

## Agenda

### Members

Mr K Taylor (Chair), Mr G Yarranton (Vice-Chair)  
Mr T Bean, Mr B Bullock, Mrs M Bunker, Mr J Campion, Mrs L Eyre , Mr A Hardman, Brigadier P Jones CBE, Mrs M Lloyd-Hayes, Mrs J Potter, Mr D Prodger MBE, Mr C Smith, Mr D Taylor, and Mr R Udall.

| 1. <b>Apologies for Absence</b>  | <b>Pages</b>  |
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| To receive any apologies for absence.  |               |
| 2. <b>Named Substitutes</b>  |               |
| To receive details of any Member of the Authority nominated to attend the meeting in place of a Member of the Committee.   |               |
| 3. <b>Declaration of Interests (if any)</b>  |               |
| The Members' Code of Conduct requires Councillors to declare any interests against an Agenda item, the nature of an interest and whether the interest is personal or prejudicial. If a Councillor has a personal interest, they must declare it but can stay, take part and vote in the meeting. If a Councillor has a prejudicial interest then they must declare what that interest is and leave the meeting room for the duration of the item.<br><br>This item allows the Chairman to invite any Councillor to declare an interest in any of the items on this Agenda. |               |
| 4. <b>Confirmation of Minutes</b>  | <b>1 - 6</b>  |
| To confirm the minutes of the meeting held on 23 November 2011 (copy attached).  |               |
| 5. <b>Budget 2012/13 and Review of Medium Term Financial Plan</b>  | <b>7 - 18</b> |
| To review the current position in relation to budgets for 2012/13 and beyond.  |               |

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| <b>6. West Midlands Contractor Framework</b>  | <b>19 – 21</b> |
| To inform Members of the formation of the West Midlands Contractor Framework and the Authority's involvement in the consequent Partnering Agreement involving Worcestershire County Council, Herefordshire Council, West Mercia Police and the Fire and Rescue Authority and to seek approval of the use of Standing Order 5.1.f in awarding contracts under the framework. |                |
| <b>7. Retaining Staff with Specialist Skills</b>  | <b>22 - 36</b> |
| To bring to the attention of the Policy and Resources Committee issues relating to potential skills gaps in the Service as a result of the potential changes to pension provisions and to seek agreement to a policy that mitigates the potential for this to happen.   |                |
| <b>8. Updates to Work Programme 2011/12</b>   | <b>37 - 39</b> |
| To consider and amend as appropriate the Work Programme of the Policy and Resources Committee.  |                |
| <b>9. Budget Monitoring 2011/12</b>   | <b>40 - 45</b> |
| To inform the Policy and Resources Committee of the current position on budgets and expenditure for 2011-12.  |                |
| <b>10. Fees and Charges</b>   | <b>46 - 48</b> |
| To update the Committee on progress in implementing the Fire and Rescue Authority decision on charging.   |                |
| <b>11. IRMP 2011/12 Update – Review of the Provision of Operational Training and Development</b>  | <b>49 - 57</b> |
| To inform the Policy and Resources Committee of the outcomes of the Integrated Risk Management Plan (IRMP) 2011/12 Objective No. 6, the Review of Operational Training and Development.   |                |
| <b>12. IRMP 2011/12 Update – Review of the Community Safety Department</b>  | <b>58 - 71</b> |
| To inform the Policy and Resources Committee of the outcomes of the Integrated Risk Management Plan (IRMP) 2011/12 Objective No. 2, the Review of the Community Safety Department.  |                |

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| <b>13. Fire Fighting Water Supply</b>  | <b>72 - 75</b>  |
| To provide a summary of the current position with respect to the provision, inspection and maintenance of water supplies and to request support with a national campaign to change legislation, which would benefit the Fire and Rescue Authority. |                 |
| <b>14. Joint Consultative Committee Update</b>   | <b>76 – 77</b>  |
| To inform the Policy and Resources Committee of the Joint Consultative Committee meeting held during December 2011.  |                 |
| <b>15. Exclusion of the Press and Public</b>   |                 |
| <b>In the opinion of the Clerk to the Authority the meeting will not be, or is not likely to be open to the public at the time item 16 is considered for the following reason:</b>   |                 |
| <b>Item 16 is likely to disclose information relating to the financial or business affairs of the Authority.</b>   |                 |
| <b>16. Asset Management Strategy : Worcester Fire Station</b>  | <b>78 - 103</b> |
| To gain approval from the Policy and Resources Committee to proceed with a proposal to replace Worcester Fire Station.   |                 |
| <b>Glossary</b>  |                 |