

Fire Services Management Committee

Agenda

Monday, 11 March 2019
5.00 pm

Chartwell Room, 1st Floor, Hilton Metropole
Hotel, Brighton

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

www.local.gov.uk

This meeting is



Guidance notes for members and visitors to the Brighton Metropole Hotel

Please follow [this link](#) for details and accessibility information for the Brighton Metropole Hotel, where the Fire Services Management Committee meeting is being held

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

Fire Services Management Committee 11 March 2019

There will be a meeting of the Fire Services Management Committee at **5.00 pm on Monday, 11 March 2019** Chartwell Room, 1st Floor, Hilton Metropole Hotel, Brighton.

A sandwich lunch will be available after the meeting.

Attendance Sheet:

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

Political Group meetings:

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

Apologies:

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

Conservative:	Group Office: 020 7664 3223	email: lgaconservatives@local.gov.uk
Labour:	Group Office: 020 7664 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.group@lga.local.gov.uk

LGA Contact:

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

Carers' Allowance

As part of the LGA Members' Allowances Scheme a Carer's Allowance of £9.00 per hour or £10.55 if receiving London living wage is available to cover the cost of dependants (i.e. children, elderly people or people with disabilities) incurred as a result of attending this meeting.

Social Media

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

The twitter hashtag for this meeting is #lgassc

Fire Services Management Committee – Membership 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
PFCC Roger Hirst	Essex Police Fire & Crime Commissioner Fire & Rescue Authority
Cllr Rebecca Knox	Dorset and Wiltshire Fire and Rescue Service
Substitutes	
Cllr Chris Pillai JP	Calderdale MBC
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	23/11/18	25/1/19		
Councillors					
Conservative Group					
Nick Chard	Yes	Yes	Yes		
Jason Ablewhite	No	Yes	Yes		
Eric Carter	Yes	Yes	Yes		
Mark Healey MBE	Yes	Yes	Yes		
Roger Hirst	Yes	Yes	Yes		
Rebecca Knox	Yes	Yes	Yes		
Labour Group					
Fiona Twycross	Yes	No	Yes		
Les Byrom CBE	Yes	Yes	Yes		
John Edwards	Yes	Yes	No		
Nikki Hennessey	Yes	Yes	Yes		
Judith Hughes	Yes	No	No		
John Robinson JP	Yes	Yes	Yes		
Lib Dem Group					
Keith Aspden	Yes	Yes	Yes		
Independent					
Ian Stephens	Yes	No	Yes		
Substitutes					
Simon Coles	Yes				
Brian Nash	Yes				
Phil Loach	Yes				
Steven Adams	Yes		Yes		
Kevin Dodds		Yes	Yes		
Chris Pillai		Yes	Yes		

Agenda

Fire Services Management Committee

Monday 11 March 2019

5.00 pm

Chartwell Room, 1st Floor, Hilton Metropole Hotel, Brighton

Item		
1.	Chair's Welcome, Apologies and Declarations of Interest.	
2.	Corporate Governance Inspection proposals Presentation by Sue Warren HMICFRS	
3.	Comprehensive Spending Review	1 - 4
4.	NFCC update (verbal update)	
5.	Building Safety update	5 - 10
6.	Fire Conference 2019 update (verbal update)	
7.	Workforce paper	11 - 14
8.	Fire Services Management Committee Update Paper	15 - 20
9.	Minutes of the previous meeting	21 - 26

Date of Next Meeting: Friday, 28 June 2019, 11.00 am, Smith Square 3&4,
18 Smith Square, London, SW1P 3HZ

Spending Review update

Purpose of report

For discussion.

Summary

The report outlines ongoing activity around the governmental Spending Review to ensure that any submission to the Treasury by the Home Office on behalf of the Fire Sector is joined up and reflective of the needs of the sector.

Recommendation

That members of the Committee note and discuss the report as necessary.

Action

Officers to take into forward any actions as prescribed by members.

Contact officer:	Charles Loft
Position:	Senior Adviser
Phone no:	020 7664 3874
Email:	Charles.loft@local.gov.uk

Spending Review update

Background

1. The National Fire Chiefs Council (NFCC) attended Fire Services Management Committee (FSMC) on the 23 November 2018 and provided an update on NFCC activity with the Home Office around a joint submission to the Treasury to provide a joined-up perspective of the Fire Sector financial needs. Members highlighted the need for political oversight of this process in order for it to be truly reflective of the whole sector.
2. At the meeting the Home Office and members of NFCC agreed to hold a series of workshops to look at key priority areas with members of FSMC. The Home Office also committed to creating a Senior Sector Group to provide oversight of all activity on the Spending Review submission.

Workshops

3. On the 8 January representatives from the FSMC, the National Fire Chiefs Council, and the Home Office attended the first of two workshops as part of the Spending Review (SR) work. This workshop was on the objectives for capabilities development, and the capabilities needed to meet these.
4. It was agreed that this should be broader than the development of particular technologies, and look at wider capabilities that fire and rescue will need to invest to maintain or develop.
5. Following the workshop the Home Office produced a series of agreed priorities for this area.
6. On the 26 February FSMC members met Home Office officials and NFCC representatives for a second workshop, on Efficiency and Productivity.

Senior Sector Group

7. On the 30 January the Home Office held the first Senior Sector Group (SSG) around finance and the SR submission. The Group includes key representatives from the Home Office, NFCC and FSMC. The Group will provide oversight leadership to the delivery of a comprehensive proposal for the future funding of Fire and Rescue beyond 2019/20. At this meeting the priorities identified in the Capabilities workshop were refined and agreed.
8. The next meeting of the SSG will be on the 27 March, where the outcomes of the Efficiency and Productivity workshop will be considered.

11 March 2019

Home Office letter

9. Following the first Spending Review Fire Senior Sector Group FSMC members agreed to write a letter to the Home Office reiterating the Committee's view on the process of producing a submission for the Treasury. This letter has now been sent to the Home Office Director of Fire and Resilience, Luke Edwards.

Implications for Wales

10. There are no implications for Wales as funding for fire and rescue services is a devolved matter to the Welsh Assembly Government.

Financial Implications

11. There are no financial implications for the LGA arising from this work as it is delivered from existing resources.

Next steps

12. Members who attended these meetings may wish to feedback.
13. Members are asked to consider whether they are happy with the progress of the SSG and workshops, and to make any comments/suggestions they think necessary.

Fire Safety in High Rise Buildings

Purpose of report

For information.

Summary

This report updates Fire Services Management Committee (FSMC) on building safety related issues since its last meeting.

Recommendation

That the 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
Phone no:	020 7664 3241
Email:	mark.norris@local.gov.uk

Fire Safety in High Rise Buildings

Background

1. Since the last FSMC meeting there have been a number of developments related to the government's building safety programme, including the publication of further information on the testing of non-aluminium composite material cladding, and information received by the Ministry of Housing, Communities and Local Government in 2015 to assist with the review of the building regulations guidance on fire safety – Approved Document B. The LGA continues to work across a range of strands related to the building safety programme and 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-owned blocks with combinations of aluminium composite material (ACM) cladding and insulation that have been found not to meet the building regulation standards.
3. The statistics published by the Ministry of Housing, Communities and Local Government (MHCLG) on 7 February show that remediation has started or plans are in place to start remediation on around 118, or around three-quarters, of the 159 social housing blocks. Work has finished on 40 of these buildings, and in the case of the council blocks the cladding has already been removed from a significant majority, with the work underway to remove it from the remaining buildings.
4. The Committee has previously been advised about the remediation good practice forums the LGA has been organising with the National Housing Federation (NHF). Three roundtable events were held during February in London, Birmingham and Manchester for councils and housing associations to hear about what has been learnt from the remediation work undertaken to date and what some leading councils and housing associations are doing in anticipation of implementation of the recommendations made by the Hackitt Review.

Private high rise buildings

Progress in remediation

5. The latest statistics from MHCLG show there are 266 private high-rise buildings with ACM cladding systems that need to be removed. So far remediation work has begun on

11 March 2019

19 of the private high-rise buildings with ACM cladding, and has been completed on 33 of them. Plans are in place for remediation on a further 127 buildings, and plans are being developed for a further 37 buildings. However remediation plans still remain unclear for 50 buildings.

Additional guidance on enforcement action

6. In order to enable councils to encourage building owners to make progress with remediation work, MHCLG published additional guidance on enforcement powers available to councils under the Housing Act 2004 in February 2019. This repeated that if a council judges there is a need for emergency remedial action there is support available from MHCLG including the possibility of funding to do the remedial work needed.

Ministerial private sector remediation taskforce

7. The challenges being faced by councils in taking enforcement action under the Housing Act 2004 were also discussed at the private sector remediation taskforce chaired by the Secretary of State for Housing, Communities and Local Government in February, including the timescales councils could give in any enforcement notices, and the funding of any remediation work.

Joint Inspection Team (JIT)

8. Advice for councils on taking enforcement action under the Housing Act is also available from the Joint Inspection Team hosted by the LGA. The JIT has already had preliminary discussions with authorities that may be interested in having its support while further members of the team are recruited. Discussions continue with MHCLG on finalising the agreement between the Department and the LGA on the running and operation of the JIT including the terms of the indemnity provided for the operation of the JIT.

Building Regulations and Fire Safety Review

9. Following publication in December of the government's plan for implementing the recommendations from the Hackitt Review, 'Building a Safer Future', progress has continued with a number of the proposals announced as part of MHCLG's on-going building safety work.

Approved Document B

10. The consultation on the technical review of Approved Document B, which opened in December, closed at the start of March. The consultation sought views on whether for example the scope of Approved Document B should be expanded to cover protecting property from fire as well as safeguarding lives, what changes need to be made to the

guidance in relation to specialised housing and care homes, and whether the definition of high-rise buildings should be changed from 18 metres or the requirement for sprinklers to be used only in buildings over 30 metres in height revised. Given this was a technical consultation where others, such as the National Fire Chiefs Council (NFCC) have greater expertise, the LGA response was kept short and repeated points made in previous responses to consultations where reference was made to Approved Document B. An addition to this material was to reference the recommendations from FSMC's Automatic Fire Suppression Systems Working Group.

11. As part of the consultation MHCLG published research it commissioned from the Building Research Establishment in 2015 covering a range of issues such as periods of fire resistance within compartments, the size of fire compartments, cavity barriers, sprinklers and means of escape for disabled people. The research can be found [here](#).

Joint Regulators Group (JRG)

12. Part of the package of proposals announced by MHCLG to progress development of policy and legislative options for implementation of the recommendations from the Hackitt Review was trialling the new regulatory framework through the Joint Regulators Group. This brings together the Health and Safety Executive, Local Authority Building Control, the NFCC and the LGA with MHCLG officials at an officer level. It has been meeting regularly since the last FSMC meeting.
13. An early focus of its work has been to consider which elements of the Hackitt Review's recommendations should be prioritised in its work; what recommendations it might be possible to pilot; how those pilots might be conducted; what the relationship between the JRG and other groups working on elements of the Hackitt recommendations such as MHCLG's early adopters group and the working groups established by the Industry Response Group will be; and the governance of the JRG going forward. Due to the amount of work identified for the JRG it has been agreed that a number of working groups, chaired by members of the JRG are established to work on specific themes, with members drawn from organisations or sectors with expertise or particular relevance to that area.

Wider Building Safety Issues

Fire Doors

14. We continue to hold regular meetings with MHCLG officials, along with London Councils, the NHF and a number of local authorities, to discuss issues related to fire doors. A consistent area of discussion has been when the results of the test data on glass reinforced plastic composite doors will be made available. These were published by MHCLG on 14 February. An issue going forward for building owners is whether there is a glass reinforced plastic composite door that building owners can purchase to replace the

faulty doors. The Association of Composite Door Manufacturers have drafted a remediation plan setting out their proposals for replacing faulty doors which the LGA and others have been able to comment on. The LGA also convened a meeting with a range of interested bodies and organisations to discuss what assurances building owners could be provided that glass reinforced plastic composite doors in the market meet all the required standards consistently. We will be taking forward some suggestions made at the meeting to see if these could work for the industry and building owners.

Testing of non-ACM cladding

15. MHCLG committed at the end of last year following advice from the Independent Expert Panel to testing other non-ACM cladding systems. Details of the materials to be tested have now become available. These include the following types of cladding: zinc composite material, copper composite material, aluminium honeycomb, high pressure laminates, brick slip systems and reconstituted stone. They will be tested at the Building Research Establishment over the spring, with the tests expected to commence shortly, and the results then considered by the Independent Expert Panel. The cladding will be tested using a bespoke test methodology for this programme developed by BRE rather than use the BS 8414 test methodology which is designed to test the entire wall systems. The test programme itself will focus mainly on the fire performance of the external panel (including any core or filler in composite materials) of a cladding system rather than the thermal insulation. The results of the test could have implications for the work of the NFCC and fire and rescue services if one of the cladding systems performs in a way similar to category 2 or 3 ACM.

Implications for Wales

16. 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

17. 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

18. 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
Phone no:	020 7187 7335	020 7664 3189
E-mail:	gill.gittins@local.gov.uk	clair.alcock@local.gov.uk

Workforce Report

Pensions

Valuation Consultation

1. HM Treasury issued a [Written Ministerial Statement](#) on 30 January 2019 stating that the cost cap rectification will be paused pending the outcome of appeals in the Sargeant and McCloud cases on transitional protections.
2. HM Treasury has now issued new [directions](#) which remove references to the cost cap mechanism, while confirming that public sector employers should continue to pay the contribution rates set by the interim valuation results from 1 April 2019.
3. The Government Actuaries Department (GAD) has now finalised the 2016 valuation. The employer contribution rates from 1st April 2019 are set out below.
 - 1992 scheme (Includes special members of the 2006 scheme) **37.3 per cent** pensionable pay
 - 2006 scheme **27.4 per cent** of pensionable pay
 - 2015 scheme **28.8 per cent** of pensionable pay

Scheme Advisory Board (SAB)

4. The SAB [benchmarking project](#) was launched in November and surveys have been sent to all Fire and Rescue Authorities (FRAs) as employers. This is an essential project for the SAB as it will enable the board to consider the future of administering the Firefighters' Pension Scheme and whether there are cost savings that can be made.
5. We received a 100 per cent response rate from all FRAs to the surveys. Aon have now commenced analysis of the responses and are due to present a draft report to the Scheme Advisory Board at their meeting in June.

Key Wider Workforce Issues

Broadening the role of the firefighter / Pay

6. The main focus of our recent fire service work has been on the 'broadening the role' negotiation.
7. A number of meetings have taken place during January and February. From an employers' perspective there have been various meetings of the Advisory Forum, lead employer members and the full employers' side of the NJC. From a joint perspective there have been various meetings of the Joint Secretariat, the joint Scoping Group and the full National Joint Council.
8. The NJC is a UK-wide body, however as far as England is concerned there has been a further meeting with Home Office officials and further contact since then.

11 March 2019

9. At the time of writing this report, the National Employers expect to shortly present a proposal to the employees' side of the NJC outlining its view on what could form the basis of a deal, subject to securing the additional necessary and sustainable funding.
10. Given the expectation that such information will be in the public domain by the time of the meeting, an oral update will be provided at the meeting.

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

11. This case concerned a 'volunteer' firefighter in Belgium. However its relevance will be felt more widely, including in the UK. In essence it determined that in this case 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'.
12. Through the auspices of the National Employers we have worked with a Queen's Counsel and 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 inform guidance to FRAs on the judgment.
13. Information has now been provided to FRA legal advisers. In addition, one of the LGA's senior employment law advisers has attended meetings of the Fire Lawyers Network and, together with the Secretariat, the National Fire Chiefs Council (NFCC) HR Forum to discuss the outcomes. In addition we will be attending the next NFCC Council meeting in April. We can also attend a meeting of the FSMC if members so wish.

Court of Appeal – Pension Scheme Transitional Protection Arrangements Discrimination Claims

14. Members will recall that we are awaiting the decision of the Supreme Court on whether or not the fire authority application to appeal has been accepted.
15. In the interim there are no steps that fire and rescue authorities need to take, including in respect of firefighters' pensions.
16. We will continue to work closely with the Steering Committee 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. The Steering Committee 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.
17. In addition the FRAs still have the live and separate appeal in relation to their potential defence under Schedule 22 (which is that the FRAs had no choice but to follow the

Government's legislation) which again was fully considered with the Steering Committee and legal representatives.

LGA Diversity Masterclasses

18. The Workforce team was involved in each of these Masterclasses for authority members, making a presentation on gender pay gap issues at each of the five events. Their presentation looked at the current position on the gender pay gap in fire authorities and went on to explore options for closing that gap, such as improving the recruitment and retention of women and encouraging culture change to further support women working in the fire service. A member of the Workforce team can also present at an FSMC meeting if members so wish.

Industrial Relations Training

19. Members may be aware that the National Joint Council secretariat can, on joint request, spend a day with a service (senior management and key local union representatives) to work with it to review its industrial relations. The day is based on the NJC's Protocol for Good Industrial Relations, recognising what is working well, and encouraging the local parties to jointly identify where improvement is required and how best to achieve it. The training is well received and during March and April we will be working with three services.

Implications for Wales

20. Each of the wider workforce matters in this report have the same implications for Wales as for England and we are working with WLGA, Welsh FRAs and FRSs as appropriate. The WLGA is one of the four employer stakeholder bodies on the NJC for Local Authority Fire and Rescue Services.
21. In respect of pensions, GAD has valued the Welsh Firefighter schemes separately and different employer contribution rates will apply.

Next steps

22. Officers to take forward members comments.

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:	Policy Adviser
Phone no:	020 7664 3221
Email:	Jessica.norman@local.gov.uk

Fire Services Management Committee update paper

Fire Statistics

1. The Government released their latest set of incidents statistics in mid-February. The statistics show that in the year from September 2017 to September 2018 fire and rescue services attended 582,511 incidents, a two per cent increase from the same period the year before. The increase appears to be due to more fires, in particular a 13 per cent increase in secondary fires. Despite an increase of 2 per cent this year, on top of a 3 per cent increase last year, the figures are still 24 per cent less than ten years ago (791,746 2007/08).
2. There were 248 fire-related fatalities in the year ending September 2018 compared with 362 (including 71 from the Grenfell Tower fire) in the previous year, a decrease of 31 per cent.
3. The full set of statistics can be found on the [Government's website](#).

Water safety

4. Historically water rescue and flooding incidents attended by fire and rescue services were recorded through the national Incident Recording System (IRS) as 'special services' making it difficult to distinguish from other miscellaneous services and impossible to analyse.
5. For the first time this January flooding and rescue from water information has been included in the Home Office statistical data under its own section for the period April 2017 to March 2018 in England.
6. The data shows that unlike fire incidents which have been declining over the last decade, water related incidents appear to fluctuate, peaking in 2012/13 with 19,607 incidents. Last year there were 16,688 incidents in England, and the peak periods within the year appearing to correlate with wet weather and flooding and hot weather and swimming activity.

Her Majesties Inspectorate for Constabulary and Fire and Rescue Services (HMICFRS)

7. HMICFRS have confirmed that they will be repeating the public perception survey in summer 2019 on the same timeline as the 2018 survey. The survey will be conducted over the summer, with collation and analysis of the results during the autumn and publication alongside the Tranche 3 inspection results and State of Fire report in December 2019.
8. HMICFRS are in the process of designing a Corporate Governance Inspection Model, which has been to the External Reference Group (ERG) on several occasions. Following

11 March 2019

the last ERG meeting, HMICFRS confirmed that they will be putting the model out for consultation shortly.

Peer support

9. Following the publishing of the first tranche of inspections results in December, the LGA continues to work on refreshing the peer support offer for fire authorities. Subject to the outcome of negotiations over improvement funding with the Ministry of House, Communities and Local Government (MHCLG) the LGA hopes to:
 - 9.1. Offer the equalities framework peer challenge free of charge to priority authorities;
 - 9.2. Adapt the LGA Leadership Programme, which focuses on the relationship between chief executives and leaders, to consider the relationship between fire authority chairs, members and chief fire officers;
 - 9.3. Run another series of culture, diversity and inclusion masterclasses, either as repeated sessions or as an e-learning tool;
 - 9.4. Producing 15-minute mini-masterclass videos highlighting best practice for open-access on the LGA website; and
 - 9.5. Provide scrutiny training, building on the training previously commissioned for police and crime panels in 2012, alongside a Scrutiny toolkit.

Public affairs – parliamentary briefing on fire funding

10. On Wednesday 20 February Grahame Morris, Labour MP for Easington, brought a debate to the House of Commons on funding reductions for Police and Fire and Rescue Services. During the debate Grahame Morris highlighted the wider context of funding reductions and the effect this is having on his local fire and rescue service, County Durham and Darlington, and nationally, commenting that further cuts to budgets 'will increase the risk to the public', particularly in areas of deprivation.
11. Ahead of this debate, we briefed a range of parliamentarians on the key funding priorities for Fire Authorities including the impact and prevalence of major incidents; post-Grenfell building safety work; and the implementation of the Hackitt review.

LGA events

Diversity and Inclusion Masterclasses

12. All five Masterclasses have now taken place and resources from all sessions are available on the LGA events website under 'past presentations'.
13. Feedback from the earlier events has been received and analysed. Suggestions included bringing in more case studies around what has worked in different areas; generally including more concrete tools which members can take away and try in their own areas;

11 March 2019

more opportunity and stimuli for discussion; and also relating the issue to the current financial climate. Officers will consider this for future diversity events.

Leadership Essentials for Fire and Rescue

14. The second Leadership Essentials was held at Warwick Conferences on the 26-27 February. The programme was attended by members from a range of authorities, two officers from Police, Fire and Crime Commissioner (PFCC) offices and a London Fire Brigade officer.
15. Speakers were provided by a range of organisations to cover a range of topics including leadership, scrutiny, the Home Office fire reform agenda, Grenfell and building safety, media, inspections and National Fire Chief Council structures and relationships.
16. Feedback will be collated by the Leadership and Localism team in due course and will inform the programme for the 2019/20 cycle.
17. Dates for the next programme have been set as per the request of the FSMC in June and September, dates below:
 - 17.1. Programme 12: Wednesday 26 June – Thursday 27 June 2019
 - 17.2. Programme 13: Thursday 26 September – Friday 27 September 2019
18. Members are asked to consider sending new appointees to their authorities or members who have not attended before on these programmes as an integral part of their induction to the fire authority.

Outside bodies update

19. National Standards Board: The first meeting of the new Board took place on the 1 February and was attended by Cllr Nick Chard and representatives from the National Fire Chiefs Council (NFCC), Home Office, the Association of Police and Crime Commissioners, a PFCC and the new Independent Chair and Vice-Chair; Suzanne McCarthy and Alison Samson. The meeting agreed the use of a concise standards template and key principles around use of plain English language and readability and the transparency of documentation relating to the activity of the group. Members discussed the need for the Board to progress quickly and to work closely with HMICFRS to ensure the new standards support continuous improvement across the sector.
20. HMICFRS External Reference Group: The Group met on the 25 February where HMICFRS updated members on the emerging themes from Tranche 2; considered key themes for discussion at future meetings; discussed development of the new governance inspection model; and finally discussed themes for the Tranche 2 national report.
21. Emergency Services Collaboration Working Group (ESCWG): The ESCWG met for a workshop on the scope of the group, the future priorities and key deliverables in 2019/20 on the 15 February 2019. The Group agreed to establish three task and finish groups,

around scoping the duty to collaborate; barriers to collaboration; and cultural principles for collaboration. The Group agreed to follow a principle based approach focusing on specific operational areas. The Group also agreed to write a joint letter to Minister for Fire and Policing setting out key outcomes from the workshop and recommitting to progress work via the task and finish groups.

22. Strategic Resilience Board: Cllr Les Byrom attended this meeting on the 29 January 2019. The Board covers a range of national resilience matters from specific threats to technology and international co-operation. This meeting focused on implications of Exiting the EU, cross-border capabilities, tri-service assurance and developments in urban search and rescue.
23. Fire Lawyers Network: The Network met on the 8 February 2019 and received the usual update from LGA officers on the work of the FSMC. The Network also heard from the Senior LGA Employment Law Adviser, Philip Bundy, about the Matzak case – a 2018 European case concerning the question of whether on-call time of a Belgian on-call firefighter was working time for the purposes of the Working Time Directive. The European Court of Justice found that on-call time was working time in this context and further information on the case is included in the Workforce report.

11 March 2019

Note of last Fire Services Management Committee meeting

Title: Fire Services Management Committee
Date: Friday 25 January 2019
Venue: Smith Square 3&4, Ground Floor, 18 Smith Square, London, SW1P 3HZ

Attendance

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

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

1	Chair's Welcome, Apologies and Declarations of Interest
----------	--

The Chair welcomed members to the meeting and notes the apologies.

2	Tranche 1 Inspection Results
----------	-------------------------------------

Laura Gibb from Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) gave a presentation on the Tranche 1 inspection results. Laura gave an overview of the inspections, highlighting that the inspections cover three main areas:

1. Effectiveness
2. Efficiency
3. People

The key findings from tranche one were:

- Most fire and rescue services are good at keeping people safe from fire and other emergencies
- Emergency response rate is generally good
- Fire protection is not getting sufficient resource
- Six services have been identified as needing to be more efficient
- Most services need to improve the way they look after the staff who work for them
- The general public hold fire and rescue services in high regard
- FRS are only responsible for part of the overall fire safety system which is in the process of being reformed
- Demand for emergency response to fires has declined
- Many services have not modernised what they do or diversified their workforce

Laura detailed the time scales of the next inspections, with Tranche 2 to be published in June 2019 and the field work for Tranche 3 starting May 2019. An update on corporate governance inspection proposals will come to a future Fire Services Management Committee.

Members made the following comments:

- Members asked whether HMICFRS would consider services with commercial arms as part of these inspections
- Why had the report from HMIFRS recommended there should be greater operational independence for chief fire officers, when this could be considered as part of any governance review?
- Support for the on call system needs to be looked at again, by the LGA and stakeholders, with tax incentives and benefits being a way of encouraging employers to release staff and for people to volunteer.
- Future inspections should consider fire and rescue services' internal staff surveys to provide a greater spread of information. Reports on bullying and harassment could inform work on diversity
- Corporate governance needs to be reviewed to ensure it does not impact on elections locally and purdah periods, but could usefully share good practice on inductions and training for members.

Laura Gibb responded

- When the HMICFRS started these inspections, commercial elements of services were included in the methodology and will be looked at.
- HMICFRS had raised the issue of greater operational independence as a result of discussions with chief fire officers, and by looking at the equivalent positions for chief constables, but would be looking at this further before making recommendations.
- It has been recognised that, on call needs support across the sector.
- HMICFRS had looked at a range of information gathered on bullying and harassment, including from staff surveys, but also through conversations with staff. There were confidential avenues for staff to feed in.

Decision

The report was noted.

3 Inspection and Peer Support

Gary Hughes introduced the report which set out the current LGA support offer and suggested ways in which it could be enhanced to support fire and rescue services' response to inspection results. Gary Hughes outlined that the Inspection and Peer Support Offer has three stands

1. Inspection Peer Support
2. Leadership & Governance Peer Support
3. Targeted Peer Support

Charles Loft went through the proposals and the questions that the paper asked members to consider.

Members made the following comments on the proposal and questions

- The sector wants to see improvement and support for areas that are not performing as highly as they should do
- The LGA should seek additional peers and incentivising services to take part in providing peers is important, as its member responsibility to get the support out

there.

- There is a range of ways in which people learn. This needs to be understood when support is rolled out.
- Authorities need to recognise that there is a problem and the sector can help local services be supported better.
- Appointing a member champion to build on support can really make a difference .
- Thought needs to be given to how to make people see diversity as a priority.
- FRAs need to be ensuring that staff survey findings are followed up before inspections.
- The FSMC should write to councils drawing attention for the need to make effective appointments to FRAs and to consider diversity when making appointments.
- Could more be done to ensure effective members induction.
- Police Fire and Crime panels will need support too.
- The difference between FRA and council scrutiny needs to be taken into account.

Decision

That members agreed the proposals in the paper.

Action

Officers to develop a sector support offer based on member comments

4 Home Office Risk and Demand update

Anna Richardson and Emma Lawrence gave a presentation on the work of the Home Office on risk and demand in relation to fire and rescue services. This work was commissioned by the Minister for Police and the Fire Service to better understand demands and risks on fire and rescue services and the financial resilience of the sector.

All 45 FRSs were invited to submit evidence about their current and future risks/demand pressures, finances, opportunities for increasing efficiency and productivity and what the Home Office could do to support this. Key stakeholders were also invited to provide evidence. In addition, the Minister undertook telephone calls with a selection of FRSs, supplemented by calls with officers as requested.

Emma stated that there has also been an assessment of available data and evidence. There are fewer fires year on year and services need to change in the face of that. She asked members to consider any potential future risks the Home Office should be considering.

Members made the following comments

- Severe weather changes are leading to a need for changes to regional and national resilience plans.
- The change in what the fire services do should mean that traditional voluntary schemes still need to be protected.
- There must be an understanding from the Home Office on how the fire service needs both capital and revenue resource.
- The Treasury should consider tax breaks for on call staff and incentives for employers to release them.

Decision

Members noted the presentation.

5 Inclusive Fire Service Group Report

Professor Linda Dickens gave a presentation on the work of the Inclusive Fire Service Group, noting the support the LGA has given the group. Professor Dickens was asked when the Group would begin looking at the impact of the improvement strategies it had produced. She said they hoped to conduct a survey in March. It was hoped that advice on data gathering would be shared in February, but this was dependent on the capacity in the LGA research team.

Decision

Members noted the presentation.

6 LGA Annual Fire Conference and Exhibition date and venue for 2020

Members discussed the potential merits of each venue but deferred the decision to Lead Members once more detail of costs were realised.

Decision

Deferred to next Lead members meeting.

Action

Officers to table paper for next Lead Members meeting with more information of costs related to having the conference in each city.

7 Building Safety Update

Mark Norris updated the committee on the building safety work that the LGA has been doing since the last meeting.

Decision

Members noted the report.

8 Workforce update

Gill Gittens and Clair Alcock gave an updated on the main industrial relations and pension issues at present.

Decision

Members noted the report.

9 Central Programme Office Update

Cllr Stephens asked members to note the report and members were asked to share any comments.

Decision

Members noted this report.

10 Fire Service Management Committee Update paper

Cllr Stephens asked members to note the report and members were asked to share any comments.

Decision

Members noted this report.

11 Minutes of the previous meeting

Members noted the minutes.

Appendix A -Attendance

Position/Role	Councillor	Authority
Chair	Cllr Ian Stephens	Isle of Wight Council
Vice-Chair	Ms Fiona Twycross AM	Greater London Authority
Deputy-chairman	Cllr Nick Chard	Kent and Medway Fire and Rescue Authority
Deputy-chair	Cllr Keith Aspden	North Yorkshire Fire & Rescue Service
Members	Cllr Jason Ablewhite	Huntingdonshire District Council
	Cllr Eric Carter	Telford and Wrekin Council
	Cllr Mark Healey MBE	Devon and Somerset Fire and Rescue Authority
	Roger Hirst	Essex County Council
	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 County Council
	Cllr John Robinson JP	County Durham and Darlington Fire & Rescue Authority
Apologies	Cllr Judith Hughes	Kirklees Metropolitan Council



