

Fire Services Management Committee

Agenda

Monday, 9 March 2015
4.00 pm

Meeting Room 6, 7, 8
Hilton Newcastle Gateshead
Bottle Bank
Newcastle Upon Tyne
NE8 2AR

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

www.local.gov.uk

This meeting is



Fire Services Management Committee
9 March 2015

There will be a meeting of the Fire Services Management Committee at **4.00 pm on Monday, 9 March 2015** in Meeting Room 6, 7, 8, Hilton Hotel Gateshead, Bottle Bank, Newcastle Upon Tyne, NE8 2AR.

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 from 3.00pm to 4.00pm (venues to be confirmed). 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.

Labour:	Aicha Less: 020 7664 3263	email: aicha.less@local.gov.uk
Conservative:	Luke Taylor: 020 7664 3264	email: luke.taylor@local.gov.uk
Liberal Democrat:	Group Office: 020 7664 3235	email: libdem@local.gov.uk
Independent:	Group Office: 020 7664 3224	email: Vanessa.Chagas@local.gov.uk

Location:

A map showing the location of the Hilton Hotel Gateshead is printed on the back cover.

LGA Contact:

Paul Goodchild
0207 664 3005 / paul.goodchild@local.gov.uk

Carers' Allowance

As part of the LGA Members' Allowances Scheme a Carer's Allowance of up to £6.50 per hour is available to cover the cost of dependants (i.e. children, elderly people or people with disabilities) incurred as a result of attending this meeting.

Social Media

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

Fire Services Management Committee – Membership 2013/2014

Councillor	Authority
Labour (6)	
Cllr David Acton (Deputy Chair)	Greater Manchester Fire and Rescue Authority
Cllr Michele Hodgson	County Durham and Darlington Fire & Rescue Authority
Cllr John Joyce	Cheshire Fire Authority
Ms Fiona Twycross	London Fire and Emergency Planning Authority (LFEPA)
Cllr Darrell Pulk	Nottinghamshire and City of Nottingham Fire and Rescue Authority
Cllr John Edwards	West Midlands Fire and Rescue Authority
Substitutes	
Cllr Les Byrom CBE	Merseyside Fire and Rescue Authority
Cllr Thomas Wright	Tyne and Wear Fire and Rescue Authority
Conservative (5)	
Cllr John Bell	
Cllr Kay Hammond (Deputy Chair)	Surrey County Council
Cllr Maurice Heaster	London Fire and Emergency Planning Authority (LFEPA)
Cllr Simon Spencer	Derbyshire Fire and Rescue Authority
Cllr Rebecca Knox	Dorset Fire Authority
Substitutes	
Cllr Mark Healey	Devon and Somerset Fire and Rescue Authority
Cllr Jean Rigby	Lancashire Combined Fire Authority
Mr James Cleverly	London Fire and Emergency Planning Authority (LFEPA)
Liberal Democrat (2)	
Cllr Jeremy Hilton (Chair)	Gloucestershire County Council
Cllr Roger Price	Hampshire Fire and Rescue Authority
Substitutes	
Independent (1)	
Cllr Philip Howson (Vice-Chair)	East Sussex Fire Authority
Substitutes	

LGA Fire Service Management Committee Attendance 2014-2015

Councillors	05.09.14	12.12.14				
Labour Group						
David Acton	Yes	Yes				
Michele Hodgson	No	Yes				
John Joyce	Yes	Yes				
John Edwards	Yes	Yes				
Fiona Twycross	Yes	Yes				
Darrell Pulk	Yes	Yes				
Conservative Group						
Kay Hammond	Yes	No				
Maurice Heaster OBE	Yes	No				
Simon Spencer	Yes	Yes				
Rebecca Knox	Yes	Yes				
John Bell	Yes	Yes				
Lib Dem Group						
Jeremy Hilton	Yes	Yes				
Roger Price	Yes	Yes				
Independent						
Phil Howson	Yes	Yes				
Substitutes						
Thomas Wright	Yes	Yes				
Les Byrom	Yes	Yes				
Mark Healey		Yes				
James Cleverly		Yes				

Agenda

Fire Services Management Committee

Monday 9 March 2015

4.00 pm

Hilton Hotel Gateshead, Bottle Bank, Newcastle Upon Tyne, NE8 2AR

Item	Page	Time
1. Welcome and Conference Programme		
Amanda Spicer (Events Organiser, LGA) will provide an oral update on the Fire Conference programme for 2015.		
2. LGA Annual Fire Conference and Exhibition venue and location for 2016 and beyond	1 - 4	
3. LGA Fire and Rescue Authority Perceptions Survey	5 - 10	
4. Industrial Relations Report	11 - 14	
5. Response to Lyn Brown Consultation (to follow)		
6. FSMC Update Paper	15 - 20	
7. Notes of the previous meeting	21 - 27	

Date of Next Meeting: Friday, 26 June 2015, 11.00 am, Westminster Suite, 8th Floor, Local Government House, Smith Square, London, SW1P 3HZ



LGA Annual Fire Conference and Exhibition venue and location for 2016 and beyond

Purpose of report

For discussion and agreement.

Summary

This paper sets out the venue option for the 2016 fire conference and exhibition and agreement is sought for a recommended list of venues and locations for future years.

Recommendation

Members are asked to agree the venue and location for the 2016 Fire Conference and Exhibition and to agree the recommended list of venues and locations for future years as set out below in order for officers to book venues subject to their availability.

Action

Officers to reflect Members' comments in conference planning.

Contact officer: Amanda Spicer
Position: Events Organiser, LGA
Phone no: 020 7664 3158
E-mail: amanda.spicer@local.gov.uk

LGA Annual Fire Conference and Exhibition venue and location for 2016 and beyond

Background

1. Now in its 18th year, the LGA annual Fire Conference and Exhibition has attracted an average of 250 delegates and a range of exhibitors and sponsors in recent years. The event is considered to be an important part of the annual fire industry calendar, one of the showcase events organised by the LGA and an important income-generator.
2. Numbers for the 2015 conference are holding up well.

Considerations

3. The FSMC has previously agreed that the following criteria must be taken into consideration when sourcing a venue for this annual conference:
 - 3.1 to only consider venues of a high standard that have in place a fire sprinkler system throughout; and
 - 3.2 to continue to hold the conference over two days (finishing with lunch on the second day).
4. Other factors emerged during the organisation of the 2012 conference which also need to be taken on board when organising future conferences and these include:
 - 4.1 the need to negotiate a larger number of bedrooms at the chosen conference hotel;
 - 4.2 to have a larger exhibition area to accommodate increased demand from commercial exhibitors (over recent years the exhibition has been growing in size - we have 19 exhibition stands at this years' conference which all sold out in good time); and
 - 4.3 to ensure that all the workshop rooms are of a sufficient size to accommodate delegate numbers.
5. With regards to the location of the 2016 conference, we have considered venues in Manchester, Liverpool and Bristol.

Option

6. In order to fulfil the majority of the criterion set out in 3 and 4, the availability of suitable venues is extremely limited. We have looked at the Hilton hotels in Manchester (event held here in 2010) and Liverpool. However Manchester is too expensive (costs approximately 45% more than 2015) and the breakout rooms and exhibition are too small. Liverpool is currently not big enough to hold a similar-sized exhibition and

catering area but has plans to build an extension in late 2015 which might make it a viable option for 2017. We also considered conference centres such as the ICC, Manchester Convention Centre, Bournemouth International Centre and Harrogate International Centre but the conference facilities are too vast or unsuitable for this event.

7. The venue and location we would like to propose is the Bristol Marriott City Centre hotel where this event was last held in 2009.
8. We are provisionally holding the following space on Tuesday 8 to Wednesday 9 March (set up on the 7th).

Room	Purpose	Capacity (all theatre unless otherwise specified)
Bristol Suite, Ground Floor	Main room, breakouts, dinner	550 main room (312 dinner)
SS Great Britain, Ground Floor	Breakouts	80
Conservatory, 1 st Floor	Breakouts	130
Wallace Suite, Lower Ground Floor	Breakouts	50
Concord Suite, Lower Ground Floor	Breakouts	50
Front and Side Foyers, Empire Suite, Ground Floor (along the main room and separate room)	Catering, Exhibition	16 (3m x 2m space only)

9. The hotel is provisionally holding 80 delegate bedrooms for both nights.

Financial implications

10. Based on the space above, the cost of the Bristol Marriott is approximately 15-20% more expensive than 2015.
11. The exhibition space is limited to 16 stands; there will be a reduction of approximately £4,500 in potential exhibition income if all space is sold.

Future years – venue options

12. Given the limited number of venues available for this event, we would like the FSMC to consider future fire conferences being held in repeated venues on a cycle of three years similarly to the LGA's annual conference ie. 2016 Bristol Marriott, 2017 Liverpool Hilton* (or Gateshead Hilton), 2018 Gateshead Hilton (or Liverpool Hilton*). This schedule would enable us to plan ahead without the need for lengthy annual venue searches.

**Subject to site survey to investigate suitability post-refurbishment.*

13. The LGA Leadership Board has decided that the LGA needs to be more commercial and the events team are responsible for a substantial income generation target each year. To assist us in maximising the income generating potential for this event, members are asked to review the list of criteria / requirements for the event eg fire sprinklers in the conference facility. If we can adopt a more flexible approach on the conference venues we use we will have more choice of destinations to offer you and more scope for increasing the size of the exhibition and commercial income generation potential. Unless this happens, the event will need to take place on a rotation basis in a small pool of venues.
14. In addition, it should be noted that Leadership Board will be considering the delegate fees that the LGA charge for their events. The Fire conference delegate fees have been held since 2008 and it may be decided to increase these at the March Leadership Board.

Recommendations

- That Members agree the venue for 2016 is the Bristol Marriott City Centre Hotel on 8-9 March 2016.
- That Members reconsider the specification and agree a recommended list of venues and locations for future conferences.
- That Members adopt a more flexible approach with regard to the venue criteria.



LGA Fire and Rescue Authority Perceptions Survey

Purpose

For update and discussion.

Summary

The LGA recently carried out a perceptions survey of Fire and Rescue Authority and Fire and Rescue Service members to understand their views of the LGA and shape the future offer. Juliet Whitworth (LGA Research and Information Manager) will attend the meeting to provide an oral update on initial findings from the survey.

The current LGA offer to Fire and Rescue Authorities is included at **Annex 1**.

Recommendation

Members are invited to discuss the issues set out in the paper.

Actions

- a) LGA offer to be refreshed over the coming months in light of the survey results.
- b) Survey findings to be considered at the next FSMC in June 2015.
- c) Officers to progress any other actions as appropriate.

Contact officer: Juliet Whitworth
Position: Research and Information Manager
Phone no: 020 7664 3287
Email: Juliet.whitworth@local.gov.uk

LGA Fire and Rescue Authority Perceptions Survey

Background

- 1.1 The LGA carries out an annual telephone survey of councillors and senior officers in its member councils to quantify their understanding of the LGA and what the LGA currently offers.
- 1.2 This year, it was also decided to carry out a perceptions survey of fire and rescue authority/service (FRA and FRS) members and senior officers to understand their views of the LGA and help shape the future offer.

Who carried out the survey?

2. For the past two years the LGA has commissioned BMG Research, an independent research company, to undertake the main LGA telephone survey. They were also commissioned to carry out the FRA/FRS telephone survey.

What did the survey cover?

3. The survey covered a range of issues including:
 - the LGA, its offer and current provision for fire and rescue services / authorities;
 - the LGA's current role and priorities and how these can be developed;
 - LGA communications and respondents' preferred methods of engagement; and
 - views of sector-led improvement within fire and rescue authorities/services, the support offered by the LGA to assist its members in this and how that can be developed/improved.

When did it take place?

4. The survey was conducted between the 26th January and the 13th February 2015.

Who took part in the perceptions survey?

5. Telephone interviews were undertaken of LGA's key FRA/FRS stakeholders:
 - 157 senior officers and senior councillors were contacted
 - 20 senior officers were surveyed
 - 47 senior councillors were surveyed
 - This was a response rate of 43 per cent

Who was excluded from participating?

6. In order to ensure that the interviewees were not biased towards the LGA, board members were excluded from the survey.

Analysis

- 7.1 A full report and data tables will be provided by BMG shortly, with an analysis of both councillors and officers separately where possible.
- 7.2 As many questions were the same as those in the main LGA survey of councils, it is also intended to benchmark the perceptions of FRA/FRS members against the perceptions of other council respondents.

Contact:

Juliet Whitworth: juliet.whitworth@local.gov.uk; 020 7664 3287

Felicity Meerloo: felicity.meerloo@local.gov.uk; 020 7664 3270

LGA Research and Information Team: research@local.gov.uk

**Annex 1
LGA offer to Fire and Rescue Authorities**

Benefits of Membership	
Political Group Offices	<p>Access to the four political groups at the LGA – Conservative, Labour, Liberal Democrat and Independent – who influence, liaise and network with government, shadow teams and party administrations, and help to sustain wider LGA campaigns, policy, media and public affairs work.</p> <p>Please find below the contact details for the group offices: Morgan McSweeney, Head of the Labour Group Office, Email: Morgan.McSweeney@local.gov.uk Telephone: 020 7664 3268 Will Brooks, Head of Conservative Group Office, Email: william.brooks@local.gov.uk Telephone: 020 7664 3281 Rob Banks, Political Adviser for the Liberal Democrat Group, Email: rob.banks@local.gov.uk Telephone: 020 7664 3204 Maggie Sullivan, Head of the Independent Group Office, Email: Maggie.sullivan@local.gov.uk Telephone: 020 7664 3206</p>
Fire Services Management Committee (FSMC)	<p>Members of FRAs are appointed to the 14 member Fire Services Management Committee (from all types of FRA and with country-wide geographical coverage) to lead policy development and improvement work and to lobby Government on specific issues.</p> <p>It meets 4 times a year and papers and positions on issues are available on the website. The meeting is extended to all Chairs when the Fire Minister attends and there are a group of LGA Advisers available to Committee Members to provide professional expertise.</p>
Fire Commission	<p>The Commission is an important sounding board and excellent opportunity for all Chairs to discuss matters of common concern, share ideas and exchange good practice. This is also an opportunity to shape policy development and to influence Members of the Fire Services Management Committee.</p> <p>The Fire Commission meets twice a year and membership is open to all fire and rescue authorities in full or corporate membership which indicate in writing their wish to join. Additional members from fire and rescue authorities are appointed as necessary to ensure political balance.</p>
Appointments to specialist working groups	<p>The FSMC makes appointments to a range of national bodies including the Pensions Committee, the National Resilience Board, the Fire Service College Advisory Board and others.</p> <p>Representatives have access to LGA policy support, administrative support if needed and meeting space in Local Government House.</p>
Welsh FRAs	<p>Welsh FRAs are in membership through the WLGA's corporate membership of the LGA. Welsh FRAs have access to the whole range of services provided by the LGA. Welsh FRAs are in membership of the Fire Commission.</p>
Account Manager	<p>A single point of contact at senior management level for all FRAs to discuss issues of concern, provide support on individual issues, and to signpost to other expert organisations.</p>

Media	As the national media office for local government, we offer advice and support to all our members on national media relations and are available 24 hours a day, 365 days a year. This includes a media adviser covering fire issues.
Communications	<p>Our free fortnightly magazine, <i>first</i>, regularly profiles fire issues and successes. Our daily e-mail bulletin summarises all news stories relevant to local government in the national media, and our weekly roundup gives members a digest of the news, guidance and good practice over the week. There are also specialist bulletins on Community safety, finance, and localism amongst others.</p> <p>We issue a quarterly fire bulletin, summarising policy developments and issues of interest to our members as well as publicising forthcoming events. Members can sign up to receive this and our other bulletins via our website (www.local.gov.uk). We also keep Chiefs, Chairs and Directors of Human Resources up to date on national pay/terms and conditions negotiations and any subsequent agreements through regular circulars. This includes seeking views to inform negotiations where appropriate.</p>
Social media	<p>We host an exclusive online Knowledge Hub forum for our Fire members including case studies and other information, called “Fire and Rescue Service Notable Practice”. This platform is an opportunity for our members to share thoughts and ideas, connect with other members and view the latest LGA Fire policy news. It is a safe environment for elected members and chief fire officers to engage in free debate and is not open to the public. To join, please go to: Fire and Rescue Service – Notable Practice. Here you can follow a short and simple registration page.</p> <p>We also have a Twitter account to keep our members up to date with our activities – follow us @lgafirerescue</p>
National Operational Guidance	The programme is a partnership between the London Fire Brigade, the Chief Fire Officers' Association and the LGA to develop a new catalogue of national operational policy for the UK fire and rescue service to deliver three core benefits: to provide the foundation for safe systems of work for firefighters; to provide the foundation for interoperability between fire and rescue services; and to provide the foundation for interoperability between the UK fire and rescue service and other emergency services.
Self regulation and Improvement	All FRAs have access to LG Inform – the LGA’s data service which brings together a range of data and information about an area and allows users to compare it with other FRA areas. We are working with FRAs to develop a core set of metrics around cost and performance, which they can use for benchmarking; as well as identify new metrics on efficiency and productivity, outcome and achievement that authorities can, if they so choose, then collect, publish and use for comparative purposes.
Peer Challenge	<p>Every FRA is entitled to receive one free Operational Assessment and fire peer challenge every 3 years covering elements of corporate leadership alongside operational issues. All 46 FRAs in England either have or are taking up the scheme.</p> <p>The well-respected FRS Diversity Challenge is discounted by 30% for members.</p>
Leadership	Chairs of FRAs and other senior members on Fire and Rescue Authorities can attend the Fire Essentials Leadership Programme for free. We have run three

	such events now in September 2013, February 2014 and September 2014 and feedback has been very positive. The next one is taking place in February 2015 and you can sign up by emailing Grace Collins on grace.collins@local.gov.uk . We can also organise specific programmes for FRAs who are interested for a small charge.
Pay and Negotiations	We provide the secretariat service to the Employers' Sides of the National Joint Councils for Grey Book staff and Brigade Managers. This includes providing specialist expert advice on pay and conditions of employment and the employment contract to both councillors on the Employers Sides and to individual fire and rescue authorities. The Employers' Secretariat also undertakes pay/terms and conditions negotiations and consultation (as appropriate) with the fire service unions at national level on behalf of fire FRAs. We provide free, specialist assistance to FRAs at times of industrial unrest to facilitate resolutions, and can also provide general industrial relations training both from an employer perspective to FRA management teams only and/or jointly with local trade union representatives in order to review and where necessary improve upon the relationship at local level.
Workforce	We will support FRAs in meeting a range of workforce challenges including driving productivity, service transformation, and modernising pay and reward through action learning sets, advice and guidance and in-house consultancy.
Events	There is a £360 charge for attendance at the prestigious LGA Annual Fire Conference and the LGA's Annual Conference and Exhibition. This represents a discount of £100 for members, for non-members the charge to attend is £460. This includes an opportunity for members of different FRAs to hold a dedicated meeting at the conference. The LGA's Annual Conference is priced at £495 for members, a discount of £145.
Local Government Challenge	Opportunity to enter candidates and host real life challenges for The Local Government Challenge, our competition to find local government's future top executives, with the winner receiving the prestigious Bruce-Lockhart scholarship. The scholarship is presented at the LGA's Annual Conference.
Website	By registering on the members-only site, members can access up-to-the-minute news, briefings and statements from the LGA. The site also offers downloadable publications, access to the LGA public affairs network containing briefings and legislative updates on local government bills, and the LGA's webcast microsite, which broadcasts speeches, ministerial addresses, highlights of events and key announcements. There are also collections of case studies to facilitate the sharing of good practice as well as comprehensive information related to employment issues.
Facilities	Local Government House is a resource for the benefit of LGA member councils. Councillors can use Open Council for an informal meeting space with self-service refreshments, additional workstations and a flat screen television. The Members' Lounge is ideal for quiet work, with further workspace, a flat screen television and access to the Bruce Lockhart roof terrace.
Free Room Hire	Meeting rooms in Local Government House are available free of charge to FRA member authorities, between the hours of 9am-5pm Monday to Friday. These range from small quiet rooms for two to three people, to the Westminster Suite (with sweeping views of Westminster Abbey and the Houses of Parliament) and Bevin Hall which can accommodate up to 100 people with breakout rooms for larger events. A charge is made for any refreshments.

Industrial Relations Report

Purpose of the Report

To update the Fire Service Management Committee on current key issues.

Summary

This paper briefly describes the position in respect of current key issues as at the date of issue of the report.

Recommendation

Members are invited to discuss the issues set out in the paper.

Action

Officers to progress any actions as appropriate.

Contact officer: Gill Gittins
Position: Principal Negotiating Officer
Phone no: 020 7187 7335
E-mail: gill.gittins@local.gov.uk

Industrial Relations Report

DCLG/FBU Pension Reform Dispute

1. Members will be aware of the most recent developments in this dispute:

(a) Statements in Parliament by Ministers suggesting that the position sought by the FBU in respect of automatic application of a non-actuarially reduced pension is guaranteed in circumstances where an employee leaves the service for capability reasons between the ages of 55 and 60. QC opinion previously sought by the LGA was clear that it would be unlawful for an authority's current discretion to be fettered by agreement to such a blanket approach either at local or national level. The FBU recognised this and as such sought amendment to the Pension Regulations from DCLG to secure such a guarantee. Given the statements in the Parliament and the introduction of an addendum to the National Framework the National Employers felt it sensible to revisit that advice with the QC. The advice remains unchanged. Further detail was circulated to all FRAs, which also assisted them in responding to correspondence from the General Secretary of the FBU, local FBU union officials and individual employees all of which sought clarity that such a guarantee had been provided. DCLG has again been made aware of the position.

(b) Continuing industrial action. At the FBU's recall conference on 10th February it was decided to continue with the industrial action, including strike action. At the time of writing this report a 24-hour strike is planned by FBU members in England only (excluding control staff) commencing at 07.00 on 25th February. The same date as a demonstration is planned to take place in London (outside Parliament) on the matter set out in (a) above, and in particular protesting against the lack of such a guarantee.

NJC/DCLG Joint Working Group (Fitness)

2. Members will recall that the NJC reached an 'in principle' agreement in March 2014 on a number of principles relating to the maintenance of fitness, particularly at firefighter level. One of those principles was the setting up of a joint working group to identify best practice in that regard. Progress has been difficult given the pension reform dispute, which has inevitably influenced Employees' Side willingness to formally sign off the full suite of principles. However, on this particular principle, the Strategy Group (NJC/DCLG) set up to steer the work of the joint working group has now met and agreed a way forward. It is anticipated, subject to availability, that the first meeting of the joint working group will be held in March. Details of the terms of reference, purpose and structure can be found here: <http://www.local.gov.uk/documents/10180/7025438/njc-3-15+-+final+-+fitness+jwg.pdf/5f1dd556-7407-4638-abff-368e72d3f7a5>
3. Invitation letters to participate in the work of the group have been issued to the Chief Fire Officers Association, Fire Officers Association and Retained Firefighters Union.

Thomas Review

4. Sir Ken Knight's '*Facing the Future*' Review, commissioned by DCLG, highlighted a number of areas in the fire service which he felt could be reformed, arguing that the conditions of service of firefighters could be an actual or perceived barrier to change

although he also recognised that there could be political or management self-limitation at local level.

5. Last summer, DCLG responded to the Knight Review by setting up an independent review (led by Adrian Thomas) into conditions of service, in particular to consider whether they present barriers to reform, improvement and efficiency. Its terms of reference can be found here:
<https://www.gov.uk/government/news/minister-opens-independent-review-of-firefighter-conditions>
6. Mr Thomas has visited 21 fire authorities and met with representatives of the various trade unions. He has also met more than once with the National Employers' Chair, Cllr Heaster, and officers and also separately with the Independent Chair of the NJC for Local Authority Fire and Rescue Services, Linda Dickens. Mr Thomas also addressed the last meeting of this body.
7. At the most recent meeting Mr Thomas indicated a number of themes that may be covered in his report:
 - Culture and trust
 - Regionalisation
 - Use of the retained duty system
 - Technology
 - Recruitment, succession and leadership
 - CFOA
 - Fire authority members
 - Base level firefighter role and training
 - Industrial relations
 - Future of the National Joint Councils for Brigade Managers and uniformed employees below that level
8. We understand from Mr Thomas that he is on track to complete his report by the end of February. DCLG have not indicated a publication date or, when having done so, whether a response can be expected before or after the general election. A more detailed oral report can be provided at today's meeting should the report not have been published by that time confirming the areas (and recommendations) covered.
9. Adrian Thomas is speaking about his review at the Fire Conference (Keynote session 6 on Wednesday morning) along with Matt Wrack, General Secretary of the FBU.
10. Once published members of both fire NJCs will need to consider the outcomes, which will include taking soundings from their constituent organisations. The LGA holds the majority of seats on the Employers' Sides of both UK-wide NJCs.

Pay 2015

11. The usual settlement date for employees covered by the NJC for Local Authority Fire and Rescue Services is 1 July. The NJC covers employees from firefighter to middle manager

levels. Whilst the National Employers have discussed their approach to pay for 2015, no decisions have been made at this time and they will consider their position when they next meet on 3rd June. Members will take their usual political soundings at local and national level and any comments from today's meeting will be fed back to members of the National Employers.

12. Members have also considered the matter of any pay award for senior uniformed managers (covered by the NJC for Brigade Managers of Local Authority Fire and Rescue Services) - Chief Fire Officers, Deputy Chief Fire Officers and Assistant Chief Fire Officers. No decisions have been made at this time and the comments about soundings in paragraph 10 equally apply.

NJC for LAFRS – Pay, terms and conditions work streams

13. A number of joint work streams are in operation looking at a wide range of issues such as medical response (including co-responding), environmental challenges, multi-agency response (including MTFA), inspection and enforcement and youth and wider social engagement. Members of the NJC were pleased with work so far when they met in February and look forward to considering the detailed work and progress when they meet again in June. Further information on the progress of this work can be found here:
<http://www.local.gov.uk/documents/10180/7025438/njc-4-15+-+final+-+workstreams.pdf/c5b97b8f-dc11-4c3a-aead-538d891f108d>

Fire Services Management Committee Update Paper

Purpose of report

For information.

Summary

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

Recommendation

Members to note the update.

Action

Officers to progress as appropriate.

Contact officer: Lucy Ellender
Position: Adviser
Phone no: 020 7664 3321
E-mail: lucy.ellender@local.gov.uk

Fire Services Management Committee Update Paper

Councillor Jeremy Hilton

1. Following discussions at the Board in December and approval by lead members, the LGA published *The Fire and Rescue Service: Making our Nation Safer* as a part of our 100 days campaign for the next Government. Councillor Jeremy Hilton wrote to a number of parliamentarians about the joint LGA and CFOA document, including Penny Mordaunt MP, Lyn Brown MP and Baroness Cathy Bakewell. Cllr Hilton also wrote to the Communities and Local Government Select Committee, the All Party Parliamentary Group on Fire and Rescue and a number of other APPGs who would have an interest in some of the specific proposals.
2. Cllr Hilton provided a quote for the LGA press release calling for all private landlords to install smoke alarms. There are 3.5 million smaller private rental homes which legally do not have to have smoke alarms installed. The Government passed a law in 2013 which would require all private landlords to provide smoke alarms. However, this has gone out to consultation and has not yet been brought into force. CFOA also provided a quote for the press release.
3. The LGA's Fire Leadership Essentials Programme took place on 3 – 4 February. Cllr Hilton introduced the two day course with a presentation on the LGA's strategic priorities for the year. The programme also contained presentations on collaboration, personal leadership styles, and transformation of the sector.
4. Cllr Hilton also attended the Strategic Resilience Board alongside Cllr Les Byrom CBE, and heard updates on flooding, JESIP and other issues.

Roundtable discussion on diversity in the fire and rescue service

5. On 4 February the LGA held a roundtable discussion on diversity in the fire and rescue service. Peter Dartford, Paul Hancock and Ann Millington attended from CFOA, alongside a number of other HR professionals, senior managers and chief fire officers within the service. The discussion focussed around why diversity was important and what actions could be taken to improve diversity within the sector.
6. The group discussed how the sector was changing as the numbers of fires decreased and further collaboration with other parts of the public sector increased. Both these changes would require new skills and behaviours from firefighters, and attendees discussed what the role of diversity in meeting the challenges these changes posed.
7. There was also discussion on what the perceived barriers to recruitment for female firefighters might be, including a lack of family friendly or flexible working practices or policies across the service.
8. The LGA and CFOA have agreed to take forward a number of actions on this agenda and we plan to hold another meeting on this in 6 months' time to look again at the progress that has been made.

“Remodelling Public Protection”

9. The LGA has launched a new discussion paper on the future of trading standards, environmental health and licensing. The paper looks at some of the thinking, both locally and nationally, about how we can ensure a sustainable future for public protection services over the next decade. The document sets out some of the key issues, challenges and possible solutions. The LGA is inviting all those with an interest in these services – from councils, businesses, local communities and the professions themselves – to share their views. You can contact Ellie Greenwood, Senior Adviser (ellie.greenwood@local.gov.uk) with your views. The report is available on the LGA’s website: http://www.local.gov.uk/web/guest/publications/-/journal_content/56/10180/7061800/PUBLICATION

National Operational Guidance

10. The Minister has agreed the funding for the National Operational Guidance Programme. £1 million for 2015/16 will come from the Government to match fund FRAs' contributions. A letter from Roy Wilsher, Chairman of the Operational Guidance Strategy Board, has gone out to Chief Fire Officers confirming the arrangements for funding in 2015/16.

Fire Statistics: Great Britain April 2013 to March 2014

11. The latest set of Fire Statistics, for the period April 2013 to March 2014, were released in January 2015. The key findings in the report were:
- 11.1 Fire and Rescue Services attended 212,500 fires in 2013-14, continuing the generally downward trend of the last 10 years. There was a 10% increase on 2012-13, but this previous year had been unusually low due to wet weather conditions.
 - 11.2 The most common time for fires to be reported is in the hour of 8pm-9pm (9% of all fires). While only 11% of fires occurred between midnight and early morning (5am), these fires caused one fifth of all deaths in Great Britain in 2013-14.
 - 11.3 Over two thirds of fire-related deaths occurred in accidental dwelling fires and more than half of the victims were aged 65 years or older.
 - 11.4 The risk of dying in a fire for people aged 80 and over is more than four times higher than average. People aged between 65 and 79 also have a higher than average rate.
 - 11.5 Dwellings with no smoke alarm accounted for 38% of deaths in home fires in Great Britain, and nearly one fifth of deaths occurred where no smoke alarm worked.

- 11.6 Smokers' materials (e.g. cigarettes, cigars or pipe tobacco) caused the largest share of deaths in accidental dwelling fires (37%), while cooking appliances are the source of ignition in more than half of accidental fires in dwellings.
- 11.7 More than a third of fire deaths in non-domestic buildings were caused by smokers' materials or cigarette lighters.
- 11.8 Scotland continued to have a higher rate of fire deaths compared to both England and Wales, but death rate in Scotland declined by about a third in 2013-14 compared to the previous year.

European Union Procurement Regulations

- 12. Fire and rescue authorities are required to follow the requirements as set out in the new European Union Procurement Regulations. It is expected that by following the new regulations the information needed for the development of procurement plans is made available and transparent. The changes are aimed at encouraging increased quality and value for money in the procurement of goods and services from small businesses. Further information can be found on the Government's website:
www.gov.uk/government/publications/fire-and-rescue-bulletin-542015

Firefighter Fatalities at fires in the UK: 2004-2013

- 13. The Fire Brigades Union has produced *Firefighter Fatalities at fires in the UK: 2004-2013: voices from the fireground* on fatalities in the fire and rescue service. The full report can be found on the FBU's website: www.fbu.org.uk/resources/firefighter-fatalities-fires-uk-2004-2013-voices-fireground

Fire Sprinklers Week

- 14. The next Fire Sprinklers Week will be taking place between 16 – 22 March 2015. The theme of Sprinkler Week 2015 is Business Continuity, focusing on the support that fitting automatic fire sprinkler systems can provide to businesses and to social continuity. The week will focus on promoting sprinklers to businesses as well as educational establishments such as schools and colleges.
- 15. This is the second Fire Sprinklers Week, and will be another chance to promote the benefits that fitting sprinklers can have in protecting people, property and the environment from fire. The objectives of the week are:
 - 15.1 To encourage businesses to consider how fitting sprinklers can help to protect their valuable assets (people, buildings, machinery and supplies) from fire, or can mitigate the effects that a fire has upon their assets, helping them to achieve business continuity.
 - 15.2 To encourage schools and other educational establishments to fit sprinklers, allowing them to potentially minimize the major impact that a fire can cause their students, staff and community.



**Fire Services Management
Committee**

9 March 2015

- 15.3 To promote the economic, social and business benefits of having sprinklers to business owners and leaders, and to dispel some of the myths about sprinklers.

Note of last Fire Services Management Committee meeting

Title: Fire Services Management Committee
Date: Friday 12 December 2014
Venue: Twin Towers Room, Fire Service College, Moreton-in-Marsh, Gloucestershire

Attendance

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

Item	Decisions and actions	Action
1	<p>Welcome</p> <p>The Chair welcomed members and introduced Jez Smith, Managing Director of the Fire Service College.</p> <p>Jez Smith welcomed the Board to the College and explained that a number of developments had been undertaken to build the College to be a centre of excellence for the fire and rescue service. He summarised the recent infrastructure improvements at the site and a number of successful programmes and opportunities available for the fire and rescue service across the country.</p>	
2	<p>Thomas Review</p> <p>The Chair welcomed Adrian Thomas, who had been appointed by the Fire Minister to undertake an independent review of terms and conditions for operational staff in the fire and rescue service. He informed members that he was an HR professional, but had no experience with the fire and rescue service prior to the commencement of his review. He explained that he had visited approximately 20 fire and rescue services out of 46, and had met with representatives of some others. He would be drawing his final report together in January 2015, and would report to the Minister in February 2015.</p> <p>Adrian Thomas stressed that his comments related to practice he had found during visits to individual Fire & Rescue Services and should not be taken as applying to all. He also pointed out that this feedback was not his words but rather what authority members or FRS staff or representatives had said to him. He commented that he had been shocked by the culture of the fire service, and the general lack of trust between operational staff and management. It was his view that the conditions of service reinforced this issue, and resulted in a combative and negative behaviours. He felt that there was a lack of clarity over who the end users or customers of the service were; the community as a whole, or individual residents who dialled 999. There was also a general aversion to service change and different ways of working.</p>	

He had noted a poor relationship between full-time and retained firefighters, and commented that there were cases where a full crew for a particular appliance could not be found as full-time staff would not mix crews with retained staff. Individual fire and rescue services adapted grey book rules to meet local needs, although some stuck firmly to the roles as set out in the grey book. Adrian noted that there was a lack of understanding of governance of the service and the role of the National Joint Council for Local Authority Fire and Rescue Services, although also concern that without it each fire and rescue service would have to negotiate individually.

Members noted Adrian Thomas' comments and observations with concern. During the discussion which followed, the following points were raised:

- The public satisfaction rate with fire and rescue services remained very high. Adrian Thomas commented that the service was performing well, but his report would focus on the areas which needed improvement to provide an aspirational vision of the current fire and rescue service. Reduction in the number of recorded fires was easy to track, but improvements and customer satisfaction levels in other areas such as community safety was less easy to quantify.
- The grey book itself was not preventing delivery of an excellent fire service, although the application of it may be. Although it was seen by many managers as a barrier to service change, many staff members saw it as a positive tool for negotiations. In other organisations similar conditions of service as the grey book had been replaced by a contract of employment and general employee handbook.
- There was great concern regarding the amount of bullying and harassment cases which had been anecdotally reported as part of the review, although the actual number of reported cases remained very low. The service also suffered from very low morale, although this was common in the public sector given the level of cuts and the ongoing pension dispute with government could contribute to the issue. However, this did not translate into people leaving the service.
Adrian Thomas commented that he hoped that the Fire Brigades Union would contribute evidence for the review on this subject before the closing date later in December 2014.
- There was an acknowledgement from front line staff that service change was inevitable including co-responding with other emergency services. Co-responding was currently being undertaken on a voluntary basis.
- There was a concern about succession planning for Chief Fire Officers and a sense of managerial and technical management rather than strong leadership. The educational standards required for entry and progression were very low in comparison to other public organisations.
- Any recommendations from the report would likely be left for the next government to implement following the General Election in May 2015. The final report was yet to be written, and it was unclear at this stage if the report would be published to a wider

audience following submission to the Fire Minister. The Board supported the view that the report be published.

- The FSMC requested that the final report presents a balanced view of the F&RS and one that was not sensationalised by some experiences.
- Members would welcome Adrian Thomas' report explaining what leadership was like in the F&RS.

The Chair thanked Adrian Thomas for the update on his review, and commented that he hoped that the report would be published before the next meeting of the Committee at the LGA's Annual Fire Conference.

Decision

The Committee noted the report.

Action

That FSMC discuss the recommendations of the Review at the March FSMC.

3 Priorities for CFOA

The Chair welcomed Peter Dartford, the Chief Fire Officer of Staffordshire Fire and Rescue Service, who had taken up the role of President of the Chief Fire Officer's Association (CFOA) in September 2014.

Peter Dartford explained that the priorities for CFOA for 2015 and beyond would be similar to the priorities for the previous year. These included:

- Building relationships: CFOA aimed to have close and positive relationships with all partners, including the LGA, DCLG and the NHS. It was also vital for CFOA to maintain strong relationships with their members, the senior officers and the individual fire and rescue services.
- Supporting transformational change: CFOA would develop good practice strategies through peer review, and create a central procurement hub which would aid service transformation.
- Promoting the wider role of the fire and rescue service: It was important that the focus of the CFOA was not just on fighting fires, but also on community skills to make the case for the wider role of the service.
- Industrial action: CFOA had urged both sides in the pensions dispute to negotiate to prevent industrial action. CFOA had commissioned independent research on firefighter fitness from Bath University, which would challenge some of the

assumptions within the scheme.

- Thomas review: CFOA would engage with the Adrian Thomas review to take part in discussions regarding the way the service was structured and the need for greater flexibility.

The Chair commented that he, along with other Lead Members of the Committee, had met with Lyn Brown MP, the Shadow Fire Minister who had suggested that a future Labour government would consider implementation of a national fire service. Peter Dartford confirmed that the CFOA had no policy or position on this currently, but proposed developing a set of principles which all CFOs could sign up to regarding governance arrangements.

Decision

The Committee noted the report.

4 Operational Assessment and Fire Peer Challenge Working Group

Chris Bowron, Programme Manager, introduced the report and explained that the Committee had agreed to re-establish a joint LGA/CFOA working group to refresh the Fire and Rescue Service Operational Assessment and peer challenge offer. The refreshed draft operational assessment and fire peer challenge toolkit had been included with the agenda for comment and endorsement by members.

Joy Brindle, CFOA, explained that the work undertaken on the toolkit was a good example of joint working between the LGA and CFOA. The refreshed toolkit would keep an operational focus, with a strategic focus on organisational change, including financial planning, leadership and capacity. Preparedness was a key issue, and there would be more emphasis on integrated control, and there would also be strengthened focus on data and intelligence as part of future reviews.

The Committee welcomed the development that a follow up visit after the initial peer review would be programmed into the timeline at an early stage. Members agreed that the new toolkit was stronger and would enable positive reviews to be conducted with constructive outcomes. It was hoped that future peer reviews would link with the outcomes of the Thomas Review.

Decision:

The Committee endorsed the draft Operational Assessment Toolkit and approved the refreshed fire peer challenge offer for piloting.

5 The Fire and Rescue Service: First 100 Days

Helen Murray, Head of Programmes, introduced the report and explained that the draft document had been produced jointly between the LGA and CFOA to set out the sector's asks and offers to the next Government

following the General Election in May 2015. The proposals included in the draft document would make a difference to public safety and save over £500m over the lifetime of the next Parliament.

The Committee were given the example that the document called for the lowering of the drink driving limit to being it in line with those in Northern Ireland and Scotland, which would reduce fatalities and provide savings of up to £285 million a year. There was also a proposal to introduce a graduated licensing scheme for young drivers up to 19 years old.

In the discussion which followed the Committee made a number of comments including:

- There should be a reference in the document that group leaders had agreed the measures proposed. There should also be an amendment to the introductory statement with reference to the Thomas Review following the earlier discussion, and more robust wording around governance arrangements.
- Some members took the view that the document contained too many proposals, and that a smaller number of asks would have a greater likelihood of being taken forward by the next Government. It was explained that the document summarised the proposals which the LGA was lobbying and was aligned with the LGA's previous 100 Days document.

Decision:

That the draft Frist 100 Days document for the Fire and Rescue Service be endorsed following suggested amendments.

Action:

Lead members to be sent the amended version of the document for endorsement prior to publication.

6 Industrial Relations Update

Simon Pannell, LGA Negotiations, summarised the report and explained that the Fire Brigades Union had lobbied to ensure support for an Early Day Motion in order to oppose the introduction of new Pension Regulations for the proposed 2015 pension scheme for England. This would take place on Monday 15 December 2014.

The Committee noted that there was a potential for strike action to be called over the Christmas period, but that negotiations with both parties were ongoing.

Decision:

The Committee noted the report.

7 FSMC Update Paper

This paper, which was for information, updated the Committee on activities undertaken by the Chair, Lead Members and the LGA since the last meeting.

Decision:

The Committee noted the report.

8 Notes of the previous meeting - Fire Commission

Decision:

Members agreed the notes of the meeting held on 17 October 2014 as correct.

9 Notes of the previous meeting - FSMC

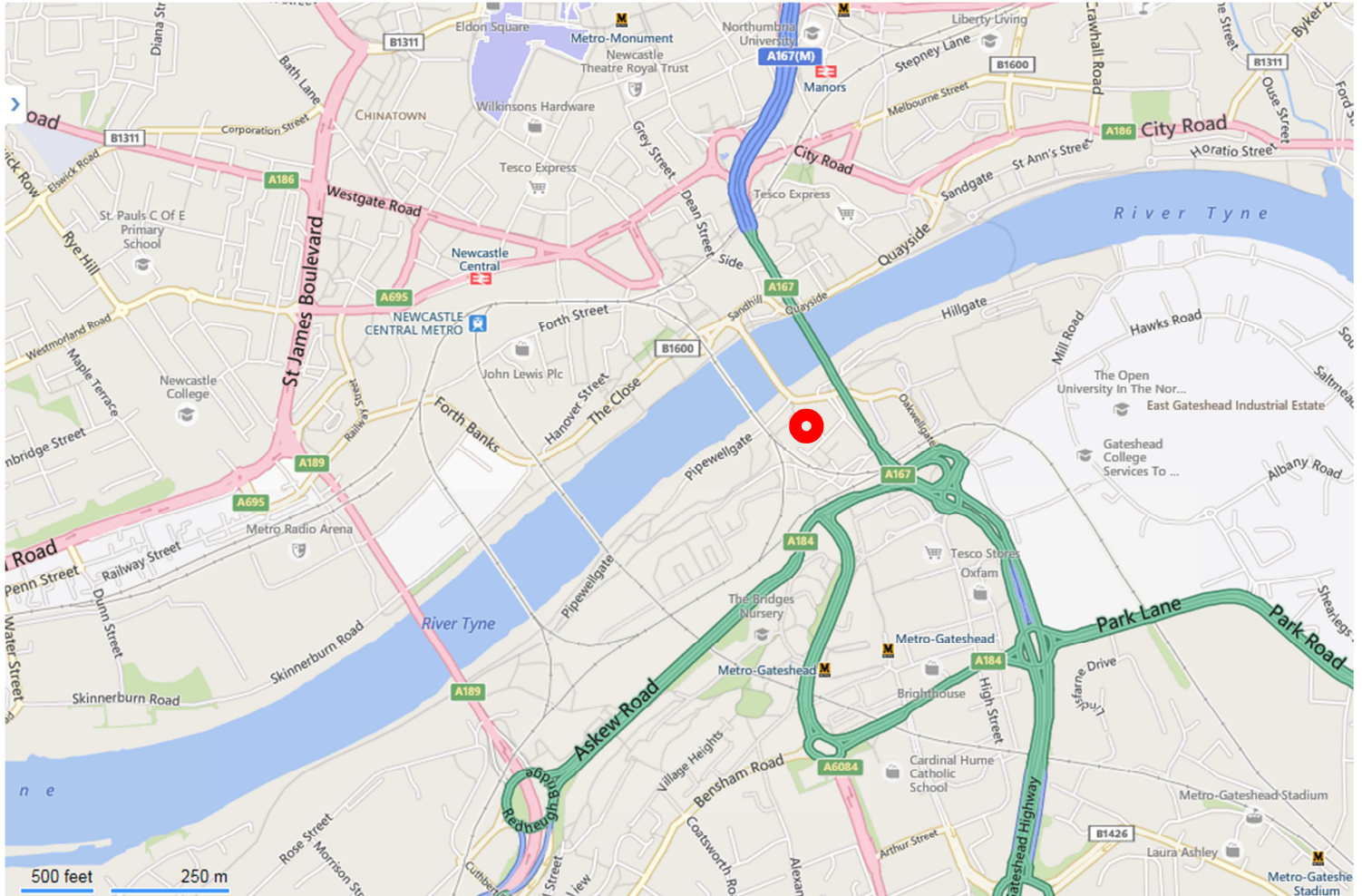
Decision:

Members agreed the notes of the meeting held on 5 September 2014 as correct.

Appendix A -Attendance

Position/Role	Councillor	Authority
Chairman	Cllr Jeremy Hilton	
Vice-Chairman	Cllr Philip Howson	
Deputy-chairman	Cllr David Acton	
Members	Cllr John Bell Cllr John Edwards Cllr Michele Hodgson Cllr John Joyce Cllr Rebecca Knox Cllr Darrell Pulk Cllr Simon Spencer Ms Fiona Twycross Cllr Les Byrom CBE Mr James Cleverly Cllr Mark Healey Cllr Roger Price Cllr Thomas Wright	
Apologies	Cllr Kay Hammond Cllr Maurice Heaster	
LGA Officers		
Helen Murray		
Clive Harris		
Lucy Ellender		
Simon Pannell		
Paul Goodchild		

Hilton Hotel Gateshead Location Map



● Hilton Newcastle Gateshead
Bottle Bank
Newcastle Upon Tyne
NE8 2AR

For further information on the location of the Hilton Newcastle Gateshead please visit the Hotel's 'Maps and Directions' website:

<http://www3.hilton.com/en/hotels/united-kingdom/hilton-newcastle-gateshead-NCLHIHI/maps-directions/index.html>