

**Hereford & Worcester Fire and Rescue Authority
Policy and Resources Committee
7 June 2012**



Minutes

Members Present

Mr K Taylor (Chairman), Mr G Yarranton (Vice-Chairman)
Mr T Bean, Mr B Bullock, Mrs M Bunker, Mr J P Campion, Mrs E Eyre, Brigadier P Jones CBE, Mrs M Lloyd-Hayes, Mrs J Potter, Mr D W Prodger MBE, Mr C Smith, Mr D Taylor.

No	Item
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1.	Apologies for Absence
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Apologies were noted from: Mr A Hardman and Mr C Smith.

2.	Named Substitutes
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No substitutes were appointed.

3.	Declaration of Interests (if any)
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The Chairman invited Members to declare any personal or prejudicial interests against any of the Agenda items. Brigadier P Jones CBE, declared a personal interest in agenda item number 6 IRMP 2011/12 Fire Cover: Proposals and Results of Consultation as his stepson is a firefighter at Bromsgrove Fire Station.

4.	Confirmation of Minutes
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RESOLVED that the Minutes of the meeting of the Policy and Resources Committee held on 7 March 2012 be confirmed as a correct record and signed by the Chairman.

5.	Provisional Financial Results 2011/12
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A report was considered that briefed the Policy and Resources Committee on the provisional financial results for the year ended 31 March 2012.

The Treasurer presented the report and drew Members' attention to the fact that there was likely to be a projected underspend of approximately £280,000. Furthermore, Members were advised that spending had been held in check, particularly as the Authority was not sure if it would be awarded the Fire Control Grant. However, Members had previously been advised that this Grant had now been received. Members were informed that further monies had been set aside to cover the national claim of unfair treatment of the Retained Duty System (RDS) staff, significant redundancy costs and unlawful exclusion of RDS firefighters from the Firefighters Pension Scheme.

Councillor J P Campion joined the meeting at 10.32 am.

It was proposed to re-phase the budget for minor schemes and to carry forward the unallocated Buildings and Minor Works allocations. It was also proposed that the Audit Committee would not be asked to approve the Statement of Accounts until the audit had been completed in September 2012.

RESOLVED: that the Committee:

- i. notes the provisional financial results for 2011-12;***
- ii. recommends that the Authority approves the re-phasing of capital budgets from 2011-2012 to 2012-13 (as set out in paragraphs 17 to 25 of the report to the Policy and Resources Committee on 7 June 2012).***
- iii. recommends that the Authority approves the use of revenue resources as suggested in the report as set out in paragraphs 4 to 16 of the report to the Policy and Resources Committee on 7 June 2012); and***
- iv. notes that the Audit Committee will consider the Annual Statement of Accounts in detail.***

Councillor M Lloyd-Hayes joined the meeting at 10.36 am.

6. IRMP 2011/12 Fire Cover : Proposals and Results of Consultation

A report was considered that informed the Policy and Resources Committee of the outcomes of the recent consultation programme.

The Chief Fire Officer presented the report and advised Members that the proposals contained in the report would save the Authority approximately one million a year but as a consequence of the proposals there would be no change to the amount of fire engines, or the amount of firefighters on engines nor would it be necessary to make any personnel redundant.

With regard to the consultation, Members were advised that a significant proportion of the responses had been positive. Negative comments had centred on the length of working hours at Bromsgrove and whether the proposals would compromise ability to take leave.

Councillor B Bullock joined the meeting at 10.50 am.

In response to a request from Members, the Chief Fire Officer agreed to bring to the Committee a further report on how the new proposals were being implemented.

A Member congratulated officers on the way the consultation had been conducted and also on the transparency of the process.

RESOLVED:

- i. the 2011/12 IRMP Recommendation 4 Fire Cover Review and feedback from consultation be noted; and*
- ii. the following recommendations be approved by the Authority:*
 - to reduce the number of firefighting staff on each watch at the three existing day crewed fire stations (Malvern, Evesham and Droitwich) from 8 to 7;*
 - to reduce the number of firefighting staff on each watch at Hereford and Worcester Fire Stations from 14 to 12.5 (average between the two stations);*
 - to implement a new crewing pattern (Day Crewing Plus) at Bromsgrove leading to a reduction in the establishment from 28 to 14; and*
 - there are no changes to the provision of the third Retained Duty System (RDS) appliance at Hereford, Worcester and Redditch.*

7. The Fire and Rescue Authority's Annual Plan 2012/13

The Committee considered the draft Fire and Rescue Authority Plan 2012/13.

The Chief Fire Officer presented the report and advised Members of the three key areas of the Fire and Rescue Authority Plan namely:

- Core Purpose
- We Will Deliver Through
- Our Foundations

Members were advised that the plan was currently in its narrative version and that it would be further embellished with photographs and graphics before it was finalised.

A Member suggested that reference to partnership working should be more pronounced and it was suggested that this could be included within the finalised Plan.

RESOLVED: that the Policy and Resources Committee recommend the draft Fire and Rescue Authority Plan 2012/13 be approved by the Authority.

8. IRMP 2011/12 Environmental Management

A report was considered that updated the Committee on actions and direction to support IRMP Recommendation 7 relating to environmental management.

The Chief Fire Officer presented the report and reiterated Objective 7 of the IRMP Action Plan which stated: *"We will review our approach to environmental issues to ensure that we are maximising the potential partnership working in this area,*

reducing our energy usage and identifying opportunities for cost efficiency.”

Members were advised of areas where the Authority had striven to meet Objective 7 with regard to its properties and these included the use of solar photovoltaic panels, lighting timers, solar water heating, ground sourced heat pumps and rainwater harvesting.

With regard to the Authority's fleet it was more difficult to achieve energy saving but cost savings had been made by using Land Rovers as officer response cars. Also it was noted that Land Rover provided a carbon offset programme which invested in global projects to offset the carbon used in manufacturing the vehicle and exhaust emissions created during the vehicle's asset life. Furthermore, Members were advised that the joint police and fire station in Bromsgrove would reduce the size of public estate in Worcestershire and would provide significant energy usage savings.

A discussion ensued on other ways the Authority could improve its environmental footprint. It was suggested that Members could receive further information and agendas from the Authority electronically. The Corporate Support Manager advised that some Members already received their papers electronically and she agreed to write to Members asking them if they wanted to opt for electronic correspondence and committee papers.

RESOLVED:

- i. the content of the report be noted; and***
- ii. the IRMP Action Plan 2011/12 Objective 7 be considered complete.***

9. Update on Delivery of the 2011/12 IRMP Action Plan

The Committee considered a report that outlined the outcomes and progress against seven recommendations from the 2011/12 IRMP Action Plan.

RESOLVED that the Policy and Resources Committee note the contents of this report and approves its submission to the Fire and Rescue Authority.

10. Performance Management Indicators for 2012/13

A report was considered that proposed the alignment of the 2012/13 performance measures to Our Strategy and requested approval for the basis for reporting these measures.

The Chief Fire Officer presented the report and advised Members that the Authority was striving to become more efficient and produce information that was more focussed. Thus it was proposed that following a review of the current suite of performance indicators, reporting would be presented on an accumulative basis through the year with each quarter contributing to the overall performance of the next within each year rather than each quarter in isolation as was the current practice.

RESOLVED that the Policy and Resources Committee approve the reporting criteria on the proposed key performance indicators.

11. Work Programme

The Committee considered a draft Work Programme for the ensuing year.

The Corporate Support Manager advised Members that whilst the Work Programme was a dynamic document it was not prescriptive and an element of flexibility could be retained to accommodate additional items as issues arose through the year.

RESOLVED that the Policy and Resources Committee approves the Work Programme for 2012/13.

12. Fire and Rescue Authority Plan 2011-2012 Consolidated Report Quarter 4 and End of Year Performance Analysis

A report was considered that provided the Policy and Resources Committee with a summary of Quarter 4 and End of Year Performance against the Fire and Rescue Authority Plan 2011-12.

The following points from the report were highlighted:

- Overall total incident numbers remained approximately the same as last year.
- Overall numbers of fires had increased this year caused by a large increase in secondary fires.
- Overall numbers of fires in commercial premises remained consistent with previous years.
- Chimney fires had increased marginally.
- Total Special Service numbers were down to their lowest for 5 years with Road Traffic Collision (RTC) numbers comparable to last year.
- Flooding incidents showed a significant reduction.

RESOLVED that the Policy and Resources Committee note the content of this report.

13. Changes to the Equality and Diversity Steering Group

A report was considered that updated the Policy and Resources Committee on changes to the Equality and Diversity Steering Group.

The Chief Fire Officer presented the report and highlighted the proposed changes namely:

- Revised Terms of Reference which included a change in the name to Equality and Diversity Advisory Group.

- The Group would be chaired by the Chief Fire Officer.
- The Group would act in an advisory capacity and feedback quarterly to both the Senior Management Board and the Policy and Resources Committee.
- Membership of the Group would be adjusted to ensure that each functional unit of the Service that may have a role in delivering equalities was represented.

RESOLVED that the Policy and Resources Committee note the content of this report.

14. Joint Consultative Committee Update

A report was considered that outlined the activities of the Joint Consultative Committee since the Committee had last met.

RESOLVED that the Policy and Resources Committee note the content of this report.

15. Health and Safety Liaison Panel Update

A report was considered that provided the Policy and Resources Committee with an update on the activities and items of significance from the Service's Health and Safety Liaison Panel.

RESOLVED that the Policy and Resources Committee note the content of this report.

The meeting concluded at 12.04 pm

Signed: _____
Chairman

Date: _____