

Fire Services Management Committee

Agenda

Friday, 9 July 2021
11.30 am

Online via Teams

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 July 2021

There will be a meeting of the Fire Services Management Committee at **11.30 am on Friday, 9 July 2021** online via Teams.

Political Group meetings:

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

Apologies:

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

Conservative:	Group Office: 020 7664 3223	email: lgaconservatives@local.gov.uk
Labour:	Group Office: 020 7664 3263	email: Labgp@local.gov.uk
Liberal Democrat:	Group Office: 020 7664 3235	email: libdem@local.gov.uk
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The twitter hashtag for this meeting is #lgassc

Fire Services Management Committee – Membership 2020/2021

Councillor	Authority
Conservative (5)	
Cllr Nick Chard (Deputy Chair)	Kent and Medway Fire and Rescue Authority
Cllr Eric Carter	Shropshire and Wrekin Fire Authority
Cllr Mark Healey MBE	Devon and Somerset Fire and Rescue Authority
Mr Roger Hirst	Police, Fire and Crime Commissioner for Essex
Cllr Rebecca Knox	Dorset and Wiltshire Fire and Rescue Service
Substitutes	
Cllr David Cannon	Royal Berkshire Fire Authority
Cllr David Norman MBE	Gloucestershire County Council
Labour (5)	
Dr Fiona Twycross (Vice-Chair)	Greater London Authority
Cllr Nikki Hennessy	Lancashire Combined Fire Authority
Cllr Karen Kilgour	Tyne & Wear Fire & Rescue Authority
Cllr Les Byrom CBE	Merseyside Fire and Rescue Authority
Cllr Greg Brackenridge	West Midlands Fire and Rescue Authority
Substitutes	
Cllr Sian Timoney	Bedfordshire Fire & Rescue Authority
Cllr Jane Hugo	Lancashire Combined Fire Authority
Liberal Democrat (2)	
Cllr Keith Aspden (Deputy Chair)	North Yorkshire Fire & Rescue Service
Cllr Carolyn Lambert	East Sussex Fire Authority
Substitutes	
Cllr Roger Price	Hampshire & Isle of Wight Fire & Rescue Authority
Independent (2)	
Cllr Ian Stephens (Chair)	Isle of Wight Council
Cllr Frank Biederman	Devon and Somerset Fire and Rescue Authority

Agenda

Fire Services Management Committee

Friday 9 July 2021

11.30 am

Online via Teams

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Date of Next Meeting: Friday, 15 October 2021, 11.00 am, Venue tbc

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Building Safety update

Purpose of report

For discussion.

Summary

This report updates Committee members on the Building Safety Bill, the work for LGA that flows from its introduction, and outlines what aspects of the Committee's discussion at its last meeting about the fire at New Providence Wharf have been covered by the LGA's ongoing building safety work.

Recommendation

That members:

- (a) note and comment on the Bill and the proposed LGA work; and
- (b) note the LGA's wider building safety work in relation to the issues arising from the Committee's discussion about the fire at New Providence Wharf.

Actions

Officers to incorporate members' views in the LGA's ongoing building safety related work.

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Building Safety update

Background

1. The Building Safety Bill was published in draft form on 20 July 2020 and was subjected to [pre-legislative scrutiny by the Housing, Communities and Local Government Select Committee](#).
2. A new version of the [Bill](#) was published on 5 July 2021 along with a [transition plan](#) (see also the annex) and a [response](#) to the select committee report.
3. The Bill establishes a Building Safety Regulator (BSR) within the Health and Safety Executive (HSE) to:
 - 3.1. implement the new, more stringent, regulatory regime for higher-risk buildings (defined as residential buildings over 18m and – following LGA and National Fire Chiefs Council (NFCC) lobbying – care homes and hospitals over 18m at the design and construction stage).
 - 3.2. oversee the safety and performance of all buildings.
 - 3.3. assist and encourage competence among the built environment industry, and registered building inspectors.
4. The BSR will rely on council building control services and environmental health teams and fire and rescue services to deliver the regime for higher-risk buildings, which is expected to involve multi-disciplinary teams not dissimilar to the Joint Inspection Team which the LGA currently hosts.
5. The details of this are already being worked upon and HSE has talked to NFCC about the implications for fire services. The LGA has raised the need for the Government and HSE to discuss this with fire and rescue authorities and the Home Office will be attending the meeting to do so (the Home Office is working on the implications for fire services although the Bill is the responsibility of the Ministry of Housing, Communities and Local Government (MHCLG)).
6. The Bill places the HSE and local regulators under a duty to cooperate and gives the HSE the power to direct councils and fire services. The latter power is to be used only in exceptional circumstances and the Bill provides safeguards to prevent it becoming a default option.
7. New buildings will have to pass through three regulatory Gateways in relation to safety – at the planning stage; at the final design stage (before construction can begin); and immediately before occupation when construction is complete.
8. In occupation, buildings will need to be registered with the BSR and will require a safety case. The Accountable Person (AP, essentially the owner or managing agent) will need to maintain a Golden Thread of information about the building.
9. The AP will have a duty to listen to residents who raise building safety concerns – and if residents feel ignored, they can raise issues with the BSR.

10. Leaseholders will have to pay a Building Safety Charge (BSC) that covers the costs of operating the new regime.
11. The BSC does not cover the cost of remediation works that are required as a result of BSR interventions. These will be chargeable under existing arrangements, which vary according to leases, but generally allow APs to pass costs on to leaseholders. The Bill will prevent APs doing this until they have considered other options such as warranties, government funds and litigation. However, this will not force APs to sue builders before they can pass costs on to leaseholders.
12. The Bill also extends the period of time action can be taken under the Defective Premises Act 1972 and enacts section 38 of the Building Act 1984. There is uncertainty as to whether either of these measures can assist leaseholders.
13. The first stage of the new regime is the introduction of [Planning Gateway One](#) in August which will require those planning to build buildings in scope of the new regime to produce a fire statement to ensure applicants have considered fire safety issues as they relate to land use planning matters (e.g. layout and access).

Issues

14. The main issue for Fire and Rescue Authorities (FRAs) arising from the Bill are:
 - 14.1. The shortage of expertise both inside the fire and rescue service and in private industry, including but not confined to the shortage of fire engineers;
 - 14.2. The funding for training and capacity increase ahead of implementation;
 - 14.3. The operation of the recharging scheme that allows Fire and Rescue Services (FRS) to reclaim cost of BSR work from HSE;
 - 14.4. The interaction of the new Bill and the Fire Safety Order/Fire Safety Act (for example with FRS officers sharing different powers and duties – and the ability to reclaim expenditure - depending on whether they are inspecting as part of the BSR team or not); and
 - 14.5. The balance of FRA responsibility for the fire service and the duty to cooperate with HSE.
15. The LGA has also expressed concern about the scope of the Bill, the speed at which its scope can be expanded and the constraints on its expansion. We have argued that height is not an effective determinant of risk and that care homes under 18m should be included in the new regime.
16. The Bill arrives at a time when fire and rescue services are conducting the Building Risk Review, inspecting and/or assuring all residential buildings over 18m by the end of 2021, and preparing for the commencement of the Fire Safety Act. These activities require coordination with the development of FRSs' new role under the Building Safety Bill.
17. The LGA has expressed the following concerns about the Bill beyond the FRA-specific points:
 - 17.1. The difficulty of funding building safety measures without bankrupting leaseholders.

- 17.2. The conflict between the new building safety system and the Government's planning white paper.
- 17.3. The adequacy of the product safety provisions.
- 17.4. The limited removal of competition in building control.

Fire safety implications arising from the New Provide Wharf fire

18. At the Committee's last meeting it received a report from the London Fire Brigade Commissioner, Andy Roe, on the fire at New Providence Wharf in early May. During the course of the discussion a number of issues were raised by members and the Commissioner, including:

18.1. Building safety reforms

- 18.1.1. The fact new buildings are still not being built safely.
- 18.1.2. The need for ensuring more building control inspectors and chartered surveyors are trained on fire safety and that professional indemnity insurance is available for professionals working on cladding issues such as chartered surveyors.
- 18.1.3. The need for the government's building safety reforms to address fire safety issues arising from permitted development rights and office conversions.
- 18.1.4. The need to revise building regulation requirements to ensure more fire safety measures (such as automatic fire suppression systems, more than one stairwell and provision of firefighting lifts) were included as standard measures in new construction projects.

18.2. Interim measures

- 18.2.1. The need to move from a reliance on waking watches to more automated alarm systems to alert residents in the event of a fire in a block with a simultaneous evacuation strategy.

18.3. Remediation

- 18.3.1. The need to increase the pace of remediation and to get those in the construction industry with the funding and ability to take action to take the issue of remediation seriously.
- 18.3.2. Consideration of the right balance in investing in removing cladding as compared with investment in other fire safety measures such as automatic fire suppression systems.

18.4. High rise fire fighting

- 18.4.1. Given the complexities in fire fighting in high rise residential buildings the need for investment in training budgets to practice for this possibility.
- 18.4.2. With emerging evidence of the physical impact on firefighters of fighting high rise fires, consideration should be given to what this means for the height of high rise buildings in the future and what appropriate fire safety measures should be in place.

18.5. Disability and evacuation

- 18.5.1. The best way of ensuring those who are unable to self evacuate from residential buildings are kept safe.

19. As members will recall from previous building update papers considered by the Committee a number of these issues have been raised by the LGA and the NFCC in

relation to the government's building safety programme. Both the LGA and NFCC for example pushed for the early implementation of Gateway One (which is due to be introduced in August) to ensure that where construction of buildings starts before the new building safety regime comes into effect developers are building to a safer standard. We have also highlighted the shortage of fire safety expertise along with the need for funding so FRSs can invest in expanding the number of fire engineers, while the LGA adopted the recommendations of the Committee's working group on automatic fire suppression systems, and has called for the lowering of the height at which sprinklers are required in new residential buildings to 11m. The Committee has also raised with the Fire Minister the need for the new building safety regime to apply to high-rise buildings converted from offices into residential use.

20. Earlier this year the government opened the £30 million Waking Watch Fund to enable building owners to replace waking watches with alarm systems, and applications for the fund were reopened in May for a month to allow for additional applications.
21. The need for increased pace in remediation work, while also ensuring leaseholders do not have to pay to rectify problems they have not created, has been at the forefront of the LGA's lobbying work since the Grenfell Tower fire. The LGA pushed government to make funding available to cover all the costs of remediation work to increase the speed with which those buildings with unsafe cladding are remediated. This resulted government making funding available to social housing landlords and private building owners to remediate buildings with aluminium composite material cladding, and the creation of the Building Safety Fund which covers the remediation of other forms of unsafe cladding. Alongside lobbying for funding the LGA has also pressed for FRSs and councils to be provided with better enforcement tools, with the Fire Safety Act 2021 designed to assist FRSs, and the Joint Inspection Team the LGA hosts helping councils.
22. The separate item on the agenda about the personal emergency evacuation plans consultation will address how those who are unable to self-evacuate from residential buildings are better protected.

Implications for Wales

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



Financial Implications

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

Next steps

20 Officers to continue to support the sector's work to keep residents safe and reform the buildings safety system, as directed by members.

End of year report and Priorities for 2021-22

Purpose of report

For direction.

Summary

The Paper provides an overview of the work of the FSMC over the last year and provides members with an early opportunity to discuss the FSMC's priorities for the next year.

Recommendation

Members are asked to note the work of the FSMC over the last year and discuss proposals for next year's priorities.

Action

Based on members discussions officers will draft priorities and a workplan for discussion at the September Fire Commission and October FSMC.

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End of year report and Priorities for 2021-22

Background

1. In October 2020 members agreed the FSMC's priorities under these overarching themes:
 - 1.1. People
 - 1.2. Professionalism
 - 1.3. Governance
2. This report outlines progress against those priorities, as well as proposals for next year's priorities for member's comments.
3. Members will of course be aware that progress over the last against these priorities was impacted by the LGA's continuing work to support local authorities in their response to the pandemic.

Progress against the priorities

People

4. The work of the **Inclusion and Diversity Member Champions** has continued over the last year with meetings in October, January and March. The Champions have covered staff networks, and held two sessions on racial equality with an external facilitator. We are now considering how we can use the learning from these sessions to inform our work in other areas. A session on neurodiversity was held at the Fire Conference in March provided another opportunity to look at inclusion and diversity issues for the sector.
5. Each year the LGA runs two Fire Leadership Essentials programmes to support Fire and Rescue Authority (FRA) members with their responsibilities. In March 2021, we held our first virtual Fire Leadership Essentials course over three consecutive days in March. Via experienced facilitators and expert guest speakers, Members were provided with a comprehensive induction to the fire sector and used the opportunity to network with other fire members. In the context of significant change within the sector, the programme delivered sessions that aimed to: develop skills around leadership in fire authorities; provided a thorough overview and practical skills to deliver effective scrutiny in FRAs; and improve knowledge of the key strategic issues facing the sector, including building safety, Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) inspection regime and issues around culture, inclusion and diversity in the fire sector. The next Fire Leadership Essentials programme will be delivered in mid-September 2021.
6. In May the LGA, the National Fire Chiefs Council (NFCC) and Association of Police and Crime Commissioners published the [Core Code of Ethics](#). It was developed in consultation with the sector following the HMICFRS's first State of Fire report. The Core

Code is designed to help employees of the Fire and Rescue Service to act in the best way towards each other and while serving the public. It sits alongside the Code of Ethics Fire Standard developed by the Fire Standards Board, which we also inputted into the development of.

7. In Autumn last year the LGA, NFCC and National Employers (England) consulted on the barriers to realising the Improvement objectives within **Fit for the Future**. The consultation has provided the three organisations with useful insights into the further development of Fit for the Future and informing our next steps. We are particularly keen to ensure that there is wider engagement on the development of the next iteration of Fit for the Future and we are aiming to produce a report on the consultation exercise and an engagement plan by the end of July 2021.

Professionalism

8. The [LGA lobbied on behalf of councils and fire and rescue authorities on the Fire Safety Bill](#), successfully ensuring that the Bill's commencement will be accompanied by guidance designed to minimise the problems arising from a shortage of fire risk assessors and working with the NFCC and the Home Office to design the guidance. It is impossible to say whether the guidance will completely overcome this issue as the number of buildings affected and the number of assessors available are unknown.
9. The LGA [responded to the Fire Safety Consultation](#) addressing the recommendations of the Grenfell Tower Inquiry's first phase.
10. The LGA submitted [evidence](#) to the House of Common's Housing Communities and Local Government (HCLG) select committee's pre-legislative scrutiny of the Building Safety Bill and Lord Porter gave [oral evidence](#). Officer continued to liaise with the Ministry of Housing, Communities and Local Government (MHCLG) and the Health and Safety Executive (HSE) over the development of the new building safety regime, in particular through membership of the Joint Regulators' Group.
11. Lord Porter also gave [oral evidence](#) to the [HCLG select committee inquiry inquiries into remediation of flammable cladding](#) and the LGA gave [written evidence](#) to the [PAC inquiry into the same subject](#).
12. We published a guide for counsellors in supporting residents of buildings with dangerous cladding and a [position statement on leaseholder costs](#).
13. We had two dedicated sessions on building safety at the LGA's Fire Conference in March and we will have another session on building safety at the LGA's Annual Conference on 7 July. Lord Greenhalgh will be speaking, alongside Peter Baker from HSE and Dame Judith Hackitt.

14. The LGA has continued to work with NFCC and MHCLG on the remediation of buildings with dangerous cladding, in particular through its membership of the Fire Protection Board and through hosting the Joint Inspection Team.
15. The LGA is a part of the Fire Standards Board, working with the other members to produce standards for the fire and rescue sector. Standards developed over the year include:
 - 15.1. Code of Ethics
 - 15.2. Community risk management planning
 - 15.3. Emergency response driving
 - 15.4. Operational competence
 - 15.5. Operational learning
 - 15.6. Operational preparedness.
16. We have also contributed to the development of the prevention and protection standards.
17. We have continued to represent Fire and Rescue Authorities on HMICFRS's External Reference Group for Fire inspections. This work has included providing feedback on the Covid inspection and the development of the second round of inspections. We held a session with Sir Tom Winsor at the LGA Fire Conference in March 2020, which was well attended and provided the opportunity for members to question the Chief Inspector.
18. Following our collaborative work on the Spending Review for 2020, Members agreed to continue to work with the NFCC to update the work for the next Spending Review taking place this year. We have also reconvened the Senior Sector Group with the NFCC and Home Office to discuss the approach of the sector in more depth. This work is currently underway.
19. We have continued to provide input into the Emergency Services Mobile Communities Programme through the Fire Customer Group. We have established a working group for members on the ESMCP.

Governance

20. Governance has continued to be one of the key issues for members as the year has progressed. The outcomes from Part 1 of the Police and Crime Commissioner Review were published in March, which included the announcement of a fire reform white paper.
21. Following the release of the outcomes of Part 1, the LGA held a special meeting of the Fire Commission with the Fire Minister in attendance to discuss the proposals. Members outlined their concerns around the mandatory transfers of power. The Chair then wrote to the minister after the meeting to emphasise these points. The LGA has set up a Governance working group to look at governance in more depth which will help input into our response to the White Paper. We will also be running a number of online workshops



on governance and leadership over July and September to support members with their role.

22. We have produced 3 videos with Andy Fry on governance including an overview of the role of fire and rescue authorities, political oversight of fire and rescue performance and effective governance in times of crisis. We will be continuing this work with a webinar on the member and officer relationship, working with the NFCC.

Other issues

23. Members also highlighted a number of other issues for further exploration:
- 23.1. Learning from Covid: we held a session with Phil Garrigan, Chief Fire Officer at Merseyside FRS on the fire sector’s Covid response and lessons learned from it.
 - 23.2. Climate Change: we held a session on climate change at the LGA’s Fire Conference on community engagement in climate change issues, and the particular challenging facing the fire and rescue service in a changing climate.

Priorities for 2021/22

24. Members will wish to consider their priorities for 2021/22. The priorities for last year were centred around the Government’s key themes of people, professionalism and governance and it is likely that these will continue to be of key importance going forward, especially with the publication of the Fire Reform White Paper. Therefore, members may wish to consider if the FSMC’s key themes should remain consistent.

Priority areas	Proposed activity
People	<ul style="list-style-type: none"> • Inclusion and diversity champions network: continue to provide training, information and support to FRA champions. • Provide support to members through the Fire Leadership Essentials programme. • The White Paper is likely to include further information around training and development. • Engagement on Fit for the Future and development of a updated version of the document.
Professionalism	<ul style="list-style-type: none"> • Lobbying on the Building Safety Bill. • Support with the implementation of the Fire Safety Act. • Continuing engagement with the NFCC on future Spending Reviews. • Continuing with our role on the Fire Standards Board. • Represent FRAs on HMICFRS’s External Reference Group.
Governance	<ul style="list-style-type: none"> • Respond to the white paper’s proposals around changes in Governance.

	<ul style="list-style-type: none">• Support members in their leadership and governance role.
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25. Members may also wish to consider wider sector transformation and the role of the sector going forwards. This will likely be affected by the Fire Reform White Paper.

Implications for Wales

26. Fire and rescue related policy is a devolved matter and much of the Committee's work will focus on changes for FRAs in England, with the Welsh Local Government Association leading on lobbying for Welsh Fire and Rescue Authorities in Cardiff.

Financial Implications

27. The programme of work to deliver FSMC's priorities will be delivered within existing budgets. Additional supporting projects maybe commissioned subject to funds being available from a small team budget.

Next steps

28. Officers will draft a work programme based on members discussions.



Workforce Report

Purpose of Report

To update the FSMC on matters in relation to fire service industrial relations and pension matters.

Summary

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

Recommendation:

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

Action

Officers are asked to note member comments

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PENSIONS

Age Discrimination Remedy

1. We are continuing to work closely and at pace across the whole of the FPS sector and with government departments to support FRAs through the remedy implementation process.
2. National conversations are being had with software suppliers and administrators about the necessary developments and data tools have been supplied to FRAs.
3. A senior steering group with representatives from FSMC and NFCC was established to ensure senior leaders have oversight of developments. Cllr Nick Chard as the pension lead for FSMC sits on this group alongside Ian Hayton Pensions Lead for NFCC. This group meets monthly and is kept updated with regards to developments.
4. Resources for this implementation process, including [project plans](#), [risk registers](#) and [data guidance](#), can be found on the [implementation page](#) of the Age Discrimination Remedy page.

Valuation

GAD review of the cost control mechanism published

5. In 2018, the then Chief Secretary to the Treasury (CST) announced a review of the cost control mechanism by the Government Actuary to examine whether it was operating appropriately and in line with the original policy intentions.
6. On 15 June 2021, the CST laid [written statement HCWS90](#) to announce the publication of the [Government Actuary's review](#). The final report sets out the Government Actuary's assessment of the current mechanism and recommendations on possible changes. These changes are being now being consulted on.

HMT consultations published: cost control mechanism and discount rate methodology

7. HM Treasury (HMT) published two public consultations on 24 June 2021 alongside [written statement HCWS117](#). The consultations seek views on proposals to changes to the cost control mechanism in public service pension schemes, and secondly on the appropriate methodology for setting the discount rate used in scheme valuations.
8. The consultations run for eight weeks and close on 19 August 2021.

Consultation on changes to the cost control mechanism:

9. As detailed above, the Government Actuary has recently concluded his review of the cost control mechanism in the public service pension schemes. The Government has considered the report and is now consulting on three changes to the mechanism, all of which are recommendations by the Government Actuary:

10. Moving to a reformed scheme only design: to remove any allowance for legacy schemes in the cost control mechanism, so the mechanism only considers past and future service in the reformed schemes.
11. Widening the corridor: to widen the corridor from 2 per cent to 3 per cent of pensionable pay.
12. Introducing an economic check: currently the mechanism does not include changes in long-term economic assumptions and therefore cannot consider the actual cost to the Government of providing pension benefits. The Government proposes introducing an economic check so that a breach of the mechanism would only be implemented if it would still have occurred had the long-term economic assumptions been considered.
13. The outcome of the consultation will not impact on the 2016 cost control valuations.

Consultation on the discount rate (the “SCAPE rate”) methodology:

14. The Superannuation Contributions Adjusted for Past Experience (SCAPE) discount rate is a discount rate used in the valuation of unfunded public service pension schemes to set employer contribution rates.
15. It expresses future pension promises that are being built up in present-day terms and is set by HMT following a prescribed methodology. The current methodology for setting the SCAPE discount rate has been in place since 2011. This consultation seeks views on the objectives for the SCAPE discount rate and the most appropriate methodology for setting the SCAPE discount rate going forward.
16. The options are broadly:
 - 16.1 In line with long-term GDP growth (current approach); or
 - 16.2 In line with the Social Time Preference Rate (the previous approach).
17. The current level of the rate will not be changed by this consultation; the Government will carry out a separate exercise to set a new rate in line with the chosen methodology following this consultation.

Next steps

18. In considering a response to both consultations, the SAB will commission an independent paper from their actuarial advisers to be considered by the Cost-effectiveness meeting chaired by Cllr Roger Phillips, those discussions will then be taken to SAB in full. The outcome of those discussions will then be communicated to employers with regards to the likely effect of these consultations on employer contributions.

Scheme Advisory Board

Website

19. Sponsored by the scheme advisory board, the first national Firefighter pension website www.fpsmember.org went live on 20 May 2021.
20. The aim of the site is to provide a central resource for firefighters to find out about their pension scheme and the benefits and options that are available. This ensures that every firefighter in the country has access to the same level of information, regardless of where they work or what their role is, and make sure that members and their dependents are not relying on colleagues or social media for information or decision-making that may impact their future benefits.
21. The site is based on the scheme rules and so only provides facts, rather than opinion and speculation. This provides members with the tools and knowledge to be informed about the scheme and what any future changes will mean for them.

Remedy self-assessment survey launched

22. As part of their statutory role to provide advice to scheme managers and Local Pension Boards in relation to the efficient and effective administration and management of the Firefighters' Pension Scheme, the Board are looking to understand more about arrangements for managing the pension scheme and specifically for implementing the age discrimination remedy.
23. As such, they prepared a self-assessment survey to take a temperature check of current arrangements. The survey should only be completed once per Fire and Rescue Authority and we would expect this to be completed by the delegated [scheme manager](#) or an appropriate representative of the delegated scheme manager. It should not be completed by scheme administrators.
24. The survey which was launched at the SAB update event on 20 May 2021 has now closed and the results will be presented to the scheme advisory board at their next meeting in September.

SAB letter to HMT

25. The SAB has written an [open letter to HMT](#) about the specific policy issues listed below that will affect the application of the Firefighters' Pension Scheme (FPS).
 - a. How to adjust contribution amendments for members of the FPS 2006
 - b. Taper members who have passed their 30-year service date
 - c. Contingent decisions
26. The Board notes the publication of the Government response to the consultation confirming the decision to introduce retrospective remedy via Deferred Choice Underpin (DCU), and the decision to allow for implementation by October 2023, giving more time to bring in the significant processes that will be needed to implement DCU.

27. The Board's [response to the consultation](#) dated 9 October gave their fuller views on the wider issues with regard to age discrimination.

Immediate Detriment Guidance

28. On 10 June 2021, the Home Office issued an update to the existing informal and non-statutory guidance on immediate detriment cases. This can be found here: [Home Office informal detriment guidance 10 June 2021](#)
29. The guidance applies to pipeline immediate detriment cases (i.e. those cases where the member is about to retire and receive their pension) and does not cover where a pension is already in payment. This is technical guidance and aimed primarily at pension managers and practitioners.
30. To implement remedy in full, both primary and secondary legislation are required, as well as administration work (at local FRA level) to implement the changes. The deferred choice underpin will be implemented by October 2023.
31. As a result, the guidance will not offer resolution to all the current issues – there are outstanding technical issues that are being worked through across the public sector pension schemes and the responsible Government departments. The updated guidance aims to provide ways forward where possible.
32. The guidance provides informal advice but the overall responsibility for interpreting and applying the pension scheme regulations remains with each FRA as the relevant scheme manager. FRAs and administrators will need to consider the guidance in relation to their own process and systems.
33. To note, the Home Office guidance only applies to England as firefighters' pensions policy is devolved in Scotland, Northern Ireland, and Wales.
34. Following the release of the updated informal Home Office guidance on 10 June, the LGA information note was updated to take account of this additional guidance: [LGA immediate detriment information note – version 2](#). The purpose of this information note was to provide FRAs with additional information relating to immediate detriment.
35. **FRAs have been instructed that where they are receiving and considering processing claims to liaise with their nominated contact before taking action.**
36. A member note was provided directly to FRAs on 18 June 2021 for them to use if required to update scheme members on the current position.
37. As noted below, work is taking place in the context of wider immediate detriment issues for FRAs.

Changes to LGA Pensions Personnel

38. Clair Alcock, current Firefighters Pension Lead will be leaving LGA in early September to take up the position of Head of Police Pensions with NPCC, therefore this will be the last FSMC meeting for Clair Alcock.
39. Succession planning is on -going and Claire Hey and Jeff Houston, Head of Pensions will be the contacts for all Fire pension matters from September onwards.

KEY CURRENT WIDER WORKFORCE ISSUES

Pay 2021

NJC for Local Government Services (Green Book)

40. The NJC for Local Government Services (settlement date 1 April) received the claim below in February. Employee representatives on that NJC are Unison, Unite and GMB. Support staff in fire and rescue services tend to be employed on Green Book terms and conditions. Its scope is England, Wales and Northern Ireland.
 - 40.1 A substantial increase with a minimum of 10% on all spinal column points
 - 40.2 Introduction of a homeworking allowance for all staff who are working from home
 - 40.3 A national minimum agreement on homeworking policies for all councils
 - 40.4 A reduction of the working week to 35 hours with no loss of pay, and a reduction to 34 hours a week in London. Part-time staff to be given a choice of a pro rata reduction, or retaining the same hours and being paid a higher percentage of FTE
 - 40.5 A minimum of 25 days annual leave, plus public holidays and statutory days, for all starting employees, plus an extra day holiday on all other holiday rates that depend on service
 - 40.6 An agreement on a best practice national programme of mental health support for all local authorities and school staff
 - 40.7 A joint review of job descriptions, routes for career developments and pay banding for school support staff, and completion of the outstanding work of the joint term-time only review group
 - 40.8 A joint review of the provisions in the Green Book for maternity / paternity / shared parental / adoption leave
41. A formal offer was made to the trade unions on 14 May, the pay element of which is for a 1.5 per cent increase to all pay points. Other matters included completion of the outstanding work of the joint Term-Time Only review group and immediate exploratory discussions on three other elements of the claim, as follows:
 - 41.1 A national minimum agreement on homeworking policies for all councils
 - 41.2 An agreement on a best practice national programme of mental health support for all local authorities and school staff

- 41.3 A joint review of the provisions in the Green Book for maternity / paternity / shared parental / adoption leave
42. The current position is that the offer has been rejected by the unions, who are seeking further talks. The employers' side has indicated that it will respond in due course.

NJC for Local Authority Fire and Rescue Services (Grey Book)

43. The National Joint Council for Local Authority Fire and Rescue Services covers uniformed employees ranging from firefighters to middle managers across the UK. Following receipt of a claim in April, the 2021 pay award for this group has now been agreed. An increase of 1.5% will be applied to [all pay rates](#) and [continual professional development payments](#) with effect from 1 July (the usual settlement date).

NJC for Brigade Managers (Gold Book)

44. This UK-wide negotiating body covers senior fire service managers such as chief fire officers, deputy chief fire officers and assistant chief fire officers. Following receipt of a claim in April, the 2021 pay award for this group has now been agreed. An increase of 1.5% will be applied to basic pay with effect from 1st January (the usual settlement date).

LGA, NFCC and APCC Core Code of Ethics

45. The [Core Code of Ethics](#) and its accompanying guidance were launched on 18 May.
46. Communications specialists from each of the partner organisations worked together with leads from each organisation to develop a joint communications plan. Copies of the media release, Core Code of Ethics and accompanying guidance have been circulated to Chairs, PFCCs and CFOs.
47. Members will be aware that the Core Code has been welcomed by the Home Office, including Lord Stephen Greenhalgh, Minister for Building Safety and Communities, as well as by HMICFRS and the Fire Standards Board. FRAs are expected to champion the Core Code and include as part of its scrutiny role its implementation and improvements sought and delivered, Senior managers in each service are expected to ensure that as a first step a gap analysis is undertaken to ensure the principles are at the heart of day-to-day activity and reflected in all policies and procedures. Thereafter to embed the Core Code so that the improvements sought can be delivered.
48. Initial feedback suggests that as requested the gap analysis is now taking place within services. A further round of workshops will be held with services later in the year to assess progress and to receive feedback on anything else the three partner organisations can do to assist.

Code of Ethics Fire Standard

49. The Fire Standards Board has also completed its work in developing a [Standard](#) to sit alongside the Core Code. HMICFRS will be mindful of both documents when undertaking future inspections.
50. The Standard was also launched on 18 May to coincide with the launch of the Core Code.

Fit for the Future

51. Members will recall receiving updates on the development of an agreed improvement narrative, Fit for the Future, which includes improvement objectives that will give a national sense of direction to the future of Fire and Rescue Services in England.
52. Initially the NFCC and the National Employers (England) worked in partnership to develop the narrative and objectives based on analysis of the evidence available from a wide variety of sources, including the recommendations of the Grenfell Tower Inquiry (GTI) and the outcomes of inspection by Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS). Following discussion within the LGA's Fire Service Management Committee it was resolved that the LGA would be directly included, supporting the Fit for the Future approach and becoming the third partner in this work.
53. A consultation open to all interested parties has taken place and work is currently underway considering an analysis of the responses and how they can best inform future work and further engagement with the sector.
54. The next iteration of Fit for the Future will build upon that work and learning from recent events such as the Coronavirus pandemic. Discussions are taking place between the new NFCC leadership and LGA and National Employer (England) leads at member and officer level. At the last meeting it was agreed that work on the consultation report will be concluded by the end of this month and an engagement plan to connect with stakeholders going forward also developed by the end of this month.

Pension Scheme Transitional Protection Arrangements Discrimination Cases

55. These cases concern the issue of whether the transitional protections in the 2015 Fire Pension Scheme (FPS), which provide protections based on age allowing older members to remain in their former final salary scheme, are age discriminatory (other claims were made but it is the age discrimination claim which is the primary one).
56. As they were named as respondents in the case, Fire and Rescue Authorities (FRAs) had to submit a defence to the legal challenge. This defence continues to be managed collectively on behalf of the FRAs by the LGA under the auspices of the National Employers and decisions have been taken by a central steering group which is comprised of a number of legal and HR advisers from varying types of fire and rescue services across the UK, the

- national employers' Advisory Forum legal adviser, national employers' secretariat, and from the LGA its Corporate Legal Adviser and a Senior Employment Law Adviser.
57. The Court of Appeal found that the transitional protections unlawfully discriminated on age and the case has now returned to the Employment Tribunal for it to determine remedy. Members will be aware that in common with its approach to a request from Government, the Supreme Court rejected the fire authorities' application to appeal.
 58. A case management preliminary hearing on remedy was held on 18 December 2019. An interim Order was agreed by all parties and the detail is contained in circular [EMP/8/19](#). The Order does not bind the parties beyond the limited interim period before the final declaration.
 59. Paragraph 2 of the Order in effect provides that pending the final determination of all of the remedy issues, those that brought claims in England and Wales (the claimants) are entitled to be treated as if they remained in the in 1992 FPS.
 60. The Order anticipated that the final determination on the remedy issue in regards to membership of the 1992 FPS would be resolved in 2020. That year has passed but in any event it was anticipated that the outcome would be (and ultimately was) affected by what the outcome was on the FRA's Schedule 22 appeal (see paragraph 61 below). It should be noted that irrespective of the Schedule 22 issue it may well be some time before this remedy can be put into effect fully for all claimants. Furthermore, there may be other issues relating to remedies to be resolved, for example in regards to claims for injury to feelings. It should also be noted that the Order does not cover those who did not bring claims (non-claimants). However, discussions are taking place on how to provide a remedy for those non-claimants as appropriate.
 61. The FRAs had the separate appeal to the Employment Appeal Tribunal (EAT) in relation to their potential defence under Schedule 22 of the Equality Act 2010 (which is that the FRAs had no choice but to follow the Government's legislation) which again was fully considered with the Steering Committee and legal representatives. The appeal was heard at the EAT on 16 December 2020 and the judgment was issued on 12 February. The EAT held that the FRAs cannot rely on the Schedule 22 defence. The Steering Committee and legal representatives considered whether to appeal the judgment and decided not to. For legal privilege reasons, further information was and continues to be provided to the person nominated by your service to receive communications in respect of this, and related, legal cases.
 62. Since the outset, the position of FRAs that any costs arising from these cases should be met by governments has been made clear. Work continues with legal representatives on appropriate approaches to reinforce that position, and a formal letter was sent to government on behalf of FRAs. The same action was been taken in respect of Wales, Scotland and Northern Ireland as the National Employers is a UK-wide body. A meeting is currently being set up between the Home Office and LGA officers as representatives of the FRAs to discuss the costs issues, and that is expected to take place later this month.

Defence of other categories of claims

63. Another related category of employment tribunal claims has been issued by the FBU against fire and rescue authorities on behalf of firefighters. In short, the claims relate to members of the 2006 Scheme who were not transferred to the 2015 Scheme (and never will be), which they claim would have provided them with better benefits.
64. We approached FRAs to seek their views on whether they would like the LGA, along with the Steering Committee to coordinate the defence of the new claims on their behalf, as we have done for the original claims. It was explained that this would be on a cost-sharing basis, based on headcount, as for the original claims. The overwhelming majority of respondents were in favour and defences have now been submitted on behalf of the FRAs who have to date received claims.
65. Furthermore, another related category of employment tribunal cases emerged. These were issued by Slater and Gordon solicitors against fire and rescue authorities on behalf of firefighters. Slater and Gordon is working with the Fire Officers Association. In short, the claims are of the same type as the main claims brought by the FBU on behalf of their members in that they allege that the transfer of younger firefighters to the 2015 pension scheme amounts to age discrimination. We anticipate the claims have been brought in order to protect these particular claimants' position in relation to any injury to feelings award.
66. We again asked FRAs if they would like the LGA, along with the Steering Committee made up of representatives from fire authorities, to coordinate the defence of these new claims on their behalf, as we have done for the original claims. The overwhelming majority of respondents were in favour and we have therefore taken this forward and submitted defences. Once submitted the claims have been stayed pending developments in the original proceedings.
67. High Court claims have also more recently been issued against two FRAs, concerning 'immediate detriment' issues (see paragraphs 28-37 above). In summary, the claimants, backed by the FBU, assert that they have suffered an immediate detriment because they were moved to the 2015 Scheme and have since retired. The benefits that they are now receiving under the 2015 Scheme are less generous than the benefits they would have received had they remained in the 1992 Scheme. The LGA is working with the two FRAs on the response to those claims and a defence has been submitted. The FBU has agreed to discussions and they are progressing. While the court cases haven't been withdrawn it is hoped that they, and in turn other immediate detriment cases, can be resolved through the outcome of those discussions.

Matthews & others v Kent & Medway Towns Fire Authority & others

68. This case relates to application of the Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000 to retained duty system employees. Those Regulations were brought into force to implement the EU Part-time Workers Directive.
69. Members may recall that following a protracted legal process up to and including the House of Lords judgment, settlement agreements were reached in respect of terms and conditions in 2015 with both the RFU (now FRSA) and the FBU in regard to the many thousands of

Employment Tribunal cases relating to potential discrimination under those Regulations. The LGA acted for FRAs through the auspices of the National Employers on the basis of a cost-sharing arrangement with FRAs similar to the arrangements in place for the legal cases already referred to in this report.

70. Defence of the pensions aspect of the case was led by central government. The House of Lords judgment allowed those who were serving during the period 1 July 2000 (the date the Regulations came into force) to the date on which they elected to join the 2006 Scheme, to have special provisions which generally reflect the rules of the Firefighters' Pension Scheme 1992 ("FPS 1992"). An options exercise took place to provide for those who qualified for membership of the modified Scheme, to elect to join by no later than 30 September 2015.
71. More recently, work has again had to take place on the pensions aspect of this case. This is because of a European Court of Justice judgment involving part-time judges (O'Brien), which in effect held that remedy could extend back before the Part-time Worker Regulations were implemented in July 2000. This also impacts on the fire service as the impact of the judgment and its interpretation of part-time workers' rights applies across all employers.
72. Consequently, together with legal representatives, discussions are taking place with the government's legal department and legal representatives for the FBU and FRSA.
73. As you would expect, we have also raised the concern that this will be unbudgeted expenditure for FRAs should central government not provide them with the necessary funding.

Inclusive Fire Service Group

74. The Inclusive Fire Service Group (IFSG) is an NJC for Local Authority Fire and Rescue Services led group. Its membership however is wider and includes the National Employers, NFCC, FBU, FOA and the FRSA. It is unique in that it comprises national employer and employee representation, senior management and trade unions. It considers matters such as equality, diversity, inclusion and cultural issues including bullying and harassment in the fire service with the aim of securing improvement.
75. Having undertaken a detailed assessment of the positions in the fire service it issued a number of improvement strategies, which were widely welcomed with virtually all services indicating their support and providing, as requested, timescales within which they expected to see improvement. The IFSG resolved to monitor and measure use of the improvement strategies at a point when they should be embedded into each service.
76. The monitoring process also captured a range of views comparing original and current perceptions and included a survey of all FRSS; independently run focus groups involving BAME, LGBTQI and female employees and workshops with FRS Equality & Diversity Officers/leads and local trade union representatives.
77. A [full report](#) of the outcomes has recently been issued. (Completion of the analysis to inform the report had been delayed due to resources being diverted to Covid-19 matters.) The IFSG will now consider next steps.

Implications for Wales

78. Each of the wider workforce matters in this report have the same implications for Wales as for England and we are working with WLGA, Welsh FRAs and FRSs as appropriate. The exceptions in this report are the Core Code of Ethics and Fit for the Future, which apply in England only. The WLGA is one of the four employer stakeholder bodies on the NJC for Local Authority Fire and Rescue Services.
79. The HMT consultation on age discrimination applies across all the devolved Fire and Rescue Authorities, however separate responses will be made. References in this report to the age discrimination consultation response are in relation to English FRAs only, Wales has its own advisory board who [responded](#) separately to the government consultation on reform.
80. While the immediate detriment matters raised are the same in Wales where the matter of Section 61 of the Equality Act also applies, the Home Office guidance only applies to England as firefighters' pensions policy is devolved in Scotland, Northern Ireland, and Wales. Welsh Government are dealing with immediate detriment cases arising from the guidance.



Fire Services Management Committee

Date:	Friday 9 July 2021
Title:	NFCC Update
Presented by:	Mark Hardingham, NFCC Chair
Contact:	chair@nationalfirechiefs.org.uk

1. Purpose

- 1.1 This report provides an update on key work within the National Fire Chiefs Council (NFCC).

2. General Update

Chief Operating Officer Role

- 2.1 Steven Adams has been appointed as NFCC's Chief Operating Officer with effect from 1 July 2021. This new and full-time position replaced the current part time Chief of Staff post that Steven carried out alongside his previous role as Head of Governance at London Fire Brigade.

Resilience Stakeholder Forum

- 2.2 The Civil Contingencies Secretariat is working to establish a new Paymaster General (Minister Penny Mordaunt) chaired resilience stakeholder forum, the UK Resilience Forum (UKRF), as part of the ongoing work on resetting the approach to resilience. The purpose of the UKRF will be to strengthen UK resilience through enhancing cross-sector, multi-agency relationships, to address challenges and identify opportunities.
- 2.3 The Forum will act solely in an advisory capacity and will not have any decision making powers. It will facilitate constructive discussion with stakeholders on the strategic direction to improve UK resilience. The Forum will also act as a conduit to raise awareness around risks and resilience with its membership and the public; align efforts of stakeholders to upgrade their planning and capability; and help inform resilience policy development. Mark Hardingham has been invited to join this Forum to represent NFCC and FRS.

Fit for Future

- 2.4 Phil Garrigan (NFCC Vice Chair) is now leading the Fit for Future work for the NFCC in partnership with the LGA. A recent meeting has taken place with LGA lead members and

officers to discuss how the work will be progressed throughout 2021. This will initially involve concluding the outcome of the previous consultation on the Fit for Future Improvement Objectives with the Fire Services Management Committee and NFCC Council. The work will then focus on developing a Fit for Future vision for a 21st Century FRS that will build on the foundations already in place.

New Dimensions 2 Board

- 2.5 Together with NFCC colleagues from the Operations Committee and National Resilience Assurance Team, the NFCC Chair sits on the New Dimensions 2 Board. The Board is currently focussed on the capital bid for funding of ND2 assets through the spending review. A range of scenarios and options are being developed to which NFCC are contributing and leading part of the work.

Comprehensive Spending Review - England

- 2.6 The joint work on the LGA and NFCC submission for FRS and FRA into the Spending Review is taking place with John Buckley as the NFCC Finance Committee Chair, supported by Mark Hemming, Director of Finance from Buckinghamshire and Milton Keynes FRS. A proposal is being finalised for submission to the Home Secretary for end of July.

3 Portfolio Update

NFCC Plan 2021-24

- 3.1 The Plan was approved by NFCC Council on 26 May 2021 and is now published on the NFCC website. The Plan sets out how the ambitions and commitments outlined in the NFCC Strategy will be delivered over the next three years, and ensures that the appropriate tools, resources and skills are in place to deliver the objectives outlined, and in a way that has the greatest benefit for UK fire and rescue services.
- 3.2 The three-year Plan links directly to NFCC strategy and has a budget of £8.4m (with ring-fenced funding for Protection and Fire Standards work). There are three elements built into this budget - NFCC core infrastructure costs, programme/implementation costs and ongoing implementation and maintenance costs.
- 3.3 The elements of the Plan that are supported by Home Office funding have been finalised into a set of Home Office deliverables that will enable NFCC to provide assurance to Home Office about spend against the grant.

Implementation Support Function

- 3.4 To support transformational change, the NFCC is producing a range of products, tools and guidance on behalf of the fire and rescue service. To support services adopt and implement these products, the NFCC has approved the establishment of a new Implementation Support function.
- 3.5 The function will comprise of a digital first approach along with a team of dedicated Implementation Liaison Managers who will work with fire and rescue services to identify effective and achievable ways to implement products and assist in the development of local implementation plans.

- 3.6 Supporting fire and rescue services in this way will not only help improve the adoption NFCC products locally, but will ensure a more coordinated and consistent approach to implementation nationally.
- 3.7 Recruitment to the team is currently underway and it is anticipated that the team will commence engagement with fire and services from September 2021.

Grenfell Tower Inquiry

- 3.8 The Ministerial Grenfell Tower Recommendations Board meets regularly, which is attended by NFCC Chair and LFB Commissioner Andy Roe. Progress against recommendations will be published on the new Home Office Fire England website fireengland.uk. To support this work the NFCC have just completed a survey of FRS to gather information on the progress against the report recommendations to inform the NFCC update to the ministerial board. This information will also be reported back to fire and rescue services to further inform their local work.
- 3.9 On more specific pieces of NFCC post-Grenfell work - Fire survival guidance, the first publication produced by the Fire Control Room Project, has been published on UKFRS.com and subsequent related documents have been submitted for approval to the NFCC Operations Committee. Fire control room incident command documents have been released for consultation via UKFRS.com.
- 3.10 The NFCC Fires in Tall Buildings Evacuation guidance document is being developed into a supporting training package along with packages for Alarm systems and Building construction. The Alarms package has been released for consultation on UKFRS.com.
- 3.11 The NFCC have acknowledged the recent LFB, independently chaired, Health and Safety Panel Review decision on a specific aspect of their Fires in Tall Buildings policy related to firefighters working above the bridgehead in BA 'not under air'. The issue has impacts on NFCC and National Operational Guidance. The NFCC has written to all chief fire officers to explain the current position and confirmed the intent to maintain NOG in its current form whilst the situation is considered further. Further work is still underway and the Fires in Tall Buildings group, led by CFO John Roberts, are compiling a substantial report setting out the NFCC position.

National Operational Guidance and Operations Update

- 3.12 The following pieces of guidance have now been published:
- Search, Rescue and Casualty Care; and;
 - Height, Structures and Confined Spaces
 - The Breathing Apparatus Foundation Review
- 3.13 The Fire Control team continue to produce guidance, and their latest documents are out for consultation and approval.
- 3.14 The FRS Learn team have now published a learning package on Alarms and Alert systems, on UKFRS.com for consultation.

National Operational Learning / Organisational Learning Feasibility Study

- 3.15 NFCC Council have agreed to the development of a feasibility study to extend the current National Operational Learning system to a broader National Organisational Learning function. The report will be brought back to NFCC Council in the autumn.

People Programme

- 3.16 The People Programme is progressing at pace, initiating three new projects and finalising the programme plans for 2021/22.
- 3.17 The programme is anticipating the release of the Home Office White Paper, which is likely to have a significant consideration for the programme with the Minister’s focus on Professionalism and People.
- 3.18 Structural changes at a portfolio level have meant some reductions to capacity within the team so a recruitment drive to bring in project managers and replace the research analyst are underway.

Project	Update
Leadership	<p>Work is well underway with an early draft of the specification for the portal which supports the NFCC Coaching and Mentoring Toolkit</p> <p>The Core Code of Ethics (England) and supplementary guidance has now been published. This sits alongside the Code of Ethics Fire Standard and is accompanied by a video for the public to view.</p> <p>CFO Becci Bryant who is currently Project Executive retires later in the year and so a process is currently underway to identify a successor.</p>
Supervisory Leadership Development	<p>Previously sitting under the Leadership project as a workstream, Supervisory Leadership Development was approved to be delivered as a new project in April 2021.</p> <p>The project aims to produce national leadership pathways through standardised development programmes to prepare staff and nurture existing leaders at the first level of management within FRS.</p> <p>The overall purpose is to achieve consistent development of our first line leaders across FRS, measured against the NFCC Leadership Framework and Core Learning Pathway.</p> <p>The Project Board is in place, and two board meetings have taken place. The terms of reference and PID are approved, underpinned by five work packages that have been scoped and defined.</p>
Direct Entry	<p>Previously sitting under the Leadership project as a workstream, Direct Entry was approved to be delivered as a new project in April 2021.</p>

	<p>The Direct Entry Scheme proposes a framework to support a direct entrance for managerial posts at Station and Area Manager levels to undertake operational roles.</p> <p>It will have an agreed national programme that is robust, quality-assured, credible and is aligned to the role-map.</p> <p>It will be designed to be both additional and complementary to existing progression routes.</p> <p>The Project Board is in place, and two board meetings have taken place. The terms of reference and PID are approved, underpinned by five work packages that have been scoped and defined.</p>
<p>Equality, Diversity and Inclusion</p>	<p>Work continues to develop the suite of Equal Access guidance documents, with 3 already published and a further 4 currently under consultation.</p> <p>The programme continues to launch its Lunch and Learns sessions, with 20 scheduled for the year, its latest session was to celebrate International Windrush day, in connection with Race Equality. As more future events continue these will become available as podcast sessions on UKFRS.com.</p> <p>The team are seeking more speakers to share their experiences and lived events for the upcoming sessions, which can be found on the EDI Events Calendar on UKFRS.com in June, with paid sessions also available for the wider public.</p> <p>Work to develop specific toolkits in 4 areas of EDI is underway focusing on; neurodiversity, gender diversity, racial equality and religion and beliefs with the first consultation commencing later this month.</p>
<p>Recruitment</p>	<p>Further scoping of the objectives has been conducted and some adjusted due to interdependencies with the Review of NOS and EDI projects.</p> <p>Recruitment work is progressing well in terms of identification of best practice, positive action and people processes linking into the EDI work.</p> <p>The proposed research on the role of a firefighter is now intended to be undertaken within the Review of NOS project as part of a functional analysis.</p> <p>Some objectives that were previously on hold have now been initiated. This includes working with the Policy Panel to deliver best practice relating to recruitment and selection and reviewing current FRS processes regarding migration of on-call staff into wholetime service.</p>

	<p>The consultation on the job description and person specification of a firefighter is due out later this month</p>
Working Patterns	<p>The research within the project has identified some interesting innovations which different services are adopting to meet the needs of front-line staff and communities. Identifying 10 particularly interesting innovations, which have been written up into short case studies, and include details of which staff they impact (for example, wholetime, on-call or both), the costs to implement, evaluation results, and strengths and weaknesses.</p> <p>Working groups have been invited to evaluate the case studies against an evaluation framework during the summer and it is aimed to be published in draft for Autumn 2021, and in a wider Working Patterns Toolkit at the end of the project.</p>
Review of National Occupational Standards (NOS – previously Competencies and Qualifications)	<p>The first two working groups have been held to look in detail at the state of the National Occupational Standards. Its findings hit home for some stakeholders, as the scale of the problem had been an eye-opener.</p> <p>This was a very useful exercise in enabling us to provide a more informed picture of the problem, and a positive progression. The White Paper will be a key turning point in how this project moves forward.</p>
Maturity Models	<p>The consultation and workshops were very well supported by FRS during May and June, all comments have been reviewed with a final version of the Maturity Model statements provisionally agreed.</p> <p>The online self-assessment tool for FRS is being developed to ensure assessments are consistently applied and provide a national understanding of workforce management maturity across all services. There are a number of services who have agreed to be involved in the testing of this.</p> <p>Maturity Models will be submitted to the People Programme Board for approval at the end of July and should be available on UKFRS.com shortly after.</p>
Evidence Base for Health and Wellbeing	<p>The scoping of this project continues with refinement of the PID following conversations with College of Policing around the future of the Oscar Kilo Health & Wellbeing Framework.</p> <p>The new research analyst and project manager will be appointed to focus on fully initiating this project.</p> <p>The first project board is scheduled for August.</p>

Digital and Data Programme

3.19 The Digital and Data Programme appointed a new Programme Executive, Bedfordshire CFO Andy Hopkinson, following CFO Lee Howell stepping down earlier in the month. The Programme’s progress is as follows:

Project	Update
Fit for the Future Strategic Alignment	<p>The purpose of this project is to deliver value across UK FRS, supporting delivery of the Fit for the Future Improvement Objectives, and enabling real benefit to be seen within services and across NFCC. The leadership and evolution of Fit for the Future has now been picked up by CFO Phil Garrigan, and the intention to make it more aspirational and visionary, building on the strong foundations now in place.</p> <p>The strategic alignment work is near completion and is in line with the post-consultation revisions to Fit for the Future, which will allow for a digital and data theme to be threaded throughout the strategy.</p> <p>A comprehensive mapping has taken place between each Fit for the Future Improvement Objective through to the identified digital and data change themes, vision, outcomes, missions, digital and data objectives, and project delivery objectives, alongside the interim and end state benefits that could be expected.</p> <p>The project delivery objectives have been bundled together into logical scope to inform potential projects for delivery. These will be subject to ongoing discussions between NFCC and Home Office regarding prioritisation and funding. This scope includes:</p> <p>National Data Hub - National capability providing data analysis, data modelling and centralisation and governance of the use of data across UK FRS to respond to business questions and support decision-making [work in flight already].</p> <p>Fire Standards - A set of UK FRS standards which govern the design, development, and implementation of digital capabilities into UK FRS to ensure consistency and standardisation.</p> <p>Digital & Data Capability Improvement - Capability to define current digital and data maturity, the target state of UK FRS, and analysis to determine how to move from current to target.</p> <p>Online engagement - National online platform to provide prevention and protection advice and information to communities, while capturing community data to inform service improvement.</p> <p>Value and performance analysis - Capability to identify, track and monitor the value realised through delivery of UK FRS services.</p>

	<p>Digital Learning - National platform to provide digital and data learning and knowledge to the workforce to increase competency, efficiency and effectiveness.</p> <p>Data Interoperability - Capability to enable data interoperability between services and teams to enable situational awareness and real-time data and information to response crews and at incident grounds.</p>
<p>National Data Hub (NDH)</p>	<p>The NDH concept design completed in May 2021, and the logical design is expected to complete in June 2021. The next stage for the team will be the final physical design, which will add the final layers of detail to the operating model and is expected to complete by early August 2021.</p> <p>A triage working group has been established to test and refine the main BAU triage processes of the NDH and is steadily building an understanding of the scope and scale of throughput that the NDH could expect and is pushing some use cases through an accelerated delivery to test the end-to-end concept.</p> <p>The data portal proof of concept has now dovetailed with the NDH design and the team are only progressing use cases determined through the accelerated delivery and triage process that can be addressed with existing resource and capacity. Post NDH design, and subject to ongoing discussions around funding, an interim rollout of the NDH is expected that will fund resource on an ongoing/BAU basis.</p>
<p>National Data Standards</p>	<p>The standards that have been outlined for further scoping include:</p> <ul style="list-style-type: none"> • Data collection • Data management • Information governance • Core data model <p>The programme has had discussions with the Data Standards Agency (DSA) who have offered their experience, input and support in the development of these standards.</p> <p>It is expected that the development of these standards will occur alongside and within other programme delivery scope. For example, the NDH design will provide the raw materials to develop a data governance and management standard.</p>
<p>Web Development</p>	<p>The critical infrastructure works needed on the UKFRS.com site and associated NOG Service Integration Tool (SIT) ahead of their limited roll out are well underway and are expected to be complete and available by July 2021.</p>

	<p>London Fire Brigade has soft launched their version of the SIT and are importing all their local content into the system ahead of a wider release to all users. Kent FRS are expected to onboard the SIT in late July 2021.</p> <p>Preparations for the longer-term web platform retender continue and the portfolio has appointed a specialist ICT procurement consultant to support this process.</p> <p>The new Digital Improvement Function within the CPO Implementation team will provide the day-to-day oversight and management of the NFCC's web development and consolidation of web presence.</p>
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Community Risk Programme

- 3.20 The Programme has delivered three live webinars since March, and these have been a huge success in terms of engaging UK FRS and other workstreams where dependencies exist with the CRP.
- 3.21 Expressions of interest from senior officers in the UK FRS to lead the CRMP Competencies Project and the Evaluation of FRS Interventions Project, has been well-received and it is hoped to have these appointed by July 2021, for which will both commence in the Autumn.
- 3.22 Huw Jakeway has now joined the CRP Board, as will the new Programme Executive representing the Digital and Data Programme. There are two new projects launching around competence and evaluation.

Project	Update
Definition of Risk	<p>Work is continuing with ORH with further developing the methodology and data needs to support the objectives of the project.</p> <p>The Definition of Risk webinar took place in March, with around 50 delegates in attendance. 31 FRS registered their interest in attendance and a link was shared with all FRS SPOCs to ensure they received the benefit from this engagement.</p> <p>A second project webinar session was held where, ORH presented an overview of their planned approach to developing a risk methodology to support the development of CRMPs. Attendance from over 60 FRS colleagues, from 33 FRS, with interest from over 38 FRS.</p>
Community Risk Management Planning	<p>In June, the CRMP Fire Standard was published and Guidance regarding Defining the Scope of the CRMP process is being reviewed by the CRP Programme Board.</p>

	<p>Guidance covering Business and Data Intelligence is currently being reviewed by an initial peer review group and will be shared with fire and rescue colleagues for feedback in coming weeks.</p> <p>The project shared the draft Stakeholder and Public Engagement guidance with FRS for feedback, which was produced by the Consultation Institute and is now being reviewed.</p> <p>A supplier is now being onboarded to produce guidance linked to evaluating CRMP processes.</p>
Economic and Social Value of the UK FRS	<p>The first live webinar was held in May for the project and saw around 80 delegates in attendance, representing 35 FRS; with interest received from over 100 people from 38 FRS. Nottingham Trent University, who are developing the project's products are scheduled to deliver the next session in July.</p> <p>A questionnaire to generate value data for non-fire incidents is being sent to all services this month, and focus groups with sector experts on Home Fire Safety Visits is being planned</p>
Competencies	<p>Adverts for Project Executive roles to lead this project were published on the NFCC website in May and are now in the recruitment stage.</p>
Evaluation of FRS Interventions	<p>Adverts for Project Executive roles to lead this project were published on the NFCC website in May and are now in the recruitment stage.</p>

Prevention Programme

Project	Update
Prevention Fire Standard	<p>This project has progressed through post-consultation stage which involved SME workshops to review the consultation feedback and identify implementation support. The Prevention Fire Standard is now at the final draft stage and will progress to the Fire Standard Board in early July.</p>
Person-Centred Approach Project	<p>A Project Board has been set up with timescales agreed by the board. The team are working currently with a number of fire and rescue services to develop an online home fire safety check assessment and an e-Learning training package to support the workforce.</p> <p>The project has also shared a survey with fire and rescue services to gather research and evaluation in relation to the nine core components of the Person-Centred Framework. This is now being analysed to support next steps.</p>

- 3.23 The Prevention Programme have formed a NFCC Prevention Team with the NFCC CYP Programme Manager and seconded NFCC Strategic Lead for Public Health. This will assist in a co-ordinated approach to prevention across NFCC and wider stakeholders and partners. The Prevention Programme had its second programme board meeting and approved a draft Prevention Strategy for the programme. Work will also be commencing to put Prevention onto the UKFRS website.

4. Protection Policy and Reform Unit (PPRU) Update

- 4.1 This section provides a high-level overview of key pieces of work currently being undertaken by the PPRU and should be read in conjunction with broader fire safety updates provided by the LGA.

Building Risk Review (BRR) Programme

- 4.2 As of the last reporting deadline on 10 June 2021, 10,660 complete returns have been submitted for the BRR Programme. This comprises 71% of total buildings so far and returns continue to progress ahead of the national trajectory. 90-95% of all returns are expected by the end of August 2021, with most FRS dedicating September to December to reviewing and quality assuring their data.
- 4.3 Work is now accelerating to liaise with the HSE around how the BRR data can inform the development of the new Building Safety Regulator, including how the BRR stratification matrix currently under development by the PPRU can help assist with the prioritisation of safety cases under the new regime.

Key Government Consultations

- 4.4 The Home Office recently launched a new consultation on Personal Emergency Evacuation Plans (PEEPs) in high-rise residential buildings, which will run until 19 July 2021 and follows on from last year's Fire Safety Consultation. The PPRU will be engaging with FRS and stakeholders ahead of submitting our response to ensure that views are fully reflected in NFCC's response. This consultation has serious potential implications for FRS service delivery and whilst a collective response on behalf of the wider FRS will be completed by NFCC, we will also be encouraging individual FRS to submit their own responses.
- 4.5 The PPRU are also currently working on a response to the Department for Education's consultation on Building Bulletin 100: fire safety design for schools. NFCC is largely disappointed with the proposed revisions to the guidance as they only introduce requirements for sprinklers in schools over 11m in height. The original guidance, when first released in 2007, acknowledged the important role of sprinklers and stated that "all new schools should have fire sprinklers installed except in a few low-risk schools". Whilst NFCC shares this view, we believe that sprinklers should also be retrofitted in existing school buildings when relevant refurbishment takes place. In addition to falling short on sprinklers, the revised guidance still allows for the use of combustible materials on external walls.

NFCC/LABC CPD Platform and Accreditation

- 4.6 Following on from the update at the previous FSMC meeting, the PPRU are pleased to confirm that the new online learning portal for FRS Protection officers was launched on 27

May 2021, providing a centralised CPD platform to enable fire safety regulators and fire engineers to access training materials and meet the recommendations in the Competency Framework for Fire Safety Regulators.

- 4.7 Work is also underway to scope out FRS needs and requirements with professional bodies in order to identify the best sustainable solution for third party accreditation of fire safety inspectors. By taking a national approach, NFCC will be able to ensure quality of access across FRS and effective utilisation of ringfenced funding for accreditation and recognised prior learning costs.

Code of Practice for the Provision of Premises Information Boxes in Residential Buildings

- 4.8 The final version of the joint Fire Industry Association (FIA) and NFCC Code of Practice for the Provision of Premises Information Boxes in Residential Buildings was launched on 17 June 2021. The Code of Practice is intended to support new legislation and guidance proposed to be introduced by Government in response to the Phase 1 report of the Grenfell Tower Inquiry. The report recommended that premises' information boxes should be provided in all high rise residential buildings and should include various pieces of information that would be of value to firefighters during an incident.

Planning Gateway 1

- 4.9 Government has released new guidance on Planning Gateway 1 of the new building safety regime, which is due to come into effect on 1 August 2021. This includes a breakdown of buildings in scope, the new Fire Statement aimed at supporting consideration of fire safety at the planning stage, and the process for consultation with the HSE in their role as the shadow Building Safety Regulator.
- 4.10 Gateway 1 is designed to ensure that due consideration is given to fire safety at the earliest stages of development, especially to ensure sufficient firefighter access, and comes as a direct result of recommendations made in Dame Judith Hackitt's Independent Review of Building Regulations and Fire Safety. Whilst FRS are not statutory consultees as part of this process, they may be consulted on complex cases. Further information can be found here.
- 4.11 The PPRU continue to work with the HSE on the development of the Building Safety Regulator and wider regime, to assess the impact on FRS and Fire and Rescue Authorities and to bid for appropriate new burdens funding in line with that impact assessment. The PPRU have impressed on HSE and Government partners the need for a coherent and comprehensive communication and engagement plan for FRS and Fire and Rescue Authorities on this work to help inform local planning and preparation.

Review of Approved Document B

- 4.12 In 2020, work started on the project groups that will look to carry out the research that will inform the review of the Building Regulations guidance for Approved Document B Fire Safety. This work has been split into 15 project groups which look to deal with specific aspects of buildings design. Work has commenced on 9 of these projects with NFCC providing representation for FRS on each of these. Completion of the work varies in timescales, depending on the nature of the research involved. This research will then help to inform future policy decisions in the review of the Approved Document.

Modern Methods of Construction (MMC)

- 4.13 NFCC are supportive of the use of innovative construction products and techniques in order to improve speed of construction, cost, efficiency, and sustainability. However, we are concerned that there is a fundamental lack of research available to provide reassurance on the fire performance of buildings constructed using certain types of MMC across the range of uses to which they are being put.
- 4.14 The PPRU and London Fire Brigade are jointly hosting a roundtable event in July to enable a wider conversation with technical experts across the industry to gain a broader understanding of experiences with MMC. We want to work collaboratively with others across the sector to propose constructive solutions that can improve safety in the built environment for firefighters and residents, and ensure that developers, building control bodies and regulators have an adequate understanding of the fire performance of all innovative types of construction products and techniques at the early stages of the planning process. PPRU have also met with members of the review panel appointed to the Independent Review of the Construction Products Testing Regime to set out our concerns and will continue to work constructively with all stakeholders.



Title of Paper	Fire Standards Progress Report
Decision or Information	For information
Title and Date of Meeting	LGA Fire Services Management Committee 9 July 2021
Attachments	None

Summary

This paper provides members of the Fire Services Management Committee (FSMC) with a summary of the progress on Fire Standards since the last report in May 2021. The Fire Standards Board has not met again since the last update to FSMC. It meets again on 14th July 2021.

There are now six Fire Standards that have been developed, approved and published. They are available on the [Fire Standards Board](#) (FSB) website. They include:

- Emergency Response Driving
- Operational Response encompassing:
 - Operational Preparedness
 - Operational Competence
 - Operational Learning
- Code of Ethics
- Community Risk Management Planning

Further Fire Standards from the first phase delivery plan are in development with both Prevention and Fire Protection nearing completion and publication. A second phase of delivery to be undertaken over the next 12-18 months has been agreed by the Board, subject to funding availability.

Details of progress against all standards is included in this report.

Recommendations

Members are asked to:

- note the contents of this report for information; and
- request the support of fire authority members in enabling and empowering their services to achieve the Fire Standards as part of their local continuous improvement journeys.

Background Information

The Fire Standards published to date and in development will form part of a suite of complimentary and linked Fire Standards for services in England.

Given the various stages of development required and the time needed for engagement with services in the early stages as well as through formal consultation, development work and publications are staggered. This is primarily done to align capacity and resources in a considered way, but also to pace the rate at which standards are released to services.

Once approved, Fire Standards will be shared on the [Fire Standards Board website](#).

A forward plan for the next phase of development over the next 12-18 months is shown below:

Key:

Green shading indicates Fire Standard now published

Blue shading indicates Fire Standard in development

P indicates planned date for publishing

Grey shading indicates a period for implementation support

ID	Fire Standards	2021												2022								
		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
Phase 1																						
1.1	Emergency Response Driving	Published																				
1.2	Operational Response - Preparedness	Published																				
1.3	Operational Response - Competence	Published																				
1.4	Operational Response - Learning	Published																				
1.5	Code of Ethics				Published																	
1.6	Community Risk Management Planning				Published																	
1.7	Prevention							P														
1.8	Fire Protection									P												
1.9	Data Requirements & Management																			P		
1.10	Well-Led Organisation (Leadership)												P									
Phase 2																						
2.1	Safeguarding													P								
2.2	Fire Investigation																		P			
2.3	Developing Leaders (Leadership)																		P			
2.4	Emergency Planning & Resilience																			P		
2.5	Workforce Management																				P	

The remaining areas to be considered for Fire Standards are listed below. It will not necessarily follow that a single Fire Standard will be developed for each activity in the list, but these are the areas that remain outstanding. Early development work in each area will help clarify and confirm the standards needed and the scope of each one, this is then agreed with the Board.

- Digital and Information Technology
- Communication, engagement, and consultation
- Collaboration and strategic partnerships
- Health and wellbeing (of staff)
- Resources (potentially including procurement, contract management, commercial activities, fleet, and estates management)
- Assurance (potentially including external and internal audit, evaluation, and operational assurance)

Progress to Date

A summary of progress of the remaining Fire Standards in the Phase One delivery plan is summarised below.

Prevention Fire Standard

- The consultation on this standard has been completed and the feedback analysed.
- The post-consultation Fire Standard is being presented to the Board at the July meeting to request sign-off to proceed to Quality Assurance.
- It is anticipated this standard will be published in late July 2021.

Fire Protection Fire Standard

- The consultation on this standard has been completed and the feedback analysed.
- Considerable changes have been identified through the consultation process and the working group are now finalising revisions to the Fire Standard. It is not envisaged a further consultation is required but the working group are currently considering this.
- The anticipated publication date for this Fire Standard is now September 2021.

Data Requirements and Management

- Work on the scoping phase of this Fire Standard has been paused until further work is completed in the NFCC Digital and Data programme who are supporting the development work.
- This is a complex area of work with many potential implications; therefore, time is being taken to fully understand where a Fire Standard may add value and the appropriate timing of that.
- Meetings are scheduled with the NFCC programme team and the FSB Chairs to understand current timelines and impact before a further discussion at the Board meeting in July to agree the best way forward.

Leadership

- Following early scoping work and conclusions from this, the requirements of the Leadership Fire Standards have been re-defined.
- The Board's intent is to establish Fire Standards that bring clarity about the role of leaders of fire and rescue services for the general public, the employees of the services, as well as for all other stakeholders.
- Initially two Leadership Fire Standards were commissioned by the Fire Standards Board which included:
 1. **Well-Led Organisation** – to encapsulate what leadership of a well-led and managed fire and rescue service looks like
 2. **Developing and promoting good leadership** – to encapsulate what is required to develop and promote good leadership at all levels within the fire and rescue service
- As a result of the scoping work on both of these areas, a further Fire Standard has been identified and is being included in the next phase of Fire Standards development which is focussed on **Workforce Management and Planning**.
- All Leadership related Fire Standards will reference the core responsibilities and required behaviours of leaders linking to the NFCC Leadership Framework already in place and the Code of Ethics Fire Standard.

Well-Led Organisation

- Work on this Fire Standard is underway with scoping work completed and early drafting work currently taking place.
- This will lead to a period of peer review before moving to a full and open consultation.
- Work on many products and tools that will support these standards is also underway through the NFCC People Programme who will be working with the Fire Standards team on the development of these Fire Standards.

Developing Leaders

- Work on this Fire Standard has been rescheduled to allow work on the Well-Led Organisation to progress first.
- Early scoping work is now taking place with a view to start development in early September 2021.

Background notes for information

The Fire Standards Board (FSB) is responsible for the identification, organisation, development and maintenance of professional standards for fire and rescue services in England. Led by an independent Chair and Vice Chair, membership of the Board includes the NFCC, employers (both the LGA and the APCC) and the Home Office. The LGA representative on the Board is Cllr Nick Chard.

The FSB continues to meet regularly to review the progress made on Fire Standards development. Its next meeting is scheduled for 14 July 2021.

Services should now be aware of the requirements being placed upon them through these Fire Standards. Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HIMCFRS) will be referencing the standards in their inspection arrangements and therefore services should be prepared to evidence their progress towards achieving them.

The Fire Standards Board would welcome and appreciate the support of fire authority chairs and members in:

1. ensuring their services engage in development work and peer review through releasing their subject matter experts to support development work through the NFCC where appropriate and feasible;
2. respond to the Fire Standards consultations as they are published; and,
3. support activities to achieve those Fire Standards through implementation once approved and published.

Fire Services Management Committee Update paper

Purpose of report

For information.

Summary

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

Recommendation

That members of the Committee note the report.

Actions

Officers to continue to provide updates to members.

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Fire Services Management Committee Update paper

Senior Stakeholder Group – Spending Review

1. The LGA continues to work together with the National Fire Chiefs Council (NFCC) to input into the next Spending Review process. The timing of the next Spending Review is not yet known; however, HM Treasury is expected to make an announcement in Summer 2021. Submissions will likely then be due in the Autumn.
2. At the Fire Services Management Committee meeting on 21 May 2021, Members were advised that the Senior Stakeholder Group (SSG) would be reconvened following the positive engagement we had with the Home Office through the SSG throughout 2020. The SSG has now met twice, once in June and once on 1 July.
3. The first meeting of the SSG was chaired by the Minister and set the overall themes that the submission into the Treasury would cover. The second looked in more depth at the efficiencies and productivity gains that the sector could look to make over the period of the Spending Review.

Governance Task & Finish Group – Fire Reform White Paper

4. On 16 March 2021, the Home Secretary laid a Written Ministerial Statement in Parliament setting out the findings from part one of the Police and Crime Commissioners (PCC) Review. This included a series of recommendations to reform the police service and fire and rescue sector. Government has outlined that findings from this part of the review will inform options for the upcoming White Paper on fire reform. Centred on three pillars of improvement – Professionalism, People, and Governance - the White Paper will outline the roadmap for reform, alongside the comprehensive legislative programme on fire and building safety. The White Paper is scheduled to be published in Summer 2021, for consultation throughout the Autumn.
5. At the FSMC meeting on 21 May 2021, Members were advised that a Governance Task and Finish Group would be convened to explore the key issues regarding governance and alternative models for creating stronger executive and scrutiny functions within fire and rescue authorities. The Group first met on 30 June and will convene again in late July. All proposals will be brought to FSMC for consideration.

Governance and leadership workshops

6. Throughout July and September 2021, the LGA will be hosting a series of half-day workshops focusing on governance and leadership in the fire and rescue sector. In the context of the outcomes from part one of the PCC Review and the upcoming Fire Reform White Paper, experienced facilitators will deliver a range of interactive learning and development activities that aim to:
 - 6.1. Provide FRA members with a comprehensive overview of their role within the fire and rescue authorities and best practice for good governance

- 6.2. Strengthen knowledge and understanding of various leadership approaches, including a focus on the practical scrutiny skills required to support effective executive decision-making.
7. Workshops will be convened on:
 - 7.1. Wednesday, 21 July 2021, 9.30am – 1.30pm
 - 7.2. Wednesday, 28 July 2021, 9.30am – 1.30pm
 - 7.3. Tuesday, 7 September 2021, 9.30am – 1.30pm.
8. The workshops are open to all Members, with some limitations to the number of delegates per Fire Authority. Chairs of FRAs will be particularly encouraged to attend. Registrations will be done via Eventbrite.

Fire Leadership Essentials

9. Each year the LGA runs two Fire Leadership Essentials programmes to support Fire and Rescue Authority (FRA) members with their responsibilities. Now delivered virtually via Zoom, the next course will be held over three-days from Tuesday, 14 September to Thursday, 16 September 2021.
10. Free to all Members, this course aims to provide an induction to the fire sector and is a great opportunity to network with other fire members, so new fire authority members are being particularly encouraged to attend. By the end of the course, delegates will have had the opportunity to:
 - 10.1. Develop a comprehensive understanding of the fire sector, including clarity on duties and responsibilities
 - 10.2. Develop skills around leadership in fire and rescue authorities (FRAs).
 - 10.3. Gain a thorough understanding of scrutiny in FRAs and practical skills to apply that understanding.
 - 10.4. Improve knowledge of the key strategic issues facing the sector, including building safety, the fire inspections regime and issues around culture, inclusion and diversity in the fire sector.
 - 10.5. Share ideas and network with leading members from a variety of FRAs.

Outside bodies update

11. Emergency Services Mobile Communications Programme (ESMCP) Working Group: On 21 June, the LGA held its first ESMCP working group with Councillors Dave Norman, Eric Carter, Carolyn Lambert and Leigh Redman. There were presentations from Ian Taylor, Senior User and Business Change Lead (Fire) for NFCC, and Simon Parr, Senior Responsible Officer for the Programme at the Home Office. Members discussed the latest Full Business Case for the programme and the LGA's response. Subsequently, a letter went to the Home Office outlining the sector's key concerns regarding the potential

impact of the programme on the delivery of statutory duties, the costs and the timescales. On 1 July, the ESMCP's Fire Customer Group convened, with Cllr Dave Norman and Cllr Eric Carter in attendance.