

TOPIC	LGA OBJECTIVES	ACTIVITY
Fire Futures	To ensure that the views of FRAs are fed into CLG's review being undertaken to determine the future shape of the FRS.	The FSMC will contribute to all four of the workstreams that underpin this work: <ul style="list-style-type: none"> • Role of the FRS - Delivery Models • Efficiency, Effectiveness and Productivity • Localism and Accountability • National Interests
Comprehensive Spending Review	Our spending review submission will demonstrate that there are cost pressures facing a number of frontline services that cannot be avoided. We believe that place-based budgets are the most effective way to protect frontline services while reducing public spending.	<ol style="list-style-type: none"> 1. LGA led officer level expenditure group to continue to meet to produce the overall submission. 2. Gather powerful and irrefutable evidence that funds are being used effectively in the service, and that spare capacity has been, or is being, removed. 3. Gather examples of where the fire service is contributing to local partnerships to make the case that the service adds value.
National Functions – including future funding for Firebuy	To ensure that national procurement arrangements provide cost effective solutions that meets the varying needs of FRAs. To ensure that governance arrangements for national functions recognise the leading role of FRAs and demonstrate accountability To ensure that funding arrangements for national	<ol style="list-style-type: none"> 1. LGA to develop preferred governance model for national functions 2. LGA to work with CLG and others to determine long term funding arrangements for Firebuy

	functions are fair, equitable, and offer value for money for fire authorities	
FiReControl	<p>Confidence and trust in the project is at rock bottom, most Fire and Rescue Authorities are beginning to consider what alternatives to Fire Control might be put in place, some have had enough and want the project cancelled;</p> <p>any net additional costs falling on FRAs of the project proceeding, or failing, must be funded under New Burdens principles, this includes Firelink;</p> <p>a realistic economic and operational assessment should be made of alternatives to Fire Control to inform thinking on the future of the project.</p>	<ol style="list-style-type: none"> 1. To continue to work with Government and stakeholders to ensure that FRAs are not negatively affected by continued delays in the delivery of the project. 2. FSMC lead Fire Control Member to continue to attend the Fire Control Project Board, Sounding Board and HR Working Group. 3. Officers to attend the Finance and Legal Working Groups and to chair the Fire Control Sounding Board.
Improvement and Development	<p>Help build capacity in councils and support improvement in fire and rescue services and emergency planning.</p>	<p>Expand the fire peer support programme and other sector led improvement proposals for the fire service and continue to deliver the current Operational Assessment peer review programme,</p> <p>Pilot and launch the FRS Diversity Peer Challenge programme under the FRS Diversity Framework including sharing learning event</p> <p>Develop an emergency planning peer support programme with the Cabinet Office.</p>

		<p>Deliver a programme to raise awareness of the obstacles to cultural change in the fire service and what can be done.</p> <p>Work with the Leadership Centre on a future leadership challenge for the sector.</p>
Funding to deliver the job – the Bellwin scheme	Ensure Fire and Rescue Authorities and councils do not have to pay the costs of central government reforms or of national emergencies.	Input to the review of the Bellwin Scheme as appropriate.
Promoting and supporting local councillors	Continue the work to strengthen Fire and Rescue Service Authorities.	<p>Fire and Rescue focussed Leadership Academy 3rd & 4th November, Warwick Conference Centre</p> <p>Maintain and grow the fire and rescue equality and diversity member champions' network and ensure learning and products translate into practical activity on the ground.</p> <p>Produce a web based downloadable FRA member workbook on equality and diversity</p>
Pay and reward solutions Led by LGE	<p>Affordable pay outcomes for 2010 that reflect the difficult financial circumstances facing the employers we represent</p> <p>Affordable, progressive solutions to the pay and conditions challenges facing local government and related employers</p> <p>Effective functioning of the national negotiating machinery, reviewed and rationalised to support the achievement of employer</p>	<p>Affordable pay outcomes and modernised terms and conditions of employment across all negotiating groups</p> <p>Support for councils in successfully implementing new pay structures and addressing equal pay liabilities</p> <p>Advice, support and information to employers on driving out value from workforce costs (cf organisational change and productivity below)</p> <p>Information to stakeholders on total rewards approach and its benefits, inc advice, guidance, seminars</p> <p>Streamlined national negotiating machinery</p>

	<p>objectives</p> <p>Employer objectives are achieved within the context of effective social partnerships</p>	
Contingency planning	<p>Support FRAs in putting in place effective plans to provide service continuity in extreme circumstances, such as a flu pandemic</p>	<p>LGA to liaise with CFOA and CLG and report back to FSMC and Fire Forum as necessary.</p>
Equality and diversity	<p>Provide high level political leadership and demonstrate commitment to this issue at a national level;</p> <p>To ensure that the fire and rescue service is well equipped to meet the diverse needs of the communities it serves and reflect that community in its workforce</p>	<ol style="list-style-type: none"> 1. Support FRAs, through the E&D member champion network, to implement the Equality and Diversity Strategy. 2. LGA to support roll out of graduate/high potential development scheme for the fire and rescue service. 3. LGA to support FRA equality and diversity member champion through network meetings, online presence