



Hereford & Worcester Fire Authority

Full Authority

Wednesday, 16 October 2024, 14:30

Chairman: Mr C B Taylor

Minutes

Members Present: Mr A Amos, Mr B Brookes, Mr B Clayton, Mr D Davies, Mrs E Eyre BEM, Mr I D Hardiman, Mr Al Hardman, Mr M Hart, Mrs E Marshall, Mr R J Morris, Mr C B Taylor

0494 Apologies for Absence

Apologies were received from Cllr D Boulter, Cllr J Carwardine, Cllr D Chambers, Cllr J Kenyon, Cllr N McVey, Cllr J Monk, Cllr D Morehead, Cllr R Phillips, Cllr L Robinson, Cllr D Toynbee, Cllr R Udall and Cllr T Wells.

0495 Declarations of Interest (if any)

There were no interests declared.

0496 Chairman's Announcements

- The Service recently signed a Statement of Intent to support the Armed Forces through their Employers Recognition Scheme. The scheme comprises bronze, silver and gold awards for employers who support those who serve or have served in the Armed Forces, and their families. Following some initial recruitment work that had been completed in association with the MOD over the past few months, the Service has successfully been awarded a Bronze Certificate. This is a significant achievement that demonstrates the Service's intent to support defence personnel with work already taking place to hopefully secure the Silver Award in 2025. All Members would have received an email from the Chief Fire Officer outlining this significant achievement.

- Planning Permission for Hereford temporary fire station should hopefully be completed this week.
- There will be a report to the Fire Authority in December regarding the Grenfell Report.
- At the recent UKRO Challenges which took place in Portsmouth, HWFRS teams did very well and HWFRS and were one of the very few Fire Services that had a team in every single category, including 2 Fire Cadet teams. Congratulations were passed to the teams.

0497 Public Participation

There was no public participation.

0498 Confirmation of Minutes

RESOLVED that the minutes of the Fire Authority meeting held on 26 June 2024 be confirmed as a correct record and signed by the Chairman.

0499 Resource Review Update

The Deputy Chief Fire Officer updated the Authority on the implementation measures taken in support of the Resource Review.

Members were pleased to note that the decision taken by the Authority on 26 June 2024, set out in the Resource Review, was already being implemented. The changes were showing an improvement in crewing levels on wholetime watches and had begun to impact on resilience register costs.

The full reallocation of resources should be completed by early 2025 and fully embedded throughout 2025. Early indications were they were having a positive effect on crewing at wholetime locations and would see an uplift in On-Call availability in the longer term.

RESOLVED that Members note progress to date regarding measures taken to implement the outcome of the Resource Review, in particular:

- ***Removal of the 7 On-Call appliances***
- ***Introduction of 4x4 vehicles***
- ***Capital financing costs***

- ***Increased wholetime watch strength (including Day Crewed)***
- ***Positive position regarding resilience cost***

0500 On-Call Marketing and Recruitment Project Update

The Deputy Chief Fire Officer updated Members on the outcome of the On-Call Marketing and Recruitment Project, along with next steps.

The On-Call project had enabled HWFRS to develop a focused approach to On-Call attraction and recruitment.

Members were pleased to note that the On-Call project had allowed the Service to gain a better understanding of the attraction characteristics, and motivators of the On-Call firefighters' role. It had also highlighted how digital media, driven through a branded campaign, could add value, broaden diversity, and increase the number of candidates applying to be On-Call firefighters.

Members noted that the outcome of the project now positioned HWFRS in a better place having invested in a dedicated resource to support the long-term sustainability of the On-Call system in use. It had a recruitment methodology that had a proven track record, and one that reflected the modern digital world we find ourselves operating in. Members noted that the promotional video could be seen via the link in the electronic agenda.

RESOLVED that Members noted the improvements in new ways of working established by the project and the ongoing commitment from the Strategic Leadership Board (SLB) to establish and support dedicated resources to ensure the sustainability of the On-Call model used within Hereford & Worcester Fire and Rescue Service (HWFRS).

0501 His Majesty's Inspectorate of Constabularies and Fire and Rescue Services (HMICFRS) Improvement Plan 2023-25 – Q1 Update 2024-25

The Deputy Chief Fire Officer updated Members on the HMICFRS Improvement Plan and the progress made during Quarter 1 2024-25, following the inspection report dated 29 November 2023.

[Cllr R Morris left the meeting at 15:20 and returned to the meeting at 15:22].

Members noted that the first update of the HMICFRS Improvement Plan 2023-25 showed that progress had been made up to the end of June 2024 (Q1).

RESOLVED that Members noted the actions to deliver the HMICFRS Improvement Plan and that notable progress had been made up to the end of June 2024 (Q1).

0502 Environmental Sustainability Update

The Chief Fire Officer updated Members on the progress in delivering the actions set out in the Environmental Sustainability Plan 2021-2025 v2 (updated June 2023).

Members noted the continued progress made in delivering the actions set out in the Environmental Sustainability Plan 2021-2025 (v2). Members also noted that expected progress had been made on the approved 12 remaining actions, and the capital build programme continued to ensure that environmental sustainability was aligned with BREEAM (Building Research Establishment Environmental Assessment Methodology) 'good' principles.

The Chief Fire Officer assured Members that in the future the Service would look in more depth at suppliers' environmental impact and credentials.

RESOLVED that Members note the progress to deliver the action plan set out in the Environmental Sustainability Plan 2021-25 v2.

0503 Fire Alliance Update: Fire Control Project

The Chief Fire Officer updated Members on the progress of the Fire Alliance Fire Control Project.

Members noted that by working in partnership with Shropshire, Cleveland and County Durham and Darlington Fire Authorities, the Fire Alliance had provided the opportunity to make significant cost savings. Early estimates were that the Authority would make savings of close to £3.5 million over 7 years on the system, based on the joint collaboration rather than procuring a single system.

RESOLVED that Members noted the update, confirming the development of a new joint fire control system in partnership with Shropshire FRS, Cleveland FB and County Durham & Darlington FRS.

0504 Minutes of the Policy and Resources Committee

The Chairman of the Committee presented the minutes of the Policy and Resources Committee meeting held on 11 September 2024.

RESOLVED that the minutes of the Policy and Resources Committee meeting held on 11 September 2024 be received and noted.

0505 Minutes of the Audit and Standards Committee

The Chairman of the Committee presented the minutes of the Audit and Standards Committee meeting held on 25 September 2024.

The Chairman of the Committee presented the minutes of the Audit and Standards Committee meeting held on 25 September 2024. The Treasurer brought to the attention of Members that on final completion of the Audit, the Auditors had now requested an additional note in the Accounts and sentence in the Letter of Representation relating to the accounting for the Redditch project.

RESOLVED that the minutes of the Audit and Standards Committee meeting held on 25 September 2024 be received and the minor revision to the Letter of Representation and Accounts be approved.

The Meeting ended at: 15:47

Signed:.....

Date:.....

Chairman