



Hereford & Worcester Fire Authority

Policy and Resources Committee

Wednesday, 08 May 2024, 10:30

Vice-Chairman: Mr C B Taylor

Minutes

Members Present: Mr D Boulter, Mrs J Carwardine, Mr D Chambers, Mr D Davies, Mr D Morehead, Ms L Robinson, Mr C B Taylor, Mr T Wells

0258 Apologies for Absence

Apologies were received from Cllr J Monk, Cllr R Phillips and Cllr R Udall.

0259 Named Substitutes

There were no named substitutes.

0260 Declarations of Interest (if any)

There were no interests declared.

0261 Confirmation of Minutes

RESOLVED that the minutes of the Policy and Resources Committee meeting held on 6 March 2024 be confirmed as a correct record and signed by the Chairman.

0262 Modern Slavery and Human Trafficking Statement 2023/2024

The Assistant Chief Officer - Director of Prevention presented the updated Modern Slavery and Human Trafficking Statement 2023/24 for approval.

Members noted that the existing Safeguarding e-learning training packages had been updated to include reference to modern slavery which were now mandatory for all staff to complete.

Members also noted that the Authority had made a Modern Slavery and Human Trafficking statement publicly available in order to raise

awareness and ensure there is no modern slavery within the Service or supply chains.

RESOLVED that the updated Modern Slavery and Human Trafficking Statement 2023/24 be approved and published on the Service website.

0263 Pensions Board Update (Fire Pension Schemes)

The Treasurer provided an update on the establishment and activities of the Pensions Board.

Members noted that since the last report there had been no conflicts of interest or significant breaches. However, there had been a technical breach in relation to the deadline date for contacting staff as part of the second options exercise that would be reported.

With reference to the Matthews Remedy, Members noted that letters had been sent out to approximately 500 eligible members with an Expression of Interest form. There were 22 that had been identified with no known addresses and therefore a tracing agency was being used to try and establish contact. Due to the additional workload, the Strategic Leadership Board agreed to bring in temporary support to complete the work to the set deadline date; this person had now commenced.

With reference to the Sargeant Remedy, Members noted that relevant legislation had now been amended by Parliament which delivered options for individuals to have their service during the remedy period (April 2015- April 2022) recalculated as though they were still members of the legacy scheme for that period.

RESOLVED it be noted that:

i) the Pensions Board continues to be compliant with the Public Services Pensions Act 2013;

ii) in line with the recommendations of the Pensions Regulator, the Pensions Board now meets four times a year; and

iii) progress continues to be made on a range of issues as described in the report.

0264 2023-24 Performance Report: Q4 (01 January – 31 March 2024)

The Assistant Chief Officer - Director of Prevention presented a summary of the Service's performance for Q4, 2023-24.

Members noted that a total of 1,841 incidents were attended in Q4 2023-24, an increase of 6% on Q4 2022-23, which broke down to 289 Fires, 680 Special Services and 872 False alarms. The Service also attended 12 'Over the Border' incidents during this quarter, completed 1856 Home Fire Safety Visits (432 by Prevention Technicians and 1,424 by Wholetime crews) and 241 business premises inspections.

RESOLVED that the details of the Q4 2023-24 performance headlines be noted, in particular that:

i) A total of 1,841 incidents overall were attended in Q4 2023-24 which was an increase of 6% on Q4 2022-23;

ii) Fires (289) were 15% lower than Q4 2022-23 and lower than the five-year average of 364;

iii) Special Services (680) were 13% higher than the corresponding quarter of the previous year and higher than the five-year average of 603; and

iv) False alarms (872) were higher by 10% compared with Q4 2022-23 and above the five-year average of 796.

0265 Update from the Joint Consultative Committee

The Assistant Chief Fire Officer - Director of Protection and Assets presented the activities of the Joint Consultative Committee since the last update provided on 14 November 2023.

Members noted the current issues under discussion with employee representatives.

RESOLVED that the following new and existing items currently under discussion by the Joint Consultative Committee be noted:

i) Station Work Routines;

ii) Fitness and Attendance Management Policies;

iii) Resource Review;

iv) Culture and Ethics Steering Group;

v) National Operational Guidance (NOG) and Intel Projects;

vi) Property Updates;

vii) HMICFRS Action Plan;

viii) Updates: Proposed New Flexible Duty System for Fire Control, Fire Control Crewing, New Employment Rights; and

ix) USAR On-Call Process.

The Meeting ended at: 11:06

Signed:.....

Date:.....

Chairman