

Fire Services Management Committee

Agenda

Monday, 7 March 2016
4.00 pm

Wallace Suite, Lower Ground Floor, Bristol
Marriott Hotel City Centre, 2 Lower Castle
Street, Old Market, Bristol BS1 3AD

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

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This meeting is



Fire Services Management Committee
7 March 2016

There will be a meeting of the Fire Services Management Committee at **4.00 pm on Monday, 7 March 2016** Wallace Suite, Lower Ground Floor, Bristol Marriott Hotel City Centre, 2 Lower Castle Street, Old Market, Bristol BS1 3AD.

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 3334	email: Labour.GroupLGA@local.gov.uk
Independent:	Group Office: 020 7664 3224	email: independent.group@local.gov.uk
Liberal Democrat:	Group Office: 020 7664 3235	email: libdem@local.gov.uk

Location:

A map showing the location of the Bristol Marriott Hotel is printed on the back cover.

LGA Contact:

Ciaran Whitehead
0207 664 3107 / ciaran.whitehead@local.gov.uk

Carers' Allowance

As part of the LGA Members' Allowances Scheme a Carer's Allowance of up to £6.70 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.

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The twitter hashtag for this meeting is #lgassc

Fire Services Management Committee – Membership 2015/2016

Councillor	Authority
Conservative (6)	
Cllr Kay Hammond (Deputy Chairman)	Surrey County Council
Cllr Maurice Heaster OBE	London Fire and Emergency Planning Authority (LFEPA)
Cllr Rebecca Knox	Dorset Fire Authority
Cllr Simon Spencer	Derbyshire Fire and Rescue Authority
Cllr Nick Chard	Kent and Medway Fire and Rescue Authority
Cllr Peter Jackson	Northumberland Council
Substitutes	
Cllr Mark Healey	Devon and Somerset Fire and Rescue Authority
Cllr John Horner	Warwickshire County Council
Cllr Colin Spence	Suffolk Fire 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
Independent (1)	
Cllr Philip Howson (Vice-Chair)	East Sussex Fire Authority
Liberal Democrat (1)	
Cllr Jeremy Hilton (Chair)	Gloucestershire County Council
Substitutes	
Cllr Roger Price	Hampshire Fire and Rescue Authority

LGA Fire Service Management Committee Attendance 2015-2016

Councillors	25/09/15	11/12/15		
Conservative Group				
Kay Hammond	Yes	Yes		
Maurice Heaster OBE	Yes	Yes		
Simon Spencer	No	Yes		
Rebecca Knox	Yes	Yes		
Nick Chard	Yes	Yes		
Peter Jackson	Yes	Yes		
Labour Group				
David Acton	Yes	Yes		
Michele Hodgson	Yes	Yes		
John Joyce	Yes	Yes		
Fiona Twycross	Yes	No		
Darrell Pulk	Yes	Yes		
John Edwards	Yes	Yes		
Independent				
Phil Howson	Yes	Yes		
Lib Dem Group				
Jeremy Hilton	Yes	Yes		
Substitutes				
Les Byrom	Yes			
Tom Wright	Yes	Yes		
Mark Healy		Yes		
Roger Price		Yes		

Agenda

Fire Services Management Committee

Monday 7 March 2016

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Date of Next Meeting: Friday, 24 June 2016, 11.00 am, Smith Square 1&2, Ground Floor, Local Government House, Smith Square, London, SW1P 3HZ



**Fire Services Management
Committee**

7 March 2016

Fire Conference and Exhibition 2016

Purpose

For discussion.

Summary

This will be an oral update from Catriona Coyle on the Annual Fire Conference and Exhibition, taking place 8 – 9 March 2016. Members will have the chance to discuss the programme and the conference publication “Beyond Fighting Fires 2” which will be circulated separately.

Recommendations

The Committee is recommended to:

1. note the conference programme; and
2. note the conference publication “Beyond Fighting Fires 2”.

Action

Officers to progress as necessary.

Contact officer: Lucy Ellender/Catriona Coyle
Position: Adviser/Events Manager
Phone no: 020 7664 3321/020 7664 3385
Email: lucy.ellender@local.gov.uk/catriona.coyle@local.gov.uk



Policing and Crime Bill

Purpose

For discussion and direction.

Summary

The Government published its response to the autumn consultation on Enabling Closer Working between the Emergency Services at the end of January 2016 and this was followed some two weeks later by the publication of the Policing and Crime Bill providing the enabling legislation for the changes the Government is proposing following the consultation.

Recommendations

Members are asked to confirm the LGA's approach to the Bill by:

1. Adopting the lobbying strategy set out in paragraphs 7 and 8.
2. Agreeing to the LGA's engagement with the group established by the Association of Police and Crime Chief Executives to develop a model business case.
3. Encouraging local discussion between Fire and Rescue Authorities, combined authorities and Police and Crime Commissioners on how collaboration and cooperation could be increased.

Action

Officers to note members' comments and decisions and take action accordingly.

Contact officer:

Mark Norris / John Wright

Position:

Principal Policy Adviser / Senior Adviser

Phone no:

020 7664 3241 / 020 7664 3146

Email:

mark.norris@local.gov.uk / john.wright@local.gov.uk

Policing and Crime Bill

Background

1. Following a commitment in the Conservative party manifesto to enable fire and police services to work more closely together and develop the role of Police and Crime Commissioners, the Government undertook a consultation on *Enabling closer working between the Emergency Services*, which closed on 23 October 2015. [A summary of responses to the consultation and next steps](#) was published by the Government on 26 January 2016. This was followed by the first reading of the [Policing and Crime Bill](#) on 10 February 2016. Second reading of the Bill is due to take place on 7 March, and we are advised that the committee stage will be reached in mid-March.

Responses to the Consultation

2. There were 318 full or partial responses to the consultation from a wide range of national, regional and local organisations, police forces, police and crime commissioners (PCCs), fire and rescue authorities (FRAs), councils, ambulance trusts, practitioners, as well as interested groups and individuals.
3. There was significant support in these responses for the introduction of a new duty to collaborate. While some responses suggested there was no need for a duty given the range of collaboration arrangements already in place, other responses suggested the duty should be extended, for example to local authorities. There was also good support for enabling PCCs to take on fire governance, but there were a broad spectrum of views about how that might work.
4. Having considered the consultations responses the Government indicated it would be introducing legislation that only applied in England to:
 - 4.1. Introduce a high level duty to collaborate.
 - 4.2. Enable PCCs to take on the functions of FRAs where a local case is made.
 - 4.3. In areas where a PCC has not become responsible for fire and rescue services, enabling them to have representation on their local FRA with voting rights, where the local FRA agrees.
 - 4.4. Abolish the London Fire and Emergency Planning Authority and give the Mayor of London direct responsibility for the fire and rescue service in London.
5. In addition the Government stated an intention to implement a range of measures designed to facilitate these changes including allowing senior fire officers to apply to be chief constables, developing career pathways between policing and fire, and making provision for a single employer for both services.

Policing and Crime Bill

6. The Bill carries forward the Government's stated intention in the consultation response of legislating to implement their proposals. In broad terms the Bill:

- 6.1. Requires an emergency service (for the purposes of the Bill emergency services are ambulance, police and fire) to collaborate, where the proposed collaboration would be in the interests of their own efficiency and effectiveness and one or more of the other services take the same view. If a collaboration agreement would improve efficiency but adversely impact effectiveness, or vice versa, the service would not be required to collaborate, although they may choose to. The Bill also allows for a service to withdraw from a collaboration agreement if it is no longer in the interests of efficiency and effectiveness.
- 6.2. Makes provision for a PCC to take responsibility for the FRS in their area where a local case is made, as well as to take the additional step to create a single employer for police and fire.
- 6.3. Sets out the process by which a PCC can make a proposal to take on responsibility for fire in their local area. A proposal can only be agreed by the Secretary of State where it is in the interests of economy, efficiency and effectiveness or in the interest of public safety for the order to be made. The Bill requires the relevant FRA to cooperate with the PCC in preparation of the proposal and provide any information the PCC might reasonably require. The PCC will then be required to consult each relevant upper tier council, as well as seeking the views of the public in the PCC's area, before they submit it to the Secretary of State. If a combined authority is the FRA it also has to be consulted.
- 6.4. Stipulates that the Secretary of State must seek an independent assessment of the PCC's proposal where a relevant upper tier council does not agree with the PCC's proposal, and have regard to that assessment in making any decision whether or not to authorise the establishment of a PCC led FRA. The explanatory notes to the bill suggest that the independent assessment may be secured either from HM Inspector of Constabulary, the Chief Fire and Rescue Adviser or any other independent person that the Secretary of State deems appropriate.
- 6.5. Requires the boundaries of the PCC's police area to be coterminous with the boundaries of the proposed FRA to be created. As such the Bill provides for changes to the boundaries of existing FRAs to be made where they are necessary to achieve coterminous police and fire boundaries.
- 6.6. Enables the new single employer model to be implemented, where a case is made, whereby the Chief Constable would be able to employ all police and fire personnel, while at the same time preserving the operational distinction between police and fire.
- 6.7. Enables the Home Secretary, where the single employer model is implemented, to make an order for the FRS complaints procedure to be broadly similar to that for dealing with complaints against police officers.
- 6.8. Sets out the powers of police and crime panels (PCPs) in relation to a PCC exercising fire and rescue functions together with the obligation on a PCC type FRA to provide the PCP with any information it may require to carry out its functions with reference to fire and rescue. The effect is that the PCP must support the effective

exercise of the fire and rescue functions of the PCC as the FRA by reviewing and scrutinising his/her plans, decisions and actions.

- 6.9. Enables a PCC to be represented on an FRA (outside London) with voting rights, where the FRA agrees. An appointing authority or committee must consider a request made by a PCC to be represented on a FRA, give reasons for either accepting or refusing and then publish their decision. If an FRA agrees to the request, the PCC may attend speak and vote at FRA committee meetings. In the case of a county authority, the PCC, if invited to be represented, can only speak and vote on issues relating to the functions of the FRA. Where the FRA crosses the boundaries of two PCCs, then both can request to be represented on the FRA, and where the PCC's force covers more than one FRA they can have a place on each. The advice from the Home Office is that it will be up to local areas to resolve issues such as a PCC altering the balance of power on an FRA, or how county authorities can integrate a PCC into council structures.
- 6.10. Removes the requirement for a Chief Constable to have held the office of constable. This opens the door for fire officers with fire experience at a senior level to be appointed as Chief Constable (or Chief Officer) provided they have met the standards set for the role by the College of Policing. The onus on selecting and appointing the best person sits with the PCC.
- 6.11. Brings fire and rescue services in London under the direct responsibility of the Mayor of London by abolishing the London Fire and Emergency Planning Authority and transferring its functions to the London Fire Commissioner, to be appointed by the Mayor; providing for the appointment of a Deputy Mayor for Fire; and requiring the London Assembly to appoint a committee, to be known as the fire and emergency committee, to carry out a range of functions on its behalf. The role of the committee will be to support the effective exercise of the functions of the London Fire Commissioner.

LGA response to the Bill

7. Both the Committee and Fire Commission were clear that they had significant concerns about the ability of PCCs to take over fire governance where this was not supported locally, which would be unpopular and undermine co-operation to date. Members were also clear that any transfer of governance responsibilities to PCCs should have the support of local people. Although the Bill contains provisions that require the PCC to consult each relevant local authority and seek the views of people living in their force area about the proposal, none of the provisions would prevent the transfer of the fire service to the PCC as this is the decision of the Home Secretary. It is therefore proposed that the LGA lobbies for change on two matters: to ensure the transfer is only possible with agreement of all local parties; and that this includes comprehensive consultation with a clear outcome from the public. This will mean engaging with Parliamentarians in both houses at various stages of the Bill's passage through the Commons and the Lords.
8. As currently drafted the Bill states that in judging whether to approve a proposal from a PCC which does not have local support, the Home Secretary has to obtain an independent assessment of the proposal and have regard to it in making their decision. Members may wish to consider the independence of the appointed bodies such as HMIC and the Chief Fire and Rescue Adviser in providing this advice and whether there is a

further level of independence it might be prudent for us to lobby for, such as academic experts. Members may also wish to consider whether even where a PCC's proposals to take on governance of the fire service have local support, the business case should also be subject to independent assessment.

The practical implementation of the legislation

9. In addition to briefing parliamentarians and proposing amendments to the legislation, it would also be prudent to shape the practical implementation of the Bill should it proceed in its current form. The Association of Police and Crime Chief Executives (APACE) has formed a group consisting of senior officers from police forces, PCCs, and FRs to develop a model business case, acceptable to all parties, which PCCs can adapt for their own use when compiling a local business case. Although this is a negotiation process, we would expect our strategy in paragraph 7 to form our baseline. The fire and rescue service is equally represented and the LGA has been invited to join the group. An invitation to the Home Office to participate is currently being considered.
10. FRAs would wish to ensure that any business case for the transfer of fire governance to PCCs is comprehensive, evidence based and well tested so the impacts of such a proposal are fully explored. It would be helpful to have a steer from members on what the business case should include. As the work of the group progresses regular reports will be made to the Committee's Lead Members, and if at any point it appeared that the business case being developed did not meet the criteria set out by this Committee, the LGA would withdraw its involvement with the group.
11. There is also the question about elected members in these discussions and FSMC may wish to consider proposing a FSMC/Association of Police and Crime Commissioner forum to ensure the voice of fire and rescue is being heard at the political level too.

Wider governance changes

12. The devolution agenda will also have an impact on fire governance. FRAs will undoubtedly be exploring with relevant combined authorities what opportunities there might be for fire and rescue from devolution deals and Greater Manchester provides a model for this. It may, in fact, make more sense for the police to be incorporated into these arrangements.

Next steps

13. Members are already proactively talking to their local PCC, including prospective PCC candidates, about what areas there are for further local collaboration and cooperation between fire and police, which of course do not necessarily require changes in governance. This is already suggesting a mixed model across the country.
14. Members are asked to confirm the LGA's approach to the Bill by:
 - 14.1. Adopting the lobbying strategy set out in paragraphs 7 and 8;
 - 14.2. Agreeing to the LGA's engagement with the group established by APACE to develop a model business case; and



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- 14.3. Encouraging local discussion between FRAs, combined authorities and PCCs on how collaboration and cooperation could be increased.

Financial Implications

15. Any work identified as a result of this paper will be met from existing resources.

Procurement in the Fire and Rescue Service

Purpose

For discussion and direction.

Summary

Numerous reports over the past 20 years have highlighted Fire and Rescue Service procurement as an area where further efficiencies and savings could be identified. This paper outlines initiatives currently under way within the sector and in collaboration with other emergency services to deliver better value from procurement and sets out how the LGA could support these initiatives.

Recommendations

Members are asked to:

1. Agree that, given the funding settlement for the fire service, the LGA and FRAs should be promoting further collaboration around procurement across the fire sector.
2. Agree the LGA should support and promote the procurement initiatives outlined above to FRAs.
3. Encourage FRAs to participate in the full range of collaborative procurement initiatives in order to deliver the best value not only for their individual services, but also for the sector as a whole.

Action

Officers to take forward the Committees comments, recommendations and decisions.

Contact officer: John Wright
Position: Senior Adviser
Phone no: 020 7664 3146
Email: John.wright@local.gov.uk

Procurement in the Fire and Rescue Service (FRS)

Background

1. Following Sir Ken Knight's 2013 report [Facing the Future](#), in which he was critical of some FRS procurement practices, the Government published in March 2014 a research report into [Fire and rescue procurement aggregation and collaboration](#). It was commissioned jointly by the Department for Communities and Local Government (DCLG) and the Chief Fire Officers Association (CFOA) from PA consulting. This was the most recent of a series of reports over the past 20 years identifying a number of ways in which procurement within the fire sector (the Sector) could be improved.
2. The research looked at current spend data, price benchmarking and strategic future plans and showed that fire and rescue authorities (FRAs) could save time, money and achieve better operational and commercial outcomes through smarter procurement practices. It revealed a picture of individual decision-making by FRAs using a range of criteria around an estimated procurement spend of nearly £600 million across the 46 English FRAs. Some key findings were:
 - 2.1. Some authorities paid over 200% as much for their products as others. One authority paid £125 for a pair of firefighting trousers while another paid £274.
 - 2.2. Even where FRSs bought from the same supplier there are significant variances, for example the price for a similar firefighting helmet from the same company varied by 25%: between £105 and £131.
 - 2.3. Where the same contract was used by a number of authorities to buy the goods there was still a significant range, for example one authority paid 66% more than another when buying a firefighting coat (£220 - £366).
3. PA Consulting identified possible savings of £18 million on a total spend of £127 million on a specific group of products. They surmised that if this was applied across all spend (£600 million) the savings could be even greater. It is not inconceivable that standardisation of products could deliver even greater savings and, with increased volumes through collective procurement, this could add to wider economies of scale. For example if more fire and rescue authorities bought the same vehicles they would not only save on the vehicles themselves, but also on parts, maintenance and training.
4. The following table shows the different range of prices for Personal Protective Equipment (PPE) and demonstrates the scale of the opportunity on offer. The prices relate to equipment supplied by many firms and contracts, but illustrate the point well.

Item of Equipment	Price range
Structural helmet	£103 - £226
Structural coat	£165 - £366
Structural gloves	£29 - £65
Fire hood	£12 - £39
Structural trousers	£125 - £274
Fire boots	£65 - £175

5. The demise in 2011 of Firebuy, about which the fire community had mixed views, left the sector without any central coordinating function or delivery capability at precisely the time when FRAs were having to reduce spending. This resulted in some frameworks¹ being let with little thought to standards, the streamlining of processes, risk mitigation, and supporting collaboration, standardisation and aggregation; all of which form the basis of good approaches that lead to the delivery of savings.
6. All of this has led to a confused landscape of duplicate and competing framework arrangements, which do nothing to foster good, healthy competition in the market and, contrary to a commonly held belief, also do not deliver savings.

Identified areas for improvement

7. Acknowledging the shortcomings in FRS procurement and the potential for mitigating the impact of the significant funding reductions, CFOA identified the following areas for improvement:
 - 7.1. Spend data - There is a paucity of spend data in the sector; detailed information on FRS collective spend is unavailable and what data there is lacks common definitions and systems. The absence of useable consistent spend data hampers efforts to identify collaborative opportunities. Significant savings opportunities could be identified and secured with the right information.
 - 7.2. Aggregating demand – As indicated in the FRS procurement aggregation report, there are significant variations in the prices paid for the same or similar products with the potential for significant savings if demand was to be aggregated. Notably unlike traditional frameworks that do not necessarily deliver better prices, contracts with higher volumes do.
 - 7.3. Use of common specifications - Bespoke specifications are a barrier to aggregation and result in higher costs. Savings can be generated by challenging specifications that contain bespoke requirements that are not absolutely necessary.
 - 7.4. Best practice procurement - Good, commercially focused, professional procurement approaches deliver better prices. The fire and rescue procurement aggregation and collaboration report found that where fire authorities simply bought from a framework agreement the cost was higher. This is because the framework limits the number of suppliers and provides no guarantee of volumes, thereby reducing the competitive pressure applied to the transaction.
 - 7.5. Capacity and capability - FRSs are possibly simply buying from frameworks because they do not have capacity to run appropriate competitive processes. Regional contracts, where a number of FRSs work together, deliver better value for money, but that requires good standards of commercially focused professional procurement

¹ A framework is an agreement with suppliers, the purpose of which is to establish the terms governing contracts to be awarded during a given period, in particular with regard to price and quantity. The framework agreement may, itself, be a contract to which the EU procurement rules apply, thereby negating the need to follow the full EU procurement processes when purchasing under the framework. Alternatively it may simply be an agreement under which contracts are only formed when goods, works and services are called off.

resources to deliver. Having the capacity and capability to deliver good, collaborative procurement means that duplicating procurement activity can be avoided.

Initiatives under way

8. In 2012 CFOA identified and agreed a common system of spend analysis (SpendPro), which is now being used by 13 FRSs with some others indicating a willingness to join. Bearing in mind the benefits outlined above that could accrue to FRAs, increasing the number of FRAs participating in this initiative is a high priority for the CFOA collaborative programme.
9. Following the publication of the Procurement Aggregation and Collaboration report in March 2014, a short high level national procurement strategy was developed. It outlined how a Category Management approach² could be used to deliver best practice procurement outcomes through Sector led and managed projects. So far 28 FRSs have signed up to this approach and, as with the spend analysis initiative, securing the commitment of the remaining 18 is a high priority. The procurement strategy has identified the following five key categories that will form the basis of focus for the collaborative work programme:
 - 9.1. Vehicle Management (pumping appliances, aerial appliances and special vehicles; national resilience vehicles; vehicle disposal and end of life services; vehicle maintenance; tyres; fuel cards; bulk fuel).
 - 9.2. Operational equipment (breathing apparatus; emergency response equipment; smoke alarms; foam; marauding terrorist firearms attack assets; working at height equipment).
 - 9.3. Clothing (PPE; uniform workwear).
 - 9.4. ICT (Emergency services mobile communications; hardware and consumables; software; ICT services; telecommunications).
 - 9.5. Training (operational and corporate).
10. Category outlines have been developed for each of these categories and continue to be refined and developed further. Detailed category strategies are being developed as part of the agreed collaborative work programme. The work on PPE and training is being led by Kent FRS and that on vehicles by Devon and Somerset FRS. Work on breathing apparatus, to be led by Devon and Somerset FRS, will begin shortly and consideration is being given to when work should begin on Emergency Response Equipment.

Collaborative procurement hub

11. A successful collaborative bid for transformation funds in 2015/16, submitted by three fire authorities (Devon & Somerset, Kent and Essex) on behalf of the sector, has provided

² Category management is a strategic procurement approach to the effective **management** of different **categories** of goods and services. A 'category' is the grouping of similar expenditure items matched to the market. It is not based on grouping operational activities. The approach has been utilised in retail, manufacturing and automotive industries for many years and is now being adopted by most other business sectors including the public sector.

£374,000 to develop a small collaborative procurement hub. The purpose of the hub is to provide a national procurement capability for the fire sector to identify and facilitate opportunities for savings and efficiencies from collaboration through:

- 11.1. Improved use of spend data.
 - 11.2. The development of a category management approach and category strategies.
 - 11.3. The development of forward plans and a collaborative work programme.
 - 11.4. The aggregation of fragmented spend and consolidating on best deals.
12. Three, full time professional procurement appointments have been made to the Hub: a National Collaborative Procurement Coordinator to oversee and manage the work of the Hub and two Category Managers.
13. Immediate hub priorities are:
- 13.1. Increase the number of FRSs using the spend analysis tool.
 - 13.2. Develop forward plans using spend analysis data and from engagement with FRSs.
 - 13.3. Identify aggregation and consolidation opportunities.
 - 13.4. Support delivery of key collaborative projects under the new category management/sector led approach:
 - 13.4.1. PPE.
 - 13.4.2. Training.
 - 13.4.3. Breathing Apparatus.
 - 13.4.4. Vehicles.
 - 13.4.5. Emergency response equipment (tbc).
 - 13.5. Engage with PBOs to align work plans and avoid duplication/unsuitable approaches where possible.
 - 13.6. Improve strategic stakeholder engagement.
 - 13.7. Secure the commitment of all FRSs to the national collaborative procurement approach.
 - 13.8. Record achievement of savings.
 - 13.9. Develop a sustainable model for the collaborative Hub.

Collaboration with other blue light services

14. Opportunities for collaboration with the other blue light services have been, and continue to be, explored. Meetings have taken place with the Ambulance Service and with Home Office officials for Police procurement. A number of common themes were identified

between the Police and Fire collaborative programmes, and sharing experiences has already led to potential improvements in approaches. The move of fire policy from DCLG to the Home Office is an important factor in this respect and meetings with Home Office officials will continue on a monthly basis.

Achievements

15. Despite capacity issues, a number of successful collaborative arrangements have recently been delivered, either from a Sector led approach or through collaboration with the other blue light services:
 - 15.1. Breathing Apparatus. The Framework Agreement for Self-contained Breathing Apparatus and associated equipment, which was established by Devon & Somerset FRS on behalf of CFOA in 2013, will expire on 28 February 2017. The agreement reflected the results of a national consultation undertaken with the English, Welsh and Scottish FRSs. Work has now commenced on the future Framework, again led by Devon & Somerset FRS on behalf of CFOA. It is scheduled to progress to tender this year and commence on 1 March 2017. It is envisaged that the scope of the new Framework will be extended to encompass further products that fall under the broader respiratory protective equipment umbrella.
 - 15.2. Fuel cards. A mini-competition was undertaken for both Police and Fire through a Crown Commercial Services (CCS) agreement. The combined spend is in excess of £88m per annum and contracts were available from November 2014 for an initial period of 2 years.
 - 15.3. Smoke alarms for private sector landlords. £3.2m of grant funding from DCLG has been used to secure 500,000 smoke and carbon monoxide alarms for the private rented sector.
 - 15.4. Insurance. Nine fire authorities awarded a contract in March 2015 to a mutual management services provider to assist them (as the Fire and Rescue Insurance Consortium) with the establishment and ongoing management of a discretionary risk pooling arrangement to replace their commercial insurance. An additional procurement has also been completed for insurance that will protect the pool against high value claims. The management contract provides for a pooling arrangement that is open to all fire authorities.
 - 15.5. EU Supply (Emergency services e-sourcing site). Following a joint procurement with the police, a contract was awarded to EU Supply. The police nationally and, initially, nine fire authorities have rolled out the system with more intending to join once existing contracts expire. The EU Supply system will assist authorities to meet the requirements of the new Public Contracts Regulations (2015) and will also help with the further development of collaborative procurements as the national procurement strategy progresses.

Next steps

16. Following the Local Government Settlement, which we understand the Home Office intends to use as the basis for FRA funding over the Spending Review period to provide

FRAs with a degree of certainty about their funding, and the additional reduction in FRA funding (a further two per cent reduction in spending power for standalone FRAs between 2015/16 and 2019/20), there are clear benefits for FRAs in improving procurement practices across the sector to realise the savings that clearly can be achieved. Members are therefore asked to:

- 16.1. Agree that, given the funding settlement for the fire service, the LGA and FRAs should be promoting further collaboration around procurement across the fire sector.
- 16.2. Agree the LGA should support and promote the procurement initiatives outlined above to FRAs.
- 16.3. Encourage FRAs to participate in the full range of collaborative procurement initiatives in order to deliver the best value not only for their individual services, but also for the sector as a whole.

Financial Implications

17. None.

JESIP and NOG update

Purpose

For discussion and direction.

Summary

This report updates members on the activities of the Joint Emergency Services Interoperability Principles (JESIP) Programme and the National Operational Guidance (NOG) Programme through two separate contributions from the respective programme secretariats.

Recommendations

Members are asked to:

1. Note the updates on the JESIP and NOG programmes.
2. Comment on how Fire and Rescue Authorities (FRAs) and JESIP can work collaboratively to embed JESIP within all three emergency services.
3. Comment on how guidance from the NOG programme can best be embedded across fire and rescue services, and consider whether the process for producing guidance at a national level would be of benefit if used for other functions.

Action

Officers to action as appropriate.

Contact officer: John Wright
Position: Senior Adviser
Phone no: 020 7664 3146
Email: john.wright@local.gov.uk

JESIP Update

This paper provides an update to the committee on the status of current JESIP activity and the future ambition from April 2016.

Recommendation

To note the contents of the paper and request the support of elected members in empowering and enabling their officers to continue work on embedding JESIP within all emergency services and extending awareness amongst those in all Cat 1 & 2 and voluntary organisations.

JESIP Achievements to date

JESIP has successfully introduced a national standard for operational multi-agency working which has been embraced and adopted by all emergency services and increasingly by the wider responder organisations.

The [JESIP Joint Doctrine: the interoperability framework](#) has provided a structure against which all organisations responding to or involved with incident response can follow. The five joint working principles and supporting models are scalable and can be applied in any multi-agency environment either dynamic or rising tide.

The JESIP team produced a library of training and awareness products, have recently revised the website to allow easier access to JESIP information and products and are soon to release a JESIP App (March 2016). This App will be free to download and will act as an Aide Memoire and will be available on Apple and Android phones and tablets.

The essential activity now is to ensure emergency services continue to embed JESIP locally and that wider responder organisations become aware of the impact of JESIP on their organisations activities in relation to emergency planning and response.

There is a specific [Wider Responder Awareness Package](#) available for wider responders which can be accessed via the JESIP website. This along with e-learning packages, many other supporting materials and information about the Five Principles of Joint Working, the Joint Decision Model and METHANE (method for consistently passing incident information to Control Rooms, other staff and organisations) are freely available on the [website](#).

HMIC Review – How well is JESIP embedded?

Ministers commissioned a tri-service review, led by the HMIC which took place in the summer 2015. A final report and recommendations were shared with Ministers in October 2015.

A full report from Government has not yet been publically published. However, the key findings and recommendations have been shared with the Emergency Services to support appropriate forward planning activity for training and testing & exercising and to ensure local processes are established to support JOL. For information, a summary is below.

Key Findings

- The review found that JESIP had been highly successful in improving the level of interoperability but that interoperability has yet to be fully embedded across the services visited

Fire Services Management Committee - March 2016

- All services visited recognise the importance of interoperability and consider that JESIP provides a welcome focus and structure to help services develop the associated skills of their staff
- For JESIP to become fully embedded it needs to be part of the initial and continuation training and shared across the wider responder community
- Further JESIP training should continue to be delivered in a tri-service format. The benefits of this training have been widely recognised and are considered invaluable. Consideration should be given to extending the tri-service approach into all areas of training (including testing and exercising). This will provide clear benefits in terms of efficiency and effectiveness as well as on-going consistency in the training and improved working relationships

Recommendations

The review report made a number of specific recommendations including:

1. All operational staff across the emergency services likely to attend operational incidents need at the very least to have an awareness of JESIP regardless of rank or grade.
2. The emergency services need to develop a programme for delivering future JESIP tri-service training. This should incorporate refresher training, initial training for newly promoted commanders and awareness for new recruits. It should also be extended to Local Resilience Forums and other category 1 and 2 responders.
3. Multi-agency testing and exercising programmes need to be better coordinated and risk-based beyond Local Resilience Forum Community Risk Registers/National Risk Assessments.¹
4. There needs to be a greater knowledge and understanding of the capabilities of Airwave and the use of the interoperable channels at incidents.
5. The emergency services need to have more effective processes in place for learning and embedding lessons locally and, for cascading the learning to staff. The knowledge and understanding the Joint Organisational Learning process needs to be greatly improved.

Current Activity & Future Ambition

Following the publication of the JESIP Joint Doctrine and the roll out of training across emergency services, the central JESIP team have been completing a programme of work agreed at the start of 2015. This is alongside supporting services as they continue to embed JESIP into local policies, procedures and training programmes.

In light of the findings by the HMIC led Tri-Service Review alongside the Self-Assessment survey JESIP requested all services to complete in 2015; it is clear that whilst JESIP has achieved a great deal there is ongoing effort required to fully embed JESIP so that the application of the Joint Doctrine becomes business as usual.

¹ Learning shared via the Joint Organisational Learning (JOL) arrangements should influence future exercise scenarios/objectives

A revised work plan has been drafted to address the recommendations made in the review. This along with a proposal for future funding has been submitted to Government Departments and a decision with regards future funding is pending as of the submission date for this paper.

The key activities for the central JESIP team are to continue to:

- Coordinate and oversee the four workstreams of doctrine, training, testing and exercising, and joint organisational learning; plus maintaining and developing JESIP communications
- Proactively liaising with Government departments and key stakeholders on all aspects of interoperability, including identifying areas for improvement
- Maintain and publish JESIP management information to track continued training delivery
- Ensure alignment of other emergency service programmes with JESIP principles
- Work within and between Police Services, Fire & Rescue Services and Ambulance Trusts to:
 - Deliver cross cutting requirements commissioned by the JESIP Interoperability board
 - Provide assurance to the Interoperability Board that commanders and services are interoperability compliant
 - Engage with the UK Resilience community to ensure that overall multi- agency response to emergencies is coordinated and appropriate

JESIP Workstream Activity

The work of the team is divided into work streams each on led by a Senior User. Further details by workstream are provided below for information.

Doctrine

Continued effort is being made at a national level to ensure all relevant national doctrine and guidance has been or is being aligned to JESIP.

The Civil Contingencies Secretariat have now started work on the review of the Civil Contingencies Act 2004 – Chapter 4 in light of the development and implications of the JESIP Joint Doctrine.

The Joint Doctrine: The Interoperability Framework is currently under review following feedback post initial training. The revised guidance will be released shortly for consultation to all Cat 1 & 2 organisations and wider stakeholders and finalised and published as soon as is practicable after this dependant on current future funding arrangements.

Training

A review of the current JESIP products has been undertaken to assess what is required by the emergency services in future. The one day commander training is likely to require updating following feedback received from services, the Joint Doctrine review and findings from JOL.

As there is clear evidence that the joint training has been the key to the culture change required within services to improve joint working, JESIP have been promoting and supporting collaboration on training across all parts of the country. In some areas collaborative plans are already underway and training schedules have been planned in advance.

Initial findings from 2015 winter engagement events have provided detailed information which will support the development and design of future JESIP products to meet needs of services and wider responders.

Two new consolidation exercises have been produced for services to refresh the 1 day operational and tactical command courses.

A multi-agency Communications Advisor training course has been developed by a multi-agency team from the education establishments. A pilot course was completed in November. It is planned this new multi-agency course will be adopted by all education establishment currently offering a single service course during 2016.

The development of an online tool to monitor numbers of trained JESIP Commanders. This will be completed retrospectively by services as training is completed.

A multi-agency training group has been established with membership including JESIP, EPC, FSC, CoP and NARU Ed Centre. An initial meeting was held in July 2015. The group is chaired by Dr Rob McFarlane (CCS). Initial actions for this group are to explore and develop a “standard” course for strategic commanders or personnel who would attend an SCG to be available at multiple education establishments. This would complement existing strategic management courses such as MAGIC.

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Testing & Exercising

Continued joint exercising is required to maintain skills.

Local Resilience Forums have access to a National Exercise Calendar via Resilience Direct. JESIP are continuing to work with CCS to develop this exercise calendar to support emergency service exercising at local, regional and national level

The following programme for testing and exercising is:

- JESIP exercise and assurance framework document was released in July 2015 for tri services to adopt. This has provided an efficient, effective and affordable option for exposing Commanders to live/table-top exercises. It may be used locally to evaluate tri service Commanders application of the JESIP principles where CPD requirements have not been met through attendance at incidents, exercises or training.
- A complete set of JESIP objectives for training and testing and exercising is available on the website for services to embed into the core of all multi agency scenarios. This will ensure that debriefs capture interoperability lessons and subsequently inputted onto JOL where appropriate
- JESIP continues to work with hydra user groups, service education establishments and other respective training delivery services to ensure JESIP principles and objectives are at the core of all multi agency scenarios.

Joint Organisational Learning

JESIP launched the new Joint Organisational Learning (JOL) arrangements and supporting application during 2015. This is the first system of its kind in the UK which provides a single repository for capturing and sharing interoperability lessons and notable practice from all of the emergency services and wider responders. The application is hosted on ResilienceDirect.

Use of it will ensure interoperability lessons are identified, recommendations (where necessary) are actioned and lessons identified do lead to changes in operational practice.

JOL was one of the key drivers for JESIP when it was initiated driven by findings from reviews into multiple major incidents which identified that there have been consistent failures to learn from and act on lessons identified from past emergencies and disasters.

In 2015 JESIP completed 11 JOL workshops across England and Wales. Each FRS, police, ambulance service and LRF have provided a JOL Single Point of Contact with responsibility for inputting any JOL or notable practice onto the JOL app on behalf of their organisation.

Post launch it is essential that services continue to submit learning from incidents, training and testing & exercising onto JOL.

Work is still required in supporting services as they integrate JESIP and JOL into daily business. JESIP team members attended a number of major incidents de-briefs during 2015 and will continue to support services and LRF's in developing local processes for capturing, identifying and inputting lessons identified and notable practice onto the JESIP JOL app.

Any issues that arise from submissions to JOL are brought to the national Interoperability Board for attention and if required action and decision.

Since launch, two JOL recommendations have been approved at Interoperability Board, they include:

1. Alternative identification of Police Commanders at Public Order events should be incorporated into FRS and Ambulance procedures
2. Services with Commanders within niche capability groups should be identified as priority Commanders for attendance at future 1 day joint JESIP commander training (e.g firearms, CT,)

Through JOL and evaluation of tier 1 and 2 exercises, progress in some key areas of joint working have been achieved already.

An example of this is the inclusion of JESIP into the drafting of the current Police CT Command, Control and Coordination at CT incidents guidance. We have ensured FRS and ambulance officers are embedded into the CT Command structure.

As Organisational Learning is a topic being explored by all sectors, JESIP is working with national teams who already have organisational learning systems or who are developing them. Specifically for FRS this includes working with the National Operational Guidance Programme on the UKFRS Organisational Learning Project.

Communications and Engagement

JESIP team have developed and launched a new website. This is due to the evolution of JESIP and the requirement from end users to access a much more user friendly website. Additional Communications include:

- Winter engagement events across England and Wales took place during November – December 2015. The key focus for these events was to explore what services wanted in respect of future JESIP training products
- The release in March 2016 of a JESIP App for mobile devices. This will provide operational staff with the facility to access key JESIP models including the JDM, METHANE and the Principles remotely
- Continued editorial content provided to sector publications, notably the Emergency Services Times.
- Continuing engagement with CCS to support wider responders via LRF's to embed JESIP

Devolved Administrations

- JESIP delivered Train the Trainer workshops in Scotland in January 2016 in support of the delivery of JESIP 1 day commander training. Scotland have agreed to commence roll out of JESIP 1 day Commander training from April 2016
- Northern Ireland have agreed to commence roll out of JESIP 1 day Commander training from April 2016

Fire Services Management Board

7 March 2016

Briefing Note

Background

Following on from our previous briefing circulated after your last meeting, this note focuses on key issues that will be of interest to elected members. Nick Collins, Programme Director will attend your meeting to answer your questions.

The product

The guidance will provide a solid basis on which your officers will develop their own policies and procedures. These underpin their approach to health and safety – both of your own employees but also the safety of the public at large. Our staff are currently talking to your officers about the product we are producing and how that is integrated into local practice – but it is a slow process and we need member interest (and scrutiny) to speed this up.

The process

We believe the process by which we have developed the new suite of guidance is one that can be replicated. It can be used to embrace other areas beyond those operational functions set out in our original scope. We are looking at a wider view of the service, which includes the full spectrum of prevention activity and those regulatory activities under the Fire Safety Order. These are ripe for national approaches.

We have no remit or resource post March 2018. This is the time to discuss the way forward and the scope; we value your thoughts on the direction of travel.

Recommendation

1. To discuss with your senior officers how the outputs from the programme can best be embedded in your own authority.
2. To consider how the process for operational guidance may apply equally to other functions to achieve effective and efficient national processes to deliver against local risks.

Nick Collins

Programme Director

Cllr Kay Hammond
Deputy Chairman
Fire Services Management Board

11 December 2015

Briefing Note

Background

The National Operational Guidance Programme is helping fire and rescue services in the UK to ensure the way they respond to incidents is safe and effective by using current best practice. It was set up in 2012 and will complete delivery of the guidance by March 2018. Based at the London Fire Brigade, the programme is funded by all 51 fire and rescue services in the UK, along with funding from the devolved administrations and DCLG.

Benefits of collaboration

The programme takes a collaborative approach. There is a strong emphasis on partnership and this was recently recognised when the programme won Partnership of the Year at the Excellence in Fire and Emergency Awards.

Fire and rescue services are working together to develop guidance nationally that can be adapted or adopted locally. The application of national approaches at a local level recognises the importance of local determination and leads to a consistent approach to delivering front line services.

Driving efficiencies at a local level

The programme is of interest to Members because its approach can be used to drive other changes in the fire and rescue service. A national approach that is delivered locally can aid all fire and rescue services in delivering efficiencies in all areas of responsibility, ranging from the back office functions to delivering training.

The programme welcomes Member involvement.

Recommendation

Include an agenda item about the programme at the next FSMC meeting on 7 March, inviting the Nick Collins, the Programme Director to attend.

Workforce Report - Industrial relations and pensions

Purpose of the Report

To update the Fire Services Management Committee on matters in relation to Fire service industrial relations and pension matters.

Summary

This paper is for information and 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 to progress as appropriate.

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 - Industrial relations and pensions

PENSIONS

GAD v Milne Commutation Factors

1. The Department for Communities and Local Government (DCLG) made the additional grant funding payments to fire and rescue authority (FRA) accounts on 29 January 2016.
2. In line with the Government's expectations, the majority of payments should now be made by the end of the financial year.

Scheme Advisory Board

3. The formal appointment process of members of the Scheme Advisory Board and the Chair has been delayed due to the change of responsibility from DCLG to the Home Office.
4. The nominated representatives of the board have agreed to wait until both they and the chair have been appointed before proceeding with a further meeting.
5. Officers at DCLG/Home Office have made the recommendations for appointment to Home Office Ministers and expect a decision/agreement shortly.

Contributions Holiday

6. In 2013 DCLG consulted on regulations to permit members of the 1992 scheme under the age of 50 who have accrued 30 years' service to take a contributions holiday from the time they attain 30 years' reckonable service until they reach age 50.
7. The consultation response can be found [here](#), paragraphs 43 to 61 refer.
8. Following the consultation, the department sought a declaration from the courts to consider whether the requirement for a 1992 Scheme member to continue paying contributions beyond the point of accruing maximum service and prior to having the option to retire was unlawfully discriminatory.
9. In December 2015 DCLG settled the case and agreed to provide a contributions holiday
10. This will need amending regulations, and DCLG/Home Office are now considering the relevant framework.
11. Timescales are unknown at this stage.

Valuation, Employer Contribution Rate and Cost Cap Mechanism

12. The employer cost cap across the schemes was set by the [valuation report](#) at 31 March 2012 as 16.8% of pensionable pay
13. The average employer contribution rate was set by the valuation as 17.6% of pensionable pay.
14. The employer contribution rate will be reassessed at the next actuarial valuation to be carried out at 31 March 2016, and the next revision to the employer contribution rate is expected to take effect from 1 April 2019.
15. GAD have requested valuation data from FRAs to be supplied by 12 August 2016.
16. This is a very tight timeframe for employers to provide year end data to their administrators in order to run year end processes (the first time for the 2015 scheme) and run the valuation extracts and reports.

NATIONAL JOINT COUNCIL FOR LOCAL AUTHORITY FIRE AND RESCUE SERVICES

Pay, terms and conditions

17. Members are aware that substantial work is continuing with a view to reaching agreement to widen the scope of work undertaken by firefighters as a core part of the job. This also covers collaborative work with other organisations. Fire and rescue authorities have been kept up to date via circulars.
18. Members will be aware that as part of this phase a number of FRAs are taking part in NJC trials relating to co-responding and/or wider work with other health partners. Importantly the matter of the firefighter rolemap has been set aside in order to facilitate the trials and agreement reached that such work will be jointly regarded as part of the core job for the duration of the trial. At the time of writing, twenty trials have already been approved.

Berkshire	North Wales
Cleveland	Northumberland
Dorset in conjunction with Wiltshire	Oxfordshire
Durham and Darlington	Scotland
Greater Manchester	South Wales
Humberside	South Yorkshire
Lancashire	Surrey
London	Tyne and Wear
Merseyside	West Midlands
Mid & West Wales	West Yorkshire

19. The trials range from co-responding only (either in specific areas or across a service) including wholetime and/or retained personnel, to trials that include much wider work for example such as that shown below:

- 19.1. Slips, trips and falls assessments and offering preventative measures to reduce the risk of injury.

- 19.2. Winter warmth assessments including offering fire and flu advice to reduce the number of excess winter deaths.
- 19.3. Improving community response to cardiac arrest patients by offering Heartstart advice and allowing the British Heart Foundation the opportunity to use FRS premises to carry out courses for the general public.
- 19.4. Offering assistance to health partners by supporting bariatric people in terms of lifting those that have fallen.
- 19.5. Training of staff in Dementia Awareness becoming a Dementia Friendly organisation. Offering advice and referral opportunities to members of the community that it is felt would benefit from assistance.
- 19.6. Offering alcohol harm and reduction advice as well as signposting individuals that it is felt would benefit from help in this area.
- 19.7. Offering smoking cessation advice as well as signposting individuals it is felt would benefit from help in this area.
- 19.8. Providing advice and promoting local activities to residents in order to reduce loneliness and isolation.
20. Trials have various end dates but the latest it can currently be is the end of June 2016.
21. Whilst substantial work has already taken place it is clear that there is still work to do before all pieces of the jigsaw can be in place. That discussion covers matters such as:
 - 21.1. The changing of government departments in England and the impact that has had on progressing funding issues.
 - 21.2. The need for a formal evaluation of the trials and whether the technical author of that report would require further information/data. This will also form the basis of a business case to be used in discussion with Ministers/government departments (also recognising the change in government department in England).
 - 21.3. Any impact or implications of the above or other considerations on the duration of the trials.
22. The Joint Secretaries and Emergency Medical Response workstream leads will continue to explore these matters, reporting back to the NJC as necessary.
23. The Environmental Challenges workstream will meet again shortly to progress work on national guidance on welfare arrangements when working at major incidents outside of the individual's home service.
24. The Multi-Agency response workstream will meet again shortly to assess where the work on MTFAs operational guidance (that is taking place elsewhere) is up to and to contribute

alongside the Environmental Challenges workstream to the development of national guidance on welfare arrangements.

Inclusive Fire Service Group

25. Members will recall that as part of its continuing commitment to consider equality, diversity, cultural and behavioural issues within the Fire & Rescue Service the NJC decided to lead on a piece of work to assess the current position and to identify guidance in relation to any further strategies that could be used at local level to further encourage improvement in equality, diversity and cultural issues. It was further agreed to invite interested parties (CFOA, FOA and RFU) to be involved. The Independent Chair of the NJC, Professor Linda Dickens, also chairs this group.
26. The group has met on three occasions. It has so far explored the current position with regards to information and data collected by FRAs - what further information the group requires, how data is currently monitored and flagged up and that thought may need to be given to how data could be monitored in the future.
27. It has identified the need for national guidance on personal use of social media and work is underway to develop that guidance.
28. Fire and Rescue Services have been surveyed to gather the following information:
 - 28.1. Indication of whether an FRS has recently undertaken a staff survey/cultural audit. Copies requested where it had done so.
 - 28.2. Numbers of grievance and disciplinary cases - broken down by demographic categories (gender, ethnicity, sexual orientation, age & disability) over a five year time period.
 - 28.3. Policies and documentation on: Public Sector Equalities Duty, where the FRA sits on the FRS Equality Framework, and information in respect of local Social Media Policies.
 - 28.4. What kind of informal or formal support mechanisms are in place.
 - 28.5. Social media policies (where in place).
29. At the time of writing the survey has been completed and returned by 44 FRAs (out of 50) across England, Wales, Scotland and Northern Ireland. Responses have been received from various fire authority governance structures - counties, metropolitans, single service, combined fire authorities (CFAs) and London. Responses cover all geographic regions and will provide a comprehensive picture of equality and diversity policies and issues across the Fire Service.
30. The group will now develop a number of key indicators in order to explore matters more deeply in preparation to report to the NJC in June.

Pay 2016

31. 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 2016, no decisions have been made at this time and they will consider their position when they next meet on 2nd 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.
32. 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. An oral update can be provided at the meeting.

Joint Working Group (Fitness)

33. This group was formed following the agreement in principle within the NJC on a number of fitness issues. Reference to the group subsequently appeared in the addendum to the National Framework in England introduced by DCLG in relation to its dispute with the FBU on pension matters. CFOA, RFU, and FOA all accepted invitations to participate in the joint working group.
34. The Government in England has continued to work jointly with the NJC since the move of fire matters from DCLG to the Home Office. That work is now well advanced and the Best Practice guidance the group was charged with developing will be issued shortly, within the timeframe agreed.

Transitional pension scheme arrangements

35. Members will be aware that the FBU has entered many thousands of Employment Tribunal cases on behalf of its members in relation to the transitional pension scheme arrangements across the UK. In broad terms the claims assert:
 - 35.1. younger workers are losing out, which amounts to direct discrimination that cannot be objectively justified; and
 - 35.2. the workforce profile of the Fire & Rescue Authorities shows that female and BME workers tend to be younger, meaning that the arrangements amount to unjustified indirect sex and race discrimination, and possibly equal pay infringements in relation to female employees; and
 - 35.3. fully protected members of the NFPS have been disadvantaged in comparison to their 2015 Scheme counterparts and taper protected members of the NFPS have also been similarly disadvantaged in relation to accrual of benefits, transfer rights between schemes for those with taper protection and benefits on partial retirement.
36. Given the good sense of not replicating matters many times over, and through the auspices of the National Employers, FRAs agreed to a collective approach to this matter

and provided the LGA and Bevan Brittan LLP with authority to act on their behalf. Arrangements were also put in place to share the legal costs.

37. A Preliminary Hearing took place on 20 January 2016. Tribunal has ruled that a further (four day) Preliminary Hearing will take place between 31 May and 3 June or between 30 August 2016 and 2 September 2016. This reason for the alternative later dates is because the Tribunal ordered that the Preliminary Hearing in these Claims must be heard after a preliminary hearing in another case (the case of *McCloud* which involves pension claims by Judges against the Ministry of Justice on some similar grounds as these Claims) which is already listed for a hearing in March 2016. So, if the Tribunal's decision in *McCloud* has not been provided by 23 May 2016 i.e. in time for the parties in these Claims to prepare for a Preliminary Hearing commencing on 31 May, it will be necessary to have the Preliminary Hearing in these Claims on the later dates of 30 August 2016 to 2 September 2016.
38. The main Hearing is currently listed for twelve days from 9 January 2017 to 24 January 2017 (with a further three days for the Employment Tribunal to then consider the case).



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

Fire Leadership Essentials

1. On 15-16 February Cllr Hilton helped to facilitate the LGA's Fire Leadership Essentials Programme. Cllr Horner and Cllr Pulk from the FSMC also attended the programme. The agenda covered key strategic issues for the future of the service, in particular the changes outlined in the Policing and Crime Bill. Delegates heard from DCLG/Home Office on their plans for the future as well as discussing their local areas. Attendees also looked at their leadership style, heard case studies from a number of fire and rescue services, undertook media training and discussed collaboration.
2. The next Fire Leadership Essentials Programme will be from 25 – 26 October.

Fire and Health

3. Following the publication of the Consensus Statement between the LGA, CFOA, Public Health England, NHS England and Age UK in October the LGA has continued to engage with these organisations.
4. In February the first of a series of regional meetings was held. Cllr John Edwards represented the LGA to discuss the role of members and the LGA's work on this area.
5. The next fire/health summit will be held on the 2 March in London. Cllr Hilton will be attending on behalf of the LGA. Attendees will discuss progress on the work, as well as discussing the future work plan.

Note of last Fire Services Management Committee meeting

Title: Fire Services Management Committee
Date: Friday 11 December 2015
Venue: Smith Square 1&2, Ground Floor, Local Government House, Smith Square, London, SW1P 3HZ

Attendance

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

Item	Decisions and actions	Action
1	Declarations of Interest There were no declarations of interest.	
2	Discussion with the Chief Fire Officers Association - CFOA President Paul Hancock The Chair introduced Paul Hancock, CFOA President, who presented to members the latest CFOA strategy and updated them on the work of the organisation. The presentation also covered: the deployment to the recent flooding in Cumbria, the Public Accounts Committee and National Audit Office reports and changes to the CFOA Board. There was a discussion during which members made a number of comments: <ul style="list-style-type: none">- The collaborative work the Fire Service is doing with the health service- the importance of having a national view looking at Fire & Rescue Service in its totality- the mutually beneficial relationship between CFOA and LGA, and the potential of further joint work in the future- the importance of peer review for driving improvement and the benefits of inspection- expanding communications across government departments and beyond DCLG.	
	Decision: Members noted the presentation.	

3 Fire Service College governance update - Sir Ken Knight

The Chair introduced Sir Ken Knight and Martin Thomas, Managing Director of the Fire Service College. Sir Ken updated members on the proposed changes to the Fire Service College governance. The main changes include:

- Scrapping the two existing bodies – the Customer Advisory Board and Corporate Management Board – and creating one new forum
- the proposed new body would have direct access to the Board of directors
- LGA representation to the new body would be reduced to one member.

Mr Thomas stressed to members the mutually beneficial relationship between the College and the Fire Service. He also discussed the financial investment made to the College and competitive prices available.

The Chair thanked Sir Ken and Martin and invited members to give their views. Members made a number of comments:

- Members agreed the two bodies were not working and a single approach would be better
- a single LGA representative would not be sufficient to represent the diversity of the sector and instead two would be better
- members felt it was inappropriate for the new body to have the role of championing the College
- the global reach of the college is part of its strength
- the need for a national training partner and national standards
- improved access to the board of directors was a positive change.

Sir Ken accepted the points members made in relation to the role of champion and increased LGA representation.

Decision:

Members noted the update.

4 The Spending Review and the implications for the Fire Service

Mark Norris, Principal Policy Advisor, presented the report and outlined anticipated reductions in funding and the specific announcements related to the Fire and Rescue Service in the Spending Review papers:

- A new statutory duty for the emergency services to collaborate
- Proposed legislation to enable Police and Crime Commissioners to take on responsibility for fire and rescue services, subject to a clear business case and local support
- The provision of £74 million of funding for the Emergency Services Mobile Communications Programme.

Cllr Acton proposed a motion, seconded by Cllr Byrom, about reductions to FRS budgets. There was a ten minute adjournment to allow the groups to discuss the text of the proposed motion. Following the adjournment, it was agreed that lead members would issue a joint statement on the funding of the fire and rescue service. The motion was subsequently withdrawn.

Members discussed the report and made a number of comments:

- Council tax and looking again at capping
- carrying out further work on business rates retention and what it will mean for Fire and Rescue Authorities
- disseminating case studies in the bulletin as a way of sharing good collaborative work and achieving savings
- the impact the apprentice levy would have on budgets.

Decision:

Members noted the report.

Action:

Officers to progress taking account of members comments.

5 National Audit Office reports on the Fire Service

Mark Norris, Principal Policy Advisor, introduced the paper for members to comment on. Members welcomed the recognition that fire and rescue authorities are risk-based organisations. Members were particularly concerned in the report's finding that DCLG's understanding of the underlying costs of the service is limited. Members felt they should engage with other government departments and local MPs to enhance their understanding of the costs to the service.

Decision:

Members noted the report and agreed to receive a regular email update on the Chair's activity.

Action:

Officers to send email updates to members on the Chair's activity.

6 Workforce Update

Clair Alcock, Fire Pensions Advisor, introduced the Workforce Report for the consideration of the Committee. She informed the Committee that appointments to the Pension Scheme Advisory Board were still waiting on confirmation from the Secretary of State. She also updated members on the GAD v Milne Commutation Factors.

Clair also updated members on the news from the FBU at the start of the week that DCLG has agreed to settle a case brought jointly with the FBU and to provide a contributions holiday to those regular firefighters who joined the service before the age of 20 and served for over 30 years before reaching the minimum retirement age of 50.

It is expected that the scheme advisory board will be consulted on the practicalities of implementation, and more information will be provided as soon as possible.

Decision:

Members noted the issues set out in the paper.

7 Update paper

Decision:

Members noted the update paper.

Action:

Officers to circulate a copy of the Fire Conference programme to members for input.

8 Outside bodies - oral updates from members (a maximum of 2 minutes each)

Cllr Darrell Pulk updated the Committee on the work of CFOA Fire Futures Forum – Waste Management. The planning process is key in preventing waste fires and Cllr Pulk recommended the LGA lobby to increase involvement of the Fire Service in the planning process.

Cllr Kay Hammond updated the Committee on the National Operational Guidance. She attended a parliamentary reception on behalf of the outside body and would circulate a report to members.

Cllr Spencer updated the Committee on the work of CFOA, RDS and operational training working group. The Committee noted the retirement of Dave Ramskall, *job title*, and the contribution he made to the Fire Service. He also said he wanted to write to the Fire Minister on behalf of the LGA to request a meeting for this outside body

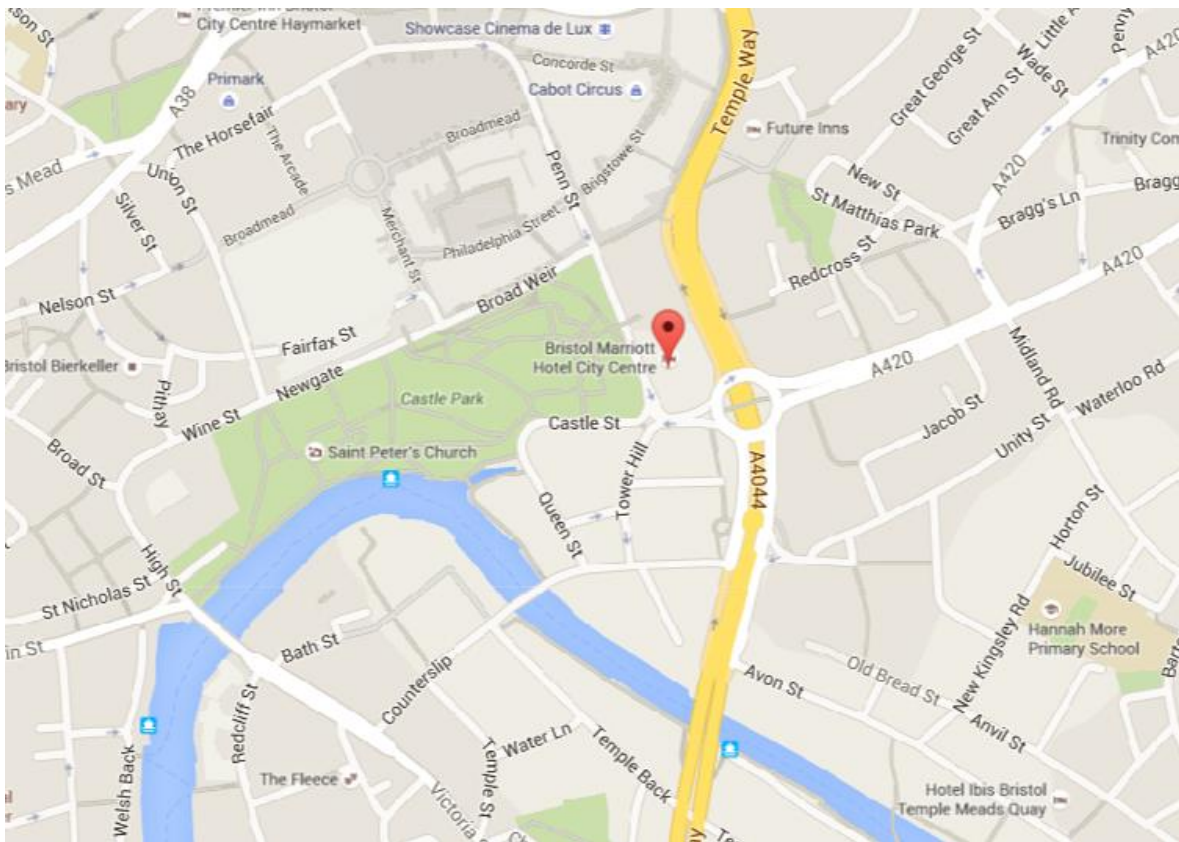
9 Minutes of the previous meeting

The minutes of the meeting held on 25 September 2015 were agreed as correct.

Appendix A -Attendance

Position/Role	Councillor	Authority
Chairman	Cllr Jeremy Hilton	Gloucestershire County Council
Vice-Chairman	Cllr Kay Hammond	Surrey County Council
	Cllr Philip Howson	East Sussex Fire Authority
Deputy-chairman	Cllr David Acton	Greater Manchester Fire and Rescue Authority
Members	Cllr Maurice Heaster OBE	London Fire and Emergency Planning Authority (LFEPA)
	Cllr Rebecca Knox	Dorset Fire Authority
	Cllr Simon Spencer	Derbyshire Fire and Rescue Authority
	Cllr Nick Chard	Kent and Medway Fire and Rescue Authority
	Cllr Peter Jackson	Northumberland Council
	Cllr Michele Hodgson	County Durham and Darlington Fire & Rescue Authority
	Cllr John Joyce	Cheshire Fire Authority
	Cllr Darrell Pulk	Nottinghamshire and City of Nottingham Fire and Rescue Authority
	Cllr John Edwards	West Midlands Fire and Rescue Authority
	Cllr Thomas Wright	Tyne and Wear Fire and Rescue Authority
	Cllr Roger Price	Hampshire Fire and Rescue Authority
Apologies	Ms Fiona Twycross	London Fire and Emergency Planning Authority (LFEPA)
In Attendance	Cllr Mark Healey	Devon and Somerset Fire and Rescue Authority

Bristol Marriott Hotel City Centre Map



Bristol Marriott Hotel City Centre
2 Lower Castle Street, Old Market
Bristol
BS1 3AD

For further information on the location of the Bristol Marriott Hotel City Centre please visit the Hotel's 'Maps and Directions' website:

<http://www.marriott.co.uk/hotels/maps/travel/brsdt-bristol-marriott-hotel-city-centre/>