Loft introduced the Fire Services Management Committee priorities for 2018-19. The paper reflects discussion from Lead Members meetings and the last Fire Services Management Committee meeting in June 2018.

Members made the following comments

- Fire Services Management Committee should consider better scrutiny of police and crime commissioners.
- Workforce should include broadening the role and supporting diversity
- Collaboration work with other bodies, such as Adult Social Care around mental health should be emphasised.
- Inspections should be its own priority and not within Transparency and standards.
- It is important that Fire Services Management Committee focuses on Inspections this year, with support being provided to Fire and Rescue Authorities (FRAs) including a mechanism for sharing learning.
- The work on building safety should include sharing the learning from the Grenfell Tower enquiry and also the implications for how fire services deal with public enquires.
- The LGA should have a place in the governance of the Emergency Services Mobile Communications Programme, and there should be additional funding for FRAs.
- The work on Automatic Fire Suppression Systems needs to continue from last year.

Decision:

Members noted the report.

Action:

Officers will take note of comments and deliver the programme of work agreed by members.

4 LGA Peer Support offer

Gary Hughes gave a background to the LGA Peer Support Offer and why it was formed. In 2016, the Fire Services Management Committee created a working group on Peer Support to review the offer, but it was agreed to pause the working group till a framework of inspections was available. Now the LGA is in a position to develop its peer support offer.

The Fire Peer Support Framework will have three core elements:

- Inspection Peer Support
- Leadership and Governance Support
- Targeted Support

Gary explained the offer had been developed with the sector, including a session at the 2017 LGA Fire Conference and reaching out to colleagues in NFCC. The framework is

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there to support sector led improvement not to set up a different body that is parallel to the inspections.

Members made the following comments

- There is concern that there is no clarity on what support is being offered, whether this is pre- or post-inspection, and the length of the peer review, which should be less than the previous 3-4 days.
- The governance within the service would be an important element of the Fire Peer Review offer.
- How would the offer be funded going forward.
- Support leading up to an inspection is important, like in the education sector where schools are supported before an OFSTED inspection.

Gary Hughes responded

- The peer support needs to be supportive of sector level improvement and not a burden on services.
- Peer support would be on going, not just in stages of pre and post inspections.
- Peer Support can cover wider than just the inspection process.
- MHCLG is still keen to support sector led improvement and the LGA improvement grant can support fire authorities.

Decision:

Members approved the proposals.

Action:

Gary Hughes will bring an evaluation report to Fire Services Management Committee in March 2019.

5 Annual Fire Conference 2019

Jess Norman updated Fire Services Management Committee on the progress of planning the next Fire Conference. Jess Norman highlighted the agenda for Fire Conference and asked members to consider submitting workshop bids.

Members made the following comments for the next Fire Conference:

- Diversity should be a standing item in the main conference and gender balancing in the plenary sessions should be kept at a standard.
- Education in the fire safety is a changing business and needs to be explored.
- The LGA should have a place at conference on Fire Suppression and the work of Grenfell.
- The Shadow Fire and Emergency Services Minister, Chris Williamson MP should be invited.
- Having a main theme at the conference would be helpful for lobbying on shared issues. Prevention, the role of fire and rescue services in public health, services engagement with health and wellbeing boards and protecting vulnerable people should be at the centre of conference, or alternatively a paper at FSMC.
- Cllr Chard representing employer interests and Matt Wrack (FBU) employee

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interests should be invited to speak on an appropriate subject, such as broadening the role. Their own authorities would be putting in bids around apprenticeship schemes, the use of technology in promoting fire safety

Decision:

Members noted the progress in planning the next Fire Conference

Action:

Officers to work on a paper on adult social care and the fire service for a future Fire Services Management Committee meeting.

Officers to send information on workshops and how to submit bids to members.

6 Fire Safety in High Rise Buildings

Mark Norris introduced the report on the LGA's building safety related work since the last Committee meeting. Mark Norris highlighted the work that has been done on private high-rise building with combustible cladding systems and the work that has been done on Fire Door testing.

Mark Norris went through the proposed model for the Joint Inspection Team, with the LGA working in partnership with MHCLG. Initial feedback will be sought on the model from Lead Members of Fire Services Management Committee with a paper coming back to Fire Services Management Committee at a later date.

Members made the following comments

- Members should be involved to ensure greater scrutiny of the process.
- Members will have to bear the reputational risk if this does not go through well. There needs to be a clear line of accountability.
- Lead Members can feed their comments from their groups to further add to the process.

Mark Norris responded

- The LGA will be doing operational work around this with local authorities Work on this will also be reported to the Grenfell Task and Finish Group and the Safer and Stronger Communities Board.

Decision:

Members noted the report

Action:

Officers to take forward comments from members.

7 Finance

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In response to Home Office interest on reserve levels in connection with the approach for additional 'broadening the role' funding, work had been undertaken by the National Employers. Bevis Ingram reported on that work, the type of analysis and narrative provided and that matters had now moved on. The Home Office has asked the National Employers to do further analysis on associated issues. In responding, that work will also be mindful of wider financing issues and the pressures that the fire service faces. Members commented

- The work has been done from the National Employers to show that fire services are all unique and have their own problems. This has been helpful for talks about finance with the Home Office.
- Capital funding is as important as reserves funding.
- Fire Service funding has changed, due to what the services now does and the financial climate. So how the services use reserves has now changed.

Decision:

Members noted the verbal report

Action:

Officers to take forward comments from members.

8 Workforce Update Report

Gill Gittins and Clair Alcock updated the Fire Services Management Committee on matters in relation to fire service industrial relations and pension matters. Gill Gittins highlighted a couple of areas from the report circulated in advance of the meeting.

Gill Gittins reported on the broadening the role negotiation and related additional funding issues. As far as England and the Home Office was concerned discussions continued. The focus had now moved away from reserves following the information provided by the National Employers. There remained pressure from the Scottish Government to secure a deal quickly given it had already indicated its financial support. Positive discussions were taking place with Welsh Government.

Gill Gittins reported on the three regional meetings with Chairs and Chief Fire Officers and the themes of affordability and frustration on how long the negotiations were taking although recognising that the negotiation was complicated by the need to secure additional funding. It was felt that without a guarantee of funded outcomes any suggestion of an independent review would not aid the negotiation, cause further delay and be relevant only in England. Chairs and CFOs had been clear on the level of contribution FRAs could make in terms of any uplift in pay and that was shared with members.

Clair Alcock reported to members an update on the Firefighters Pension Scheme 2016 valuation results, in common with other public sector schemes, the employer contributions are going to significantly increase due to the effect of the discount rate falling to 2.4% from 2.8% and the employer cost cap has been breached, which means the pension benefits will need to be improved.

The scheme advisory board, on which sit a number of FSMC members will be

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responsible for consulting with government on the appropriate method of improving member benefits.

Clair also confirmed that following the FSMC meeting in January and consultation with the Firefighters pensions' technical group, a request to HMRC will be submitted seeking guidance on the correct tax treatment where a lump sum is revised twelve months after retirement.

Members commented

- Both the employee and employer sides of the NJC needed to have a shared view on the level of ask of governments. That would be informed by employee side expectations in terms of pay uplift (which was awaited). But more than 2% was unaffordable for FRAs. Scotland was more progressed in terms of additional funding , than England, as is Wales

Decision:

Members noted the report circulated with the agenda and verbal report.

Action:

Officers to take forward comments from members.

9 Fire Services Management Committee Update paper

Jess Norman introduced the report that outlined issues of interest to the Fire Services Management Committee.

Decision:

Members noted the verbal report

10 Minutes of the previous meeting

Members agreed the minutes of the previous meeting

22 November 2019

Appendix A -Attendance

Position/Role	Councillor	Authority
Chairman	Cllr Ian Stephens	Isle of Wight Council
Vice-Chairman	Ms Fiona Twycross AM	Greater London Authority
Deputy-chairman	Cllr Nick Chard	Kent and Medway Fire and Rescue Authority
	Cllr Keith Aspden	North Yorkshire Fire & Rescue Service
Members	Cllr Eric Carter	Shropshire and Telford Fire and Rescue Authority
	Cllr Mark Healey MBE	Devon and Somerset Fire and Rescue Authority
	Roger Hirst	Essex Police, Fire and Crime Commissioner
	Cllr Rebecca Knox	Dorset and Wiltshire Fire and Rescue Service
	Cllr Les Byrom CBE	Merseyside Fire and Rescue Authority
	Cllr John Edwards	West Midlands Fire and Rescue Authority
	Cllr Nikki Hennessy	Lancashire Fire and Rescue Authority
	Cllr Judith Hughes	West Yorkshire Fire and Rescue Authority
Apologies	Cllr John Robinson JP	County Durham and Darlington Fire & Rescue Authority
	Cllr Jason Ablewhite	Huntingdonshire District Council

22 November 2019

Appendix B- Outside Bodies

Outside Body	Group nominations in 2018/19
Arson Prevention Forum	1 place Cllr Kevin Dodds (Lab)
Central Programme Office Engagement Forum	1 place Cllr Ian Stephens (Ind)
Central Programme Office Engagement Forum: Community Risk Sub-forum	1 place Cllr Nikki Hennessy (Lab)
Central Programme Office Engagement Forum: Digital	1 place Jason Ablewhite (Con)
Central Programme Office Engagement Forum: People	1 place Cllr Roger Price (LD)
On-call Steering Group (formerly CFOA, RDS & operational training working group)	2 places Cllr Judith Hughes (Lab) Cllr Mark Healey (Con)
Emergency Service Collaboration Working Group	2 places Cllr Eric Carter (Con) Cllr John Robinson (Lab)
Fire Service College Engagement Forum	2 Places Roger Hirst (Con) Cllr John Edwards (Lab)
HMICFRS FRS Inspections - External Reference Group	3 places Cllr Rebecca Knox (Con) Fiona Twycross (Lab) Cllr Keith Aspden (LD)
Interoperability Board (JESIP)	1 place Roger Hirst/Cllr Nick Chard (Con)
National Occupational Committee	1 place Cllr John Robinson (Lab)
Fire Standards Board	1 place Cllr Nick Chard (Con)
Strategic Resilience Board	2 places Cllr Les Byrom CBE (Lab) Cllr Ian Stephens (Ind)

LGA location map

Local Government Association
 18 Smith Square
 London SW1P 3HZ

Tel: 020 7664 3131
 Fax: 020 7664 3030
 Email: info@local.gov.uk
 Website: www.local.gov.uk

Public transport

18 Smith Square is well served by public transport. The nearest mainline stations are: Victoria and Waterloo: the local underground stations are **St James's Park** (Circle and District Lines), **Westminster** (Circle, District and Jubilee Lines), and **Pimlico** (Victoria Line) - all about 10 minutes walk away.

Buses 3 and 87 travel along Millbank, and the 507 between Victoria and Waterloo stops in Horseferry Road close to Dean Bradley Street.

Bus routes – Horseferry Road

- 507** Waterloo - Victoria
- C10** Canada Water - Pimlico - Victoria
- 88** Camden Town - Whitehall - Westminster - Pimlico - Clapham Common

Bus routes – Millbank

- 87** Wandsworth - Aldwych
- 3** Crystal Palace - Brixton - Oxford Circus

For further information, visit the Transport for London website at www.tfl.gov.uk

Cycling facilities

The nearest Barclays cycle hire racks are in Smith Square. Cycle racks are also available at 18 Smith Square. Please telephone the LGA on 020 7664 3131.

Central London Congestion Charging Zone

18 Smith Square is located within the congestion charging zone.

For further details, please call 0845 900 1234 or visit the website at www.cclondon.com

Car parks

Abingdon Street Car Park (off Great College Street)

Horseferry Road Car Park
 Horseferry Road/Arneway Street. Visit the website at www.westminster.gov.uk/parking

