



HEREFORD & WORCESTER Fire Authority

Policy and Resources Committee

AGENDA

Thursday, 16 September 2021

10:30

**Wyre Forest House Council Chamber
Wyre Forest District Council, Wyre Forest House,
Finepoint Way, Kidderminster, Worcestershire, DY11 7WF**

Wyre Forest House Location Map

SAT NAV: DY11 7FB

Wyre Forest House, Finepoint Way, Kidderminster, DY11 7WF
Reception at Wyre Forest House 01562 732101

From Stourport:

Head towards Kidderminster on the A451 Minster Road, passing Stourport High School and Stourport Sports Club on your left. When you reach the traffic lights at the crossroads, turn left into Walter Nash Road West (signposted Wyre Forest House). Then take your first left onto Finepoint Way. Follow the road around to your left and Wyre Forest House is at the end of the road on the left. Visitor parking is available and signposted from the mini roundabout.

From Kidderminster:

From Kidderminster, follow the signs for Stourport and head out of Kidderminster on the A451 Stourport Road, this road becomes a dual carriageway. You will pass 24/7 Fitness and Wyre Forest Community Housing on your left. At the crossroads with traffic lights turn right into Walter Nash Road West (there is a dedicated right hand-turn lane), signposted for Wyre Forest House. Then take your first left onto Finepoint Way. Follow the road around to your left and Wyre Forest House is at the end of the road on the left. Visitor parking is available and signposted from the mini roundabout.



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- the right to attend all Authority and Committee meetings unless the business to be transacted would disclose “confidential information” or “exempt information”;
- the right to film, record or report electronically on any meeting to which the public are admitted provided you do not do so in a manner that is disruptive to the meeting. **If you are present at a meeting of the Authority you will be deemed to have consented to being filmed or recorded by anyone exercising their rights under this paragraph;**
- the right to inspect agenda and public reports at least five days before the date of the meeting (available on our website: <http://www.hwfire.org.uk>);
- the right to inspect minutes of the Authority and Committees for up to six years following the meeting (available on our website: <http://www.hwfire.org.uk>); and
- the right to inspect background papers on which reports are based for a period of up to four years from the date of the meeting.

Please note that when taking part in public participation, your name and a summary of what you say at the meeting may be included in the minutes.

A reasonable number of copies of agenda and reports relating to items to be considered in public will be available at meetings of the Authority and Committees. If you have any queries regarding this agenda or any of the decisions taken or wish to exercise any of these rights of access to information please contact Committee & Members’ Services on 01905 368209 or by email at committeeservices@hwfire.org.uk.

WELCOME AND GUIDE TO TODAY’S MEETING. These notes are written to assist you to follow the meeting. Decisions at the meeting will be taken by the **Councillors** who are democratically elected representatives and they will be advised by **Officers** who are paid professionals. The Fire and Rescue Authority comprises 25 Councillors and appoints committees to undertake various functions on behalf of the Authority. There are 19 Worcestershire County Councillors on the Authority and 6 Herefordshire Council Councillors.

Agenda Papers - Attached is the Agenda which is a summary of the issues to be discussed and the related reports by Officers.

Chairman - The Chairman, who is responsible for the proper conduct of the meeting, sits at the head of the table.

Officers - Accompanying the Chairman is the Chief Fire Officer and other Officers of the Fire and Rescue Authority who will advise on legal and procedural matters and record the proceedings. These include the Clerk and the Treasurer to the Authority.

The Business - The Chairman will conduct the business of the meeting. The items listed on the agenda will be discussed.

Decisions - At the end of the discussion on each item the Chairman will put any amendments or motions to the meeting and then ask the Councillors to vote. The Officers do not have a vote.



Hereford & Worcester Fire Authority

Policy and Resources Committee

Thursday, 16 September 2021, 10:30

Agenda

Councillors

Mr R J Phillips (Chairman), Mr C B Taylor (Vice Chairman), Mr D Chambers, Mr A Ditta, Ms K S Guthrie, Mrs K Hey, Ms J Monk, Mr D Morehead, Ms L Robinson, Mr L Stark, Mr R M Udall, Mr T Wells

No.	Item	Pages
1	Apologies for Absence To receive any apologies for absence.	
2	Named Substitutes To receive details of any Member of the Authority nominated to attend the meeting in place of a Member of the Committee.	
3	Declarations of Interest (if any) This item allows the Chairman to invite any Councillor to declare an interest in any of the items on this Agenda.	
4	Confirmation of Minutes To confirm the minutes of the meeting held on 2 December 2020.	1 - 5
5	Budget Monitoring 2021/22 – Quarter 1 To inform Members of the current position on the revenue and capital budget for 2021/22.	6 - 12
6	Redevelopment of Hereford Fire Station To update members on the proposals for the redevelopment of Hereford Fire Station on the existing site and to seek approval for an increased budget allocation.	13 - 16

7	North Herefordshire Strategic Training Facility & Feasibility to Relocate Leominster Fire Station, and Options to Move Training Centre to Wyre Forest Fire Station	17 - 21
	To update members on the proposals for the development of a North Herefordshire Strategic Training Facility, and the potential future relocation of Leominster Fire Station, and options to relocate Training Centre to Wyre Forest Fire Station.	
8	Property Update	22 - 24
	To provide an update for members on the current property programme.	
9	Pensions Board Update (Fire Pension Schemes)	25 - 28
	To provide the Policy and Resources Committee with an update on the establishment and activities of the Pensions Board.	
10	Firefighters Pension Schemes – Voluntary Scheme Pays (VSP)	29 - 31
	To seek a variation to the current approval for the implementation of a Voluntary Scheme Pays (VSP) to delegate authority to the Treasurer to agree appropriate arrangements.	
11	Quarterly Performance Reporting	32 - 35
	To set out proposals to redesign the Performance Quarterly Report based on key performance areas identified in the new core and enabling Strategies.	
12	Q1 2021-22 Performance Report	36 - 51
	This report summarises the Service's performance for Quarter 1 2021-22.	



Hereford & Worcester Fire Authority

Policy and Resources Committee

Wednesday, 02 December 2020, 10:30

Chairman: Mr K Taylor

Vice-Chairman: Mr R Adams

Minutes

Members Present: Mr R C Adams, Mr T D Baker-Price, Mr B Clayton, Mr A Fry, Ms K S Guthrie, Dr C A Hotham, Mrs F M Oborski MBE, Mr R J Phillips, Mrs J Potter, Mr C B Taylor, Mr P A Tuthill, Mr R M Udall

171 Apologies for Absence

Apologies were received from Cllr J Raine.

172 Named Substitutes

There were no named substitutes.

173 Declarations of Interest (if any)

Cllr Phillips declared that he was Vice Chair of the Fire Pension Scheme, member of the Fire NJC and Fire Commission and Chair of the LGPS Scheme Advisory Board.

Cllr Oborski declared that she was a member of the Fire Commission.

174 Confirmation of Minutes

RESOLVED that the minutes of the meeting held on 16 September 2020 be confirmed as a correct record and signed by the Chairman.

175 Budget Monitoring 2020/21 – Quarter 2

The Treasurer informed Members of the current position on budgets and

expenditure for 2020/21.

He explained that with regard to the Revenue Budget, since the Quarter 2 report, there had been a number of further re-allocations to support core business activity and address the short-term impacts of Covid.

With regard to the Capital Budget, only 15% of the planned spend had occurred which represented a significant slippage and would have a corresponding impact upon capital financing costs.

With regard to Treasury Management, the Treasurer assured Members that borrowing should not be required this year due to the reduction in capital expenditure and the disposal of the former old HQ site at Kings Court.

RESOLVED that the Committee:

(i) Confirmed the proposed budget reallocations summarised in paragraph 7 (detailed in Appendix 1 Column 5); and

(ii) Noted that the forecast revenue out-turn would result in an in-year transfer to the Budget Reduction Reserve of £0.9m.

176 Urgent Decision Taken (2020/001)

The Treasurer informed Members of an Urgent Decision that had been taken since the last meeting of the Committee in relation to the Business Rates Pool 2021/22.

Members were reminded that in 2019/20 the Authority had resolved to join the Worcestershire Business Rates Pool. It was decided that this should continue for 2021/22 to keep resources in Herefordshire and Worcestershire rather than in central government and therefore the Authority was to join the pool for 2021/22.

RESOLVED that:

(i) The decision taken under the Urgent Decisions Procedure be noted; and

(ii) The subsequent decision to remain in the Worcestershire Business Rate Pool for 2021/22 be noted.

177 2020-21 Performance Report: Q1-Q2

The Assistant Chief Fire Officer presented Members with a summary of the Service's performance for Quarter 1 to Quarter 2 2020-21 against a

comprehensive set of Performance Indicators agreed by the Senior Management Board (SMB).

Members were made aware of an error in the sickness data where the figures had been transposed. Members were asked to note that there had actually been a decrease in the sickness levels and the recommendation below had been updated to reflect this.

Members were assured that with regard to Covid, any cases had been contained which was helped by splitting work forces into pods and home working where appropriate. This was testimony to the good work of staff ensuring work places were Covid secure.

A Member requested a breakdown between normal sickness and Covid and Members were advised that this information would be sent to them following the meeting.

There was a request from a Member for an amendment calling for a future report to consider the possibility of providing funding for an additional 100 firefighters over 4 years following the Report from the Fire Brigades Union over the loss of 11,000 firefighters across the country. Following discussion the amendment was put to a vote but was lost.

RESOLVED that Members noted the following headlines drawn from Appendix 1 relating to performance in Q1-Q2, 2020-21:

i) A total of 3,763 incidents were attended in Q1-Q2 2020-21, a decrease of 4.4% (173 incidents) when compared with Q1-Q2 2019-20. There has been a small increase of 3.4% in fire incidents and a 16.7% decrease in special service incidents when compared to Q1-Q2 2019-20.

a. Fires: an overall increase of 34 Fire incidents in Q1-Q2 2020-21 was mainly accounted for by an additional increase of 21.2% in Secondary Fire incidents when compared to Q1-Q2 2019-20. The number of Primary Fire incidents decreased by 11.2% when compared to Q1-Q2 2019-20. Although there was an decrease in the overall number of Primary Fires during Q1-Q2 2020-21, there was a 28.6% increase in Primary Fire casualties, but no fatalities.

b. Special Services: an overall decrease of 193 incidents in Q1-Q2 2020-21 was largely attributed to a 29.7% decrease in Road Traffic Collisions when compared to Q1-Q2 2019-20. The second largest decrease was in the collaborative incident types – ‘Assist other

Agencies' and 'Effecting entry/exit' - with 66 incidents fewer than the same period last year; however, it still accounted for over a quarter (28.8%) of all Special Service incidents in Q1-Q2.

c. False Alarms: although there was only a very small decrease of 0.8% in False Alarm incidents, the kind of False Alarms has changed when compared to Q1-Q2 2019-20. There were 52 more Good Intent False Alarms, 17 less Malicious False Alarms and 49 less Fire Alarms Due to Apparatus

ii) Overall Staff Sickness level for Q1-Q2 2020-21 was 2.97 days lost per head (which is the ratio of the number of days/shifts lost per person against the average number of personnel) this shows a decrease when compared to Q1-Q2 2019-20, where the number of days lost per head was 4.06. In Q1-Q2 2020-21 the Wholetime firefighter sickness was 2.67 (days lost per head) which shows a decrease when compared to Q1-Q2 2019-20 where it was 4.22. Fire Control sickness also decreased from 3.92 in Q1-Q2 2019-20 to 2.30 in Q1-Q2 2020-21. Non-uniform staff sickness also decreased from 3.92 in Q1-Q2 2019-20 to 3.73 in 2020-21. Furthermore, there were 14 cases of Covid-19 sickness, where 6 cases were confirmed. A further 129 cases of self-isolation and 19 cases of shielding across the service.

iii) The Service attended 52.47% (138 incidents) of Primary Building Fires within 10 minutes in Q1-Q2 2020-21, compared with 47.44% (148 incidents) in Q1-Q2 2019-20. The average time for the first fire appliance to attend a Primary Building Fire was 10 minutes 31 seconds for Q1-Q2 2020-21 compared with 10 minutes 53 seconds in Q1-Q2 2019-20; an average overall improvement of 22 seconds.

iv) The average for the overall availability of the first On-Call (Retained) fire appliance was 91.51% in Q1-Q2 2020-21 compared to 84.48% in Q1-Q2 2019-20; an increase in overall average availability of 7.03%. The new Wyre Forest hub is included in this calculation and is compared to the sum of Kidderminster, Bewdley and Stourport stations in 2019-20.

178 Update from the Joint Consultative Committee

The Deputy Chief Fire Officer informed Members of the activities of the Joint Consultative Committee (JCC) from the last update provided on 16

May 2020.

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

- (i) Additional contract banding for on-call***
- (ii) Development Programmes***
- (iii) Time to Change - Employer Pledge***
- (iv) IQMPs***
- (v) Covid Update***
- (vi) Top 12 Policies/SPIs***
- (vii) Joint Protocol for Industrial Relations***
- (viii) OH Tenders***
- (ix) Update on PCC Business Case***
- (x) Job Evaluation***

The Meeting ended at: 11:37

Signed:.....

Date:.....

Chairman

Report of the Treasurer

Budget Monitoring 2021/22 – Quarter 1

Purpose of report

1. To inform Members of the current position on the revenue and capital budget for 2021/22.
-

Recommendation

It is recommended that the Committee

- *Approves the revised Core Revenue Budget at £35.276m and the allocations in Appendix 1 Column 6*
- *Notes the Revenue overspend of £0.266m relating to pay awards*
- *Notes the potential for further capital financing under-spending*

Introduction and Background

2. This report follows the established format and for the Revenue budget is an out-turn projection nominally based on first quarter information, but incorporating latest information up to mid August.
3. For the Capital report, because capital projects tend to last beyond a single financial year, the report shows progress against the approved scheme totals.
4. Details are also included about the Authority's Treasury Management position for the period and the latest available month end position on investments.

Revenue Budget

5. In February 2021 the Fire Authority set a Core Budget of £35.056m (*Appendix 1: Column 1, Row 36*), which was funded by Precept, Grants and Retained Business Rates of £35.187m (*Appendix 1: Column 1, Row 41*). Which, in line with the approved Medium Term Financial Plan (MTFP) allowed a small planned transfer to reserves of £0.131m (*Appendix 1: Column 1, Row 59*).
6. Since the date of the Authority meeting more clarity has emerged over the Retained Business Rate estimates and as a result of this Column 2 of the Appendix, shows that this results in a net reduction in the transfer to reserves of £0.121m.

7. The appendix (*Column 3*) shows proposed re-allocations of Running Cost budgets including allocation of the inflation provision and also (*Column 4*) the planned release of part of the Property reserve to fund building works across the Authority estate.
8. In accordance with government policy on pay awards, the Authority made no provision for pay awards in 2021/22 other than that proposed by the Chancellor for lower paid staff, and the full year effect of the Fire-fighters' July 2020 award. These provision are reallocated in Appendix 1 (*Column 5*)
9. As a consequence of these changes the Core Budget is now £35.276m (*Appendix 1: Column 6, Row 36*), funded by Precept, Grants and Retained Business Rates of £35.065m (*Appendix 1: Column 1, Row 41*). Which requires a net transfer from to reserves of £0.211m (*Appendix 1: Column 6, Row 59*).
10. Column 7 of Appendix 1 shows the current out-turn projection against these revised budgets, and shows two areas of variation:
 - a. **+£0.266m** relating to pay awards. As mentioned at paragraph 8 above, there is no budgetary provision for pay awards in the Core Budget – *other than the full year cost of the July 2020 award and for the Chancellor's statement about low paid staff*. However, both Grey Book (uniformed) and Green Book (non-uniformed) staff groups have been offered awards around 1.5% through nationally conducted negotiations. The estimated impact of a 1.5% award is shown, and will be updated as and when settlement is reached. As stated at the February Fire Authority meeting, sufficient reserves are held to meet this cost in the short term (i.e., this year) but will have an impact on the future MTFP. (this will be reported in more detail to a future Fire Authority meeting).
 - b. **-£0.080m** relating to Capital Financing. Members may recall that the 2020/21 Provisional Financial Out-turn report identified that capital financing arrangements in 2020/21 would generate an on-going saving. The Chief Fire Officer will bring future proposals to invest this to improve appliance availability.

Capital Budget

11. The current capital budget, as approved by the Fire Authority in June 21 is detailed in Appendix 2 and summarised below.

	Vehicle Prog	Major Build	Other Major	Alloc Minor	Unalloc Minor	Future Builds	TOTAL
	£m	£m	£m	£m	£m	£m	£m
Approved at June 2021	2.653	7.642	0.590	2.720	0.083	13.223	26.911
Minor Schemes Review	0.022			(0.120)	0.098		0.000
2021/22 New Schemes	0.058				0.600		0.658
Closed Schemes	(0.018)			(0.637)			(0.655)
Major Buildings Alloc		0.274				(0.274)	0.000
Minor Schemes Allocation				0.569	(0.569)		0.000
Approved at Sept 2021	2.715	7.916	0.590	2.532	0.212	12.949	26.914
Less Expd. to 2020/21	0.423	7.219	0.318	0.734			8.694
Unspent Budget C/fwd.	2.292	0.697	0.272	1.798	0.212	12.949	18.220

12. The approved capital budget is divided into four blocks:
- Major Buildings – in accordance with the approved Property Strategy
 - Vehicles – in accordance with the approved Vehicle Strategy
 - Other Major Schemes (Fire Control and Mobile Data Terminals)
 - Minor Schemes (allocated by Senior Management Board)
13. The Future Buildings Scheme figure (*Appendix 2: Row 54*) is provision for Hereford, Redditch and Broadway fire station replacements and the North Herefordshire Strategic Training Facility. These schemes are not disclosed separately to protect the Authority's procurement interest until contracts are actually awarded.
14. Allowing for the Schemes awaiting allocation or approval the Budget available to be spent at the start of 2021/22 is £3.451m and is summarised below:
- | | | £m |
|--------------------------|-------------------------|---------------|
| Total Approved Budget | <i>Column 2 Line 56</i> | 26.914 |
| Less: Future Buildings | <i>Column 2 Line 55</i> | (12.949) |
| Less: Unallocated Minor | <i>Column 2 Line 52</i> | (0.212) |
| Approved to Spend | | 13.753 |
| Incurred to 2020/21 | <i>Column 3 Line 53</i> | (8.694) |
| Balance | | 4.847 |
15. Against this budget only £0.831m (*Column 5, Row 56*) has been incurred. A significant number of minor building schemes approved for 2020/21 have yet to incur expenditure. The managed wind down of our previous property services arrangement via Place Partnership Ltd (PPL) delayed the start of these schemes. Having entered into a new arrangement with the PCC, there has been an appropriate review period before these works can commence.
16. The revenue costs of the financing of the capital programme are contained within the revenue budget and it is likely that further slippage against the expected cashflow will result in potential further underspending in the revenue budget, which will be reviewed at Quarter 2.

Treasury Management

17. Since October 2008 the Authority has adopted a policy of avoiding long term borrowing where working cash balances permit, and will only incur long term borrowing to finance long term assets.
18. As the Authority is currently holding significant earmarked reserves, and has recently sold the old HQ building cash balance do not currently require additional borrowing.
19. At 31st March 2021 long term borrowing stood at £12.137m, with £1.726m scheduled to be repaid this year, leaving an expected £10.411m at 31st March 2022.
20. It is unlikely that additional borrowing will be required this year (see paragraph 18 above), but rates are always under review to ensure borrowing is taken at an appropriate point.
21. All existing borrowing is via the Public Works Loans Board (PWLB), and it is probable that any future borrowing will be from the same source, as PWLB remains the only practical alternative for the Fire Authority.
22. In accordance with the Authority's Treasury Management Strategy (approved in February each year by the Fire Authority) surplus funds are invested by Worcestershire County Council (WCC) alongside their own funds. Investment is carried out in accordance with WCC's own Treasury Management Strategy, which is developed from the Prudential Code for Capital Finance and is used to manage risks from financial instruments.
23. The Treasurer continues to advise that investment should be focused on security and, as a consequence, surplus funds continue to generate low returns, which are factored into the revenue budget.
24. At 30-Jun-2021 short term investment via WCC comprised:

Other Local Authorities	1.898
Debt Management Account Deposit Facility (MADF)	4.132
Money Market Funds	2.375
Call (instant access)	0.380
Cash Plus (liquidity fund)	1.215
	<hr/>
	10.000

Corporate Considerations

Resource Implications (identify any financial, legal, property or human resources issues)	Whole Report
Strategic Policy Links (identify how proposals link in with current priorities and policy framework and if they do not, identify any potential implications).	None
Risk Management / Health & Safety (identify any risks, the proposed control measures and risk evaluation scores).	None
Consultation (identify any public or other consultation that has been carried out on this matter)	None
Equalities (has an Equalities Impact Assessment been completed? If not, why not?)	N/A

Supporting Information

Appendix 1 Revenue Budget Monitoring 2021/22 Quarter 1

Appendix 2 Capital Budget Monitoring 2021/22 Quarter 1

Hereford & Worcester Fire Authority
Policy & Resources Committee: 16 September 2021
Revenue Budget Monitoring 2021/22: 1st Quarter

Col. Line		1 FRA Feb 2021 Allocation £	2 Revision to Bus. Rates £	3 SMB Allocation £	4 Use of Property Reserve £	5 Allocate Pay Award Provision £	6 Revised Budget £	7 Forecast Out-turn Expenditure £	8 Forecast Out-turn Variation £
1	Wholetime Firefighter Pay/NI/Pension	13,869,000				69,900	13,938,900	14,095,900	157,000
2	Retained Fire-fighter Pay/NI/Pension	4,082,000				20,600	4,102,600	4,148,600	46,000
3	Control Pay/NI/Pension	895,000				4,500	899,500	909,500	10,000
4	Support Pay/NI/Pension	4,280,000				11,000	4,291,000	4,344,000	53,000
5	Other Employee Costs	120,000					120,000	120,000	0
6	Unfunded Pension Costs	1,035,000					1,035,000	1,035,000	0
7	Employee Related	24,281,000	0	0	0	106,000	24,387,000	24,653,000	266,000
8	Strategic Management	105,000		500			105,500	105,500	0
9	New Dimensions	45,000		1,400			46,400	46,400	0
10	Operational Policy	48,000		(10,200)			37,800	37,800	0
11	Technical Fire Safety	18,000		(200)			17,800	17,800	0
12	Community Safety	209,000		4,000			213,000	213,000	0
13	Training	533,000		88,500			621,500	621,500	0
14	Operational Logistics/Fleet	1,593,000		144,000			1,737,000	1,737,000	0
15	Property/Facilities Management	1,812,000		(6,500)	220,000		2,025,500	2,025,500	0
16	PPL Charges	491,000		(11,200)			479,800	479,800	0
17	PPL Charges - Capitalised	(102,000)		2,300			(99,700)	(99,700)	0
18	Information & Comms Technology	2,081,000		(77,300)			2,003,700	2,003,700	0
19	Policy & Information	58,000		16,300			74,300	74,300	0
20	Corporate Communications	23,000		5,300			28,300	28,300	0
21	Human Resources/Personnel	471,000		(18,200)			452,800	452,800	0
22	Authority Costs	61,000		300			61,300	61,300	0
23	Committee Services	1,000		(300)			700	700	0
24	Legal Services	38,000		(200)			37,800	37,800	0
25	Insurances	370,000		(8,200)			361,800	361,800	0
26	Finance (FRS)	143,000		(3,600)			139,400	139,400	0
27	Finance SLA	90,000		(1,700)			88,300	88,300	0
28	Unallocated Savings	(232,000)		191,000			(41,000)	(41,000)	0
29	Running Costs	7,856,000	0	316,000	220,000	0	8,392,000	8,392,000	0
30	Capital Financing	2,497,000					2,497,000	2,417,000	(80,000)
31	Capital Financing	2,497,000	0	0	0	0	2,497,000	2,417,000	(80,000)
32	Pay Award Provision FYE - Jul 20	95,000				(95,000)	0	0	0
33	Pay Award Provision - Chancellor	11,000				(11,000)	0	0	0
34	Inflation Contingency 21/22	316,000		(316,000)			0	0	0
35	Provisions/Contingencies	422,000	0	(316,000)	0	(106,000)	0	0	0
36	Core Budget	35,056,000	0	(0)	220,000	0	35,276,000	35,462,000	186,000
37	Funding Grants	(8,337,000)					(8,337,000)	(8,337,000)	0
38	Council Tax Precept/Collection Fund	(24,481,000)					(24,481,000)	(24,481,000)	0
39	Retained Business Rates - Net	(1,889,000)	129,700				(1,759,300)	(1,759,300)	0
40	One-Off Grants	(480,000)	(8,000)				(488,000)	(488,000)	0
41	Total Funding	(35,187,000)	121,700	0	0	0	(35,065,300)	(35,065,300)	0
42	Structural Gap/(Surplus)	(131,000)	121,700	(0)	220,000	0	210,700	396,700	186,000
58	to/(From) Budget Reduction Reserve	131,000	(121,700)				9,300	9,300	(186,000)
59	to/(From) Property Reserve	0			(220,000)		(220,000)	(220,000)	0
60	Use of Reserves	131,000	(121,700)	0	(220,000)	0	(210,700)	(210,700)	(186,000)
61	Residual Gap	(0)	0	(0)	0	0	(0)	186,000	0

Hereford & Worcester Fire Authority
Policy & Resources Committee: 16 September 2021
Capital Budget Monitoring 2021/22: 1st Quarter

Appendix 2

	2	3	4	5	6
	Revised	Prior Year	Balance at	2020-21	Remaining
	Budget	Expenditure	01-Apr-21	Expenditure	Unspent
	£	£	£	£	£
<u>Vehicle Programme</u>					
1 Pumps 20-21	1,332,563		1,332,563	455,048	877,515
2 Water Carrier 20-21	412,000		412,000		412,000
3 Remote Access Vehicle 20-21	404,130		404,130		404,130
4 Water Rescue Vehicle (3) 20-21	262,650	226,481	36,169		36,169
5 Rope Rescue Vehicle(1) 20-21	87,550	76,000	11,550		11,550
6 Van-Spec 20-21	130,000	120,024	9,976		9,976
7 Car 20-21	27,800		27,800		27,800
8 Van-Small 21-22	29,000		29,000		29,000
9 Car 21-22	29,000		29,000		29,000
10 Total	2,714,693	422,505	2,292,188	455,048	1,837,140
<u>Major Buildings</u>					
11 Redditch FS Prelims	358,000	56,220	301,780	257,287	44,493
12 Wyre Forest Hub	7,273,000	7,128,340	144,660		144,660
13 Hereford Prelims Holmer Road	250,000	15,655	234,345		234,345
14 Broadway FS Prelims	35,291	18,952	16,339	16,339	0
15 Total	7,916,291	7,219,166	697,125	273,626	423,499
<u>Other Major Schemes</u>					
16 Mobile Data Terminal Replacement	340,000	291,347	48,653		48,653
17 Fire Control	249,911	26,558	223,353		223,353
18 Total	589,911	317,905	272,006	0	272,006
<u>Minor Schemes</u>					
19 224 - Audit Software	35,000	22,325	12,675		12,675
20 237 - Intel Software	20,000		20,000		20,000
21 247 - ICT Strategy Cloud Services	96,082	41,477	54,605	4,262	50,343
22 248 - ICT Strategy Sharepoint	200,000	72,000	128,000		128,000
23 249 - ICT Strategy Professional Services	150,000	117,666	32,334		32,334
24 250 - ICT Strategy Equipment	250,000	117,579	132,422	2,860	129,562
25 254 - Leintwardine Rear Extension	179,000	19,139	159,861		159,861
26 264 - Ladders	73,000	54,632	18,368	3,696	14,672
27 272 - Ledbury Asbestos works	21,500	11,866	9,634		9,634
28 274 - Leominster Fire Station Tower	10,000		10,000		10,000
29 276 - Pershore Re Roof and Guttering	119,080	118,717	363	363	0
30 277 - Peterchurch STF Pallet Storage	8,000	6,306	1,694		1,694
31 302 - Ross Drainage	85,000		85,000		85,000
32 303 - Leominster Wellfare Refurb	23,000		23,000		23,000
33 304 - Tenbury Rear Yard	40,000	4,830	35,170		35,170
34 305 - Redditch Water First Responders	15,000		15,000		15,000
35 309 - Disaster Recovery	37,000		37,000		37,000
36 311 - Thermal Imaging Cameras	148,000	102,108	45,892	45,536	356
37 312 - Air Bags	60,000		60,000		60,000
38 313 - Power Tools	45,000		45,000		45,000
39 317 - Laptops Community Fire Safety	55,000	44,972	10,028		10,028
40 318 - Wifi Improvements	28,000		28,000		28,000
41 319 - Traffic Management Droitwich	30,000		30,000		30,000
42 320 - Houses Droitwich	25,000		25,000		25,000
43 321 - Droitwich 1st Floor	24,000		24,000		24,000
44 322 - Defford Welfare	70,000		70,000		70,000
45 324 - Bromyard Appliance Bay Floor	5,000		5,000		5,000
46 326 - Bromyard Heating	3,000		3,000		3,000
47 327 - Ross On Wye Roof	20,000		20,000		20,000
48 329 - Electrical Charging Points	50,000		50,000		50,000
49 354 - Cmnd Training Relocation	130,000		130,000	18,199	111,801
50 ??? - Hereford Welfare (Showers)	30,000		30,000	27,114	2,886
51 ??? - Service Wide: LED Lighting	35,000		35,000		35,000
52 ??? - Service Wide: Appliance Bay Pits	30,000		30,000		30,000
53 ??? - Droitwich Appliance Bay Doors	30,000		30,000		30,000
54 ??? - Pershore: Cellar Works	1,100		1,100		1,100
55 ??? - Tenbury: Appliance Bay Doors	5,000		5,000		5,000
56 ??? - Wyre Forest: STF	8,000		8,000		8,000
57 ??? - Hose Branch Renewal	50,000		50,000		50,000
58 ??? - Water First Responder Update	150,000		150,000		150,000
59 ??? - WAN Hardware	139,000		139,000		139,000
60 Sub-Total	2,532,762	733,617	1,799,145	102,029	1,697,116
61 Minor Schemes - Unallocated	211,761		211,761		211,761
62 Total	2,744,522	733,617	2,010,905	102,029	1,908,876
<u>Future Building Schemes</u>					
63 Budgetary Provision	12,948,173	0	12,948,173		12,948,173
64 Total	12,948,173	0	12,948,173	0	12,948,173
65 Capital Budget	26,913,590	8,693,193	18,220,397	830,703	17,389,695

NOT FOR PUBLICATION

In the opinion of the Proper Officer, the discussion relating to Appendix 1 of this report is likely not to be open to the public on the grounds that it would be likely to involve the disclosure of exempt information within the meaning of section 100A(4) of the Local Government Act 1972, namely

- information relating to the financial or business affairs of any particular person (including the authority holding that information).

Hereford & Worcester Fire Authority
Policy & Resources Committee
16 September 2021

Report of Deputy Chief Fire Officer / Director of Prevention and Assets

Redevelopment of Hereford Fire Station

Purpose of report

1. To update members on the proposals for the redevelopment of Hereford Fire Station on the existing site and to seek approval for an increased budget allocation.
-

Recommendation

It is recommended that:

- (i) the budget allocation for the redevelopment of Hereford Fire Station be increased to the amount shown in Appendix 1 [CONFIDENTIAL - Not For Publication];*
- (ii) the Authority proceed with proposals for the redevelopment of the Fire Station on the existing site at St. Owen Street, Hereford; and*
- (iii) Officers be authorised to:*
 - (a) appoint architects to complete detailed design work and seek planning permission for the proposed development;*
 - (b) proceed with the proposed development subject to planning permission being granted and provided the estimated costs, including the costs of any temporary fire station, remain within the approved budget; and*
 - (c) make suitable arrangements for the temporary location of the fire station during the construction period.*

Background

2. The Authority's Asset Management Plan 2009-2013, adopted in 2009 identified that:
 - the design of Hereford Fire Station was no longer fit for purpose;
 - the building's services were approaching the end of their useful life; and
 - some elements of the building were deteriorating.
3. Following completion of further property condition surveys, an Asset Management Strategy report was brought to Policy & Resources Committee in March 2011 which highlighted four stations as priorities for replacement. These were:
 - Bromsgrove (completed 2014)
 - Hereford
 - Redditch (project underway)
 - Malvern (completed 2014)
4. As a result of the 2011 report, members agreed a series of capital allocations for each of the above schemes, with individual proposals being subject to further reports and approval once initial investigations had been completed. The initial budget allocation for Hereford is shown in appendix 1 (members only).
5. Hereford Fire Station is the only one of the schemes approved in 2011 which has not so far been delivered or is in the process of being delivered. The main reason for this has been the difficulty in finding a suitable site. However, this has not been for the want of trying and a number of alternative proposals have been investigated over the years:
 - An early proposal to include a new fire station as part of the Edgar Grid redevelopment did not come to fruition;
 - Proposals for a new station on land at Bath Street were withdrawn in 2014 in light of objections from the Planning Conservation Officer regarding the demolition of the former Industrial School on the site;
 - In 2016 members approved a proposal to investigate the feasibility of a joint Fire & Rescue, Police and Herefordshire Council hub on Council owned land at Merton Meadow. A feasibility report funded by money from the government's *One Public Estate* initiative subsequently identified the site as being unsuitable due to the risk of flooding;
 - Following the decision not to proceed with the Merton Meadow site, an alternative site was acquired by the Police & Crime Commissioner at Holmer Road, Hereford and members gave approval in November 2018 for officers to investigate a Joint Fire & Rescue and Police Station on this site. However, once detailed layout design work was undertaken, it became apparent the site was too small to accommodate the partners' requirements, particularly as regards the number of Police vehicles on the site. The PCC's office sought to acquire additional land nearby for additional parking but the costs of providing a satisfactory access proved to be prohibitive.

- In June 2020 officers reported that in view of the restricted nature of the Holmer Road site and concerns about possible congestion on the adjoining road network which would have impeded access and egress without significant traffic control measures being introduced, the site was no longer considered suitable and attention would instead focus on the potential for redevelopment of the existing fire station site at St. Owen Street.

Current Proposals

6. Prior to the dissolution of Place Partnership Limited (PPL) on 31st March 2021, as reported to the Authority on 17th June 2021, architects were appointed by PPL to undertake a high-level feasibility options appraisal of the existing fire station site.
7. A preferred option has been identified, proposing a new four bay fire station with associated accommodation, improving access and egress from the site and enhancing car parking. The proposals also provide space for partners, office space for Herefordshire based prevention and protection teams, and dedicated rooms for level one incident command training and assessments.
8. Arrangements for a temporary fire station during redevelopment are currently being explored, and estimated costs have been included within appendix 1.

Budget

9. The original budget allocation for this scheme was made in 2011. There has been no adjustment for inflation since then but there has been some expenditure on the various abortive schemes. The current UK construction tender price index is 192 and reflects an annual rise in construction costs of approximately 3.81% per annum since 2011 (139-192), further detail is provided in appendix 1.
10. The estimated cost of the current proposals is shown in appendix 1 **(confidential - members only)** leaving a shortfall compared to the existing allocation. The Treasurer advises the estimated shortfall can be financed through borrowing and repayment accommodated within anticipated capital financing budgets.

Conclusion / Summary

11. The Authority's Asset Management Plan 2009-2013, adopted in 2009 identified that the design of Hereford Fire Station was no longer fit for purpose, the building's services were approaching the end of their useful life and some elements of the building were deteriorating. In March 2011, the Policy & Resources Committee approved Hereford as one of four stations as priorities for replacement and allocated a budget at that time. Hereford Fire Station is the only scheme yet to be either completed or underway. Although a number of proposals have been investigated over the years, including sites at; Edgar Grid redevelopment, Bath Street, Merton Meadow, and more recently Holmer Road, none have been successful.

12. A high-level feasibility options appraisal of the existing fire station site at St. Owen Street has been prepared. A preferred option has been identified, proposing a new four bay fire station with associated accommodation, improving access and egress from the site and enhancing car parking.
13. The budget allocation for the redevelopment of Hereford Fire Station is shown in appendix 1 [CONFIDENTIAL - Not For Publication].

Corporate Considerations

Resource Implications (identify any financial, legal, property or human resources issues)	The original budget allocation for this scheme was made in 2011, with the amount currently allocated within the Authority's capital programme for Hereford, appendix 1 provides resource implications in detail.
Strategic Policy Links (identify how proposals link in with current priorities and policy framework and if they do not, identify any potential implications).	The Asset Management Strategy (2009-2013) report was approved by the Policy & Resources Committee in March 2011, which highlighted Hereford as one of four stations as priorities for replacement.
Risk Management / Health & Safety (identify any risks, the proposed control measures and risk evaluation scores).	None.
Consultation (identify any public or other consultation that has been carried out on this matter).	Brief consultation with Hereford Fire Station staff, and initial discussions with the Local Planning Authority.
Equalities (has an Equalities Impact Assessment been completed? If not, why not?)	None.

Supporting Information

Appendix 1 - Estimated Project Costs - CONFIDENTIAL

NOT FOR PUBLICATION

In the opinion of the Proper Officer, the discussion relating to Appendix 1 of this report is likely not to be open to the public on the grounds that it would be likely to involve the disclosure of exempt information within the meaning of section 100A(4) of the Local Government Act 1972, namely

- information relating to the financial or business affairs of any particular person (including the authority holding that information).

Hereford & Worcester Fire Authority
Policy & Resources Committee
16 September 2021

Report of Deputy Chief Fire Officer / Director of Prevention and Assets

North Herefordshire Strategic Training Facility & Feasibility to Relocate Leominster Fire Station, and Options to Move Training Centre to Wyre Forest Fire Station

Purpose of report

1. To update members on the proposals for the development of a North Herefordshire Strategic Training Facility, and the potential future relocation of Leominster Fire Station, and options to relocate Training Centre to Wyre Forest Fire Station.

Recommendation

It is recommended that:

- (i) the budget allocation for the development of the North Herefordshire Strategic Training Facility (STF) be noted, shown in Appendix 1 [CONFIDENTIAL - Not For Publication];***
- (ii) the Authority proceed with proposals for the development of a North Herefordshire Strategic Training Facility on the Leominster Police Station site at Enterprise Park, Leominster (phase 1) subject to the agreement of the Police & Crime Commissioner;***
- (iii) Officers be authorised to:***
 - (a) appoint architects to complete detailed design work and seek planning permission for the proposed STF development utilising the previously approved capital programme, shown in appendix 1;***
 - (b) submit additional detail in the STF planning application as part of a proposed two phase development approach for the future relocation of Leominster Fire Station to the Police Station site;***
 - (c) proceed with the proposed STF development subject to planning permission being granted and provided the estimated costs remain within the approved budget;***

- (d) make suitable arrangements to enter into an agreement with the Police & Crime Commissioner to locate the STF at Enterprise Park (phase 1), and the potential future relocation of Leominster Fire Station if planning permission is approved and capital funding is identified (phase 2); and***
- (e) appoint architects to complete a feasibility options appraisal, including planning feasibility to relocate Training Centre to Wyre Forest Fire Station, financed from within the reserve approved in June 2021, also shown in Appendix 1.***

Background

- 2. The Service currently has strategic training facilities (STF) at Wyre Forest, Evesham and Peterchurch. These provide 'hot fire house' training environments which are essential for the proper training of staff and maintenance of skills in a realistic environment.
- 3. There has been a long-term strategy to provide a fourth STF in the north of Herefordshire so as to minimise travel time and improve training opportunities across both counties for all locations, particularly for on-call crews in that area.
- 4. As part of papers concerning the Asset Management Strategy presented to Policy & Resources Committee in 2011 capital allocations for the proposed STFs were allocated. The initial budget allocation for Leominster STF is shown in appendix 1 including an additional sum reallocated from reserves for the scheme and approved by the Fire Authority in June 2021.
- 5. Leominster STF is the only 'hot fire house' training facility approved in 2011 which has not so far been delivered. The main reason for this has been the difficulty in finding a suitable site. However, a potential site has now been identified at Leominster Police Station.
- 6. The Service's main Training Centre is located at Droitwich Fire Station. The existing site is relatively compact with limited facilities, making any future development difficult on the site. The new Wyre Forest Fire Station site provides a new 'hot fire house', and extensive space for future development.

Current Proposals

Leominster STF and Future Relocation of Leominster Fire Station

- 7. Prior to the dissolution of Place Partnership Limited (PPL) on 31st March 2021, as reported to the Authority on 17th June 2021, architects were appointed by PPL to undertake a high-level feasibility options appraisal to develop a STF on the Leominster Police Station site.
- 8. A preferred option has been identified, proposing a new STF building on the existing site. The proposals will provide a two-storey training facility, with both domestic and commercial training scenarios, together with a breathing apparatus briefing room, compressor & servicing rooms, and toilet facilities.

9. As options have developed for the STF a review of a report commissioned by PPL (Jacobs report dated March 2019) has been considered which provided feasibility options to relocate Leominster Fire Station to the Police site. All options considered the redevelopment of the custody facility which is no longer used, with the addition of a three bay fire appliance building linked to the refurbished custody space.
10. Although financing for the relocation of Leominster Fire Station has not been identified, initial response from the Local Authority and the PCC have been positive. This paper seeks approval to further develop and incorporate the March 2019 fire station proposals into the STF planning permission submission. The proposal would be clearly identified in the planning application as a two phased development, namely; phase one the STF, and phase two the relocation of Leominster Fire Station to the Police site. No budget allocation is proposed for phase two at this stage and there would be a further report to Members before proceeding with phase two.

Options appraisal to relocate Training Centre to Wyre Forest Fire Station

11. The Service's main Training Centre is located at Droitwich Fire Station. The existing site is constricted with limited facilities, making future development impossible on the site. The new Wyre Forest Fire Station site provides a new 'hot fire house' and extensive space for future development. It is therefore proposed to investigate the feasibility of relocating the Training Centre to the Wyre Forest Hub.
12. The proposals would include a new Training Centre, a separate appliance bay building, and relocation of the Urban Search & Rescue (USAR) training rig. If funding permits a small simulated commercial or industrial building for command training would also be included. These proposals would be subject to identifying appropriate funding and could be phased over a four year period.
13. Approval is sought to appoint architects to complete a feasibility options and planning appraisal.

Budget

14. The original budget allocation for the North Herefordshire STF was made in 2011, and an increase approved by the Fire Authority in June 2021, as shown in appendix 1 (**confidential - members only**).
15. The estimated fees to complete a feasibility options and planning appraisal for the relocation of Training Centre to Wyre Forest Fire Station is also shown appendix 1 (**confidential - members only**). The Treasurer advises the appraisal costs can be financed from within the reserve approved in June 2021. If proposals are approved appropriate funding would be required to enable the full scheme to progress.

Conclusion / Summary

16. Leominster STF is the only 'hot fire house' training facility approved in 2011 which has not so far been delivered. However, a potential site has now been identified at Leominster Police Station, with a proposal to provide a two-storey training facility, with both domestic and commercial training scenarios and BA facilities.
17. As options have developed for the North Herefordshire STF a review of a feasibility options appraisal to relocate Leominster Fire Station to the Police site has also been considered. The proposal is to further develop and incorporate the fire station redevelopment option into the STF planning permission documents, proposing a two phased approach to the scheme.
18. The existing Training Centre at Droitwich Fire Station is very constrained. It is therefore proposed to investigate the feasibility of relocating the Training Centre to the Wyre Forest Hub. These proposals would be subject to identifying appropriate funding and could be phased over a four year period.
19. The budget allocation for the north Herefordshire STF has been previously approved by the Fire Authority, see appendix 1. Estimated fees to complete a feasibility options and planning appraisal for the relocation of Training Centre are also included in appendix 1 [CONFIDENTIAL - Not For Publication].

Corporate Considerations

Resource Implications (identify any financial, legal, property or human resources issues)	<p>The original budget allocation for the north Herefordshire STF was made in 2011, with an approved increase in June 2021.</p> <p>An initial reserve has been allocated for the relocation of Training Centre to the Wyre Forest Fire Station site.</p>
Strategic Policy Links (identify how proposals link in with current priorities and policy framework and if they do not, identify any potential implications).	<p>The Asset Management Strategy (2009-2013) report was approved by the Policy & Resources Committee in March 2011, which highlighted north Herefordshire STF as one of four to be developed.</p> <p>Training of staff and maintenance of skills in a realistic environment is a key element of Service strategy, and therefore investing in new and improved training facilities is essential.</p>
Risk Management / Health & Safety (identify any risks, the proposed control measures and risk evaluation scores).	<p>None.</p>
Consultation (identify any public or other consultation that has been carried out on this matter).	<p>Brief consultation with the Local Authority and the PCC concerning the north Herefordshire STF. No consultation has taken place yet concerning options to relocate the Service's Training Centre to Wyre Forest Fire Station.</p>
Equalities (has an Equalities Impact Assessment been completed? If not, why not?)	<p>None.</p>

Supporting Information

Appendix 1 - Estimated Project Costs - CONFIDENTIAL

Report of Deputy Chief Fire Officer / Director of Prevention and Assets

Property Services Update

Purpose of report

1. To provide an update for members on the current property programme.
-

Recommendation

It is recommended that:

- (i) *The property update be noted.*

Background

2. It was reported to the FRA meeting in June 2021 that the Fire Authority has entered into an agreement for the OPCC to deliver our property management functions as part of a joint property team. The new service became operational on 1st April 2021 and continues to transition and develop well.

Property Update

3. **Broadway Fire Station:** Broadway is a one fire engine on-call station and has been recognised for some time as being in a very poor state of repair and lacking the facilities necessary for a modern fire station. The existing site is quite constrained but following abortive attempts to identify a suitable alternative location, the Fire Authority gave approval for the redevelopment of a new station on the existing site. A detailed planning application was submitted in May 2021, and the project team are awaiting a decision from the local authority.
4. **Redditch Fire Station:** The replacement of Redditch Fire Station has been part of the Authority's approved capital programme for several years. We are working in collaboration with West Mercia Police who are also keen to relocate from their existing premises, to provide a joint facility building upon the concept of the Bromsgrove joint Fire / Police station. Following the property update to members in June 2021:
 - architects have now been appointed and are developing proposals in order to submit a planning application to the local authority;
 - the acquisition of land from Worcestershire County Council has been completed; and
 - contract negotiations are progressing with Redditch Borough Council over the purchase of their part of the site.

5. **Hereford Fire Station:** see separate agenda item.
6. **North Herefordshire Strategic Training Facility:** see separate agenda item.
7. Planned and reactive property maintenance continues across the Service's estate. Notably, the redesign / refurbishment of the day-crewing plus building at Worcester Fire Station being converted to a dedicated Incident Command Training Centre is nearing completion.

Site Disposals

Windsor Street, Bromsgrove

8. This is the site of the former Bromsgrove Fire Station which has been vacant since the new joint Police / Fire Station was opened in 2014. The site is complicated in that the building adjoins the former County Council library and the buildings overlap.
9. We reported previously that a sale that was being negotiated in conjunction with the County Council to a developer for retirement living accommodation had fallen through because the County Council decided that it no longer wished to support such a scheme in this location. Instead, the County Council is working with Bromsgrove District Council to investigate other options for regeneration schemes on the site. The District Council is in the processes of appointing consultants to undertake a feasibility study.
10. The District Council have also expressed interest in acquiring the Fire Authority's land as part of that scheme and have now obtained their own valuation of the land but no offer for the site has yet been received. Unfortunately, due to the interconnected nature of our building with the adjoining County Council building, it is difficult to market our land in isolation. We will therefore continue to progress discussions with the District and County Councils.

Former Bewdley Fire Station

11. Contracts were exchanged in August 2020, subject to planning permission for a mixed retail and residential use. At the time of the last report to committee we were awaiting completion of a s.106 agreement which would then enable the grant of planning permission. That agreement has now been negotiated and is in the process of being executed. We remain hopeful that completion will take place shortly.

Kidderminster Fire Station

12. We previously reported that the Authority has accepted an unconditional cash offer for the site. Despite the purchaser's initial commitment to complete the transaction quickly, contracts have still not yet been exchanged. However the developer is still very much engaged and discussions are continuing.

Stourport Fire Station

13. The former fire station is adjacent to the County Buildings which are due to become vacant later this year. We remain in discussion with the County Council regarding the possibility of them purchasing our land.

Conclusion / Summary

14. The Fire Authority has entered into an agreement for the OPCC to deliver our property management functions as part of a joint property team. The new service became operational on 1st April 2021 and continues to transition and develop well.
15. There are currently four new build schemes being planned / developed, including; Broadway Fire Station, Redditch Fire Station, Hereford Fire Station, and a Strategic Training Facility in north Herefordshire. Planned and reactive property maintenance continues across the Service's estate. Site disposal of the former fire station sites at Windsor Street Bromsgrove, Bewdley, Kidderminster and Stourport continue to be progressed.

Corporate Considerations

Resource Implications (identify any financial, legal, property or human resources issues).	None.
Strategic Policy Links (identify how proposals link in with current priorities and policy framework and if they do not, identify any potential implications).	Details underpin a number of key property priorities for the Authority.
Risk Management / Health & Safety (identify any risks, the proposed control measures and risk evaluation scores).	None.
Consultation (identify any public or other consultation that has been carried out on this matter).	None.
Equalities (has an Equalities Impact Assessment been completed? If not, why not?).	None.

Report of the Deputy Chief Fire Officer

Pensions Board Update (Fire Pension Schemes)

Purpose of report

1. To provide the Policy and Resources Committee with an update on the establishment and activities of the Pensions Board.
-

Recommendations

It is recommended that the following areas of progress are noted:

- (i) The Pensions Board continues to be compliant with the Public Services Pensions Act 2013.***
- (ii) Following the last report to the Policy and Resources Committee in May 2020, after advice from The Pensions Regulator, it was decided that the Pensions Board would move to four meetings per year. These were held on 22nd October 2020, 18th January 2021, 14th April 2021 and 21 July 2021.***

Background

2. The Public Sector Pensions Act 2013 requires Scheme regulations to provide for the establishment of a Pension board from 1 April 2015 to assist the Scheme Manager in:
 - Securing compliance with the Scheme regulations and other legislation relating to the governance and administration of the Scheme
 - Securing compliance with any requirements imposed by the Pensions Regulator
 - Any other matters as detailed by the regulations.
3. The Authority established its Pension Board at the Policy and Resources Committee on 25 March 2015. The authority to implement the Pensions Board and make appointments to the Board was delegated to the Head of Legal Services, in consultation with the Chairman of Policy & Resources Committee.

Update

Pension Board Training Needs

4. In order to meet the needs of the Board, members undergo regular/standard training. Since the last report, new members of the Board attended a training session by the LGA regarding remedy and are liaising with local FRAs for further training.

Composition of Scheme Membership

5. At each meeting, the Board receives and reviews data on scheme membership across the Service. Membership has stayed consistently high and no trends have been identified.

Scheme Advisory Board

6. The role of the Pension Board is to receive updates from the Scheme Advisory Board. Since the last report, the Board has received updates on a number of items, the most significant of which is that on 10 June the Home Office issued an update to the existing informal and non-statutory guidance on Immediate Detriment cases for upcoming retirements. To implement remedy in full, both primary and secondary legislation still needs to be laid down. The guidance only provides informal advice and overall responsibility for interpreting and applying the regulations still remains with each FRA. The updated guidance does not mean that Immediate Detriment needs to be applied.
7. The Board ensured that the Service was considering the legal implications of applying Immediate Detriment and not applying it and that the reasons for the decisions made were documented.

Risk Register Update

8. The Board is required to compile, update and report on any significant risks or issues related to pensions. A risk register has been in place for some time and at the meeting held on 14 April 2021 a decision was taken to standardise the risk register with the Service Strategic Risk Register (SRR) to apply a consistent approach with the most significant risks being escalated to the SRR.

Breaches

9. The Board is required to be made aware of any breaches to the law where that breach is likely to be of material significance. Since the last report, there have been no Conflicts of Interest or breaches which required to be reported to The Pensions Regulator.

Sargeant Remedy Update

10. The Sargeant legal case found that the transitional protections of the Firefighters' Pension Scheme 2015 were discriminatory. A Remedy survey was launched in order to collate information around what FRAs have in place or are planning to implement due to remedy including their administration and finance arrangements. It also mentioned the Matthews case (second Modified Retained project) and asked what data was available. The Board supported structure and staffing in order to facilitate additional activities by appointing a part time Pension Administrator.

Decisions Log

11. In December 2020, 4 new members of the Pension Board (2 employer and 2 employee representatives) were recruited along with 3 shadow members as part of succession planning.
12. The Board was provided with updates from the Scheme Advisory Board with information obtained from the monthly bulletins.
13. The Pension Regulator annual returns were completed and submitted on 10 November 2020. The pause on the 2016 cost cap valuation will now be lifted. Any changes to employer rates resulting from the 2020 valuations will be delayed from April 2023 to April 2024.
14. Annual Benefit Statements for 2020/21 for protected members will not include final salary projections after 31 March 2022 as advised by the SAB. West Yorkshire Pension Fund (WYPF) has advised that they will not be sending out paper Annual Benefit Statements as these can now be viewed on their on-line portal.
15. On 19 July 2021, HM Treasury introduced the Public Service Pensions and Judicial Offices Bill (PSP&JO Bill) to the House of Lords. The Bill sets out in law how the Government will remove the discrimination identified by the courts in the way that the 2015 scheme reforms were introduced for some members (i.e. remedy). This is the primary legislation which closes the final salary schemes for accrual after 31 March 2022 and moves all remaining members into the 2015 Firefighters' Pension Scheme, whilst ensuring that existing transitional protections such as the final salary link and double accrual rate are retained. HWFRA are not proceeding with Immediate Detriment at the present time until further information is received regarding the legal framework.

Conclusion/Summary

16. This paper provides an update on the activities of the Pension Board for the Firefighter Pension Schemes (FPS) to assist the Scheme Manager in securing compliance with the Public Services Pensions Act 2013.

Corporate Considerations

Resource Implications (identify any financial, legal, property or human resources issues).	The local Pension Board has been implemented in accordance with the Public Sector Pensions Act 2013 which is a new burden on Fire Authorities.
Strategic Policy Links (identify how proposals link in with current priorities and policy framework and if they do not, identify any potential implications).	None.
Risk Management/Health & Safety (identify any risks, the proposed control measures and risk evaluation scores.	A risk register is in place with an additional one for the Sargeant ruling being created
Consultation (identify any public or other consultation that has been carried out on this matter).	None
Equalities (has an Equalities Impact Assessment been completed? If not, why not?	None

Report of the Treasurer

Firefighters Pension Schemes – Voluntary Scheme Pays (VSP)

Purpose of report

1. To seek a variation to the current approval for the implementation of a Voluntary Scheme Pays (VSP) to delegate authority to the Treasurer to agree appropriate arrangements.
-

Recommendation

It is recommended that the Treasurer be given delegated authority to use the Voluntary Scheme Pays (VSP) arrangement, in relation to the Firefighters Pension Schemes.

Background

2. There is a maximum amount by which an individual can increase their pension savings each year. HMRC sets an Annual Allowance Limit (although any unused Annual Allowance from the previous 3 years tax years can be carried forward to further offset charges).
3. Different limits apply to anyone earning more than £150,000 p.a. although the Authority does not currently employ anyone in that category.
4. Individuals whose annual growth in pension savings exceeds the annual allowance are subject to a tax charge on the excess.
5. For a defined contribution scheme the limit relates to the actual cash contributions made in year. However, for a defined benefit scheme (public service schemes) it is a multiple of the increase in annual pension earned in that year. This can become a particular issue for staff in the 1992 Firefighters Pension Schemes because of the way they are structured to provide double-accrual in the last 10 years of service.
6. An individual can choose to pay the annual allowance tax charge from their own personal finances, however, the Finance Act 2004 provides that a pension scheme must provide a 'Scheme Pays' facility where all of the qualifying conditions are met. This is known as **Mandatory Scheme Pays (MSP)**.
7. **MSP** means that the Scheme pays the tax charge in exchange for reduced future pension payments. i.e. ultimately the tax bill is paid by the individual.

8. In certain circumstances where the **MSP** provisions do not apply namely:
- Where an individual has exceeded the annual allowance but over separate schemes where neither scheme in itself exceeds the limit.
 - Where the individual is subject to a tapered allowance (those earning over £150,000 pa).

the Authority (P&R Committee 20 September 2017) has already approved a Voluntary Scheme Pays (**VSP**) arrangement.

9. This has no direct financial implications to the Fire Authority, but there is a potential cash flow implication for the Firefighters Pension Account. In the short term the government grant to support the Accounts would increase, but this would equalise over time as a result of reduced pension payments on retirement. This is in exactly the same way that the MSP works.

Current Position

10. As part of the remedy to the Pension Age Discrimination case (McCloud/Sargeant) it is highly likely that individuals will exercise an option to return to the 1992 schemes for the remedy period (2015-2022). Although the full details are not yet clear this will result in a retrospective re-calculation of Annual Allowances and potential tax charges for individuals for prior years.
11. Current HMRC rules only allow an **MSP** arrangement for a tax charge relating to the immediately preceding tax year, therefore, the circumstance may arise where an individual could be faced with a significant tax bill which is not covered by **MSP** or by the current Authority approvals for **VSP**.
12. It is also possible that, as more details of the remedy emerge, then there may be further need for the VSP arrangement to be extended, in order to restore individuals to the position they would have been in had the unlawful age discrimination not occurred.
13. Furthermore, we await details of response to a further case (*Matthews/O'Brien*) relating to the previous part-time workers claim in relation to On-Call/Retained Fire-fighters and the modified 2006 Scheme. It is possible that this may bring further **MSP/VSP** complications.

Conclusion

14. This would be a reasonable approach to the specific circumstances of the Remedy. The Fire Authority, as Scheme Manager, has discretion to permit the proposed extension VSP, and has delegated the authority to approve this to the Policy and Resources Committee.

Corporate Considerations

Resource Implications (identify any financial, legal, property or human resources issues)	None for FRA Funds. Potential cash-flow impact for Pension Account, but only restoring position that should have prevailed anyway.
Strategic Policy Links (identify how proposals link in with current priorities and policy framework and if they do not, identify any potential implications).	n/a
Risk Management / Health & Safety (identify any risks, the proposed control measures and risk evaluation scores)	n/a
Consultation (identify any public or other consultation that has been carried out on this matter)	n/a
Equalities (has an Equalities Impact Assessment been completed? If not, why not?)	n/a
Data Protection Impact Assessment (where personal data is processed a DPIA must be completed to ensure compliant handling)	n/a

Report of Deputy Chief Fire Officer, Director of Prevention and Assets

Quarterly Performance Reporting

Purpose of report

1. To set out proposals to redesign the Performance Quarterly Report based on key performance areas identified in the new core and enabling Strategies.
-

Recommendation

It is recommended that:

- (i) future quarterly performance reporting be aligned to the new Service core and enabling strategies and key performance indicators; and***
- (ii) for the format of the report presented to Members be refreshed accordingly.***

Introduction

2. In order to monitor and measure the Service performance, the P&R Committee, on a quarterly basis, receives a comprehensive, detailed report covering a large number of indicators of the Service performance and activities. This in due course informs the Annual Performance report which is published on the Service website <https://www.hwfire.org.uk/assets/files/fra-annual-report-2020-21-v6-r3.pdf>

Background/Current situation

3. The Quarterly Performance report received by P&R is currently a 35 page document ([Quarterly Performance Report](#)) that shows the Service performance against a wide range of performance output indicators, which are largely historical and the definitions relate to performance indicators from several decades ago. There is no defined link to the Community Risk Management Plan (CRMP), Medium Term Financial Plan (MTFP) or Service Strategy. Whilst this provides a large amount of data, it is not necessarily as helpful as it might be in assisting Members to focus on the Authority's key priorities and hold Officers to account. Nor does it necessarily align with the data requirements of the HMICFRS.

Proposal

4. Given the publication of new core and enabling strategies as a clear and straightforward guide to how the Authority's priorities and direction will be delivered through the Officers and staff, there is now an opportunity to review and refresh the quarterly performance report to make it fit for purpose going forward.
5. The core strategies are available on the Authority's website as follows:
<https://www.hwfire.org.uk/assets/files/prevention-strategy.pdf>
<https://www.hwfire.org.uk/assets/files/protection-strategy.pdf>
<https://www.hwfire.org.uk/assets/files/response-strategy.pdf>
6. It is proposed to redesign the quarterly performance report based on the following key performance areas identified in light of the core strategies and to supplement these with further performance areas arising from the enabling strategies in due course. Where Members require or request more detailed information and analysis (as is used by Officers routinely), this can always be provided in addition to the regular report. Where other data or information is identified as being relevant or subject to a significant shift, then this will be provided to Members in the proposed new report by exception.

Response Strategy

- **Availability**
 - People
 - Resource
 - Response
- **Competence**
 - Command Competence
 - Firefighter Competence
- **Intel**
 - Risk Reviews

Protection Strategy

- Fires in non-domestic premises
- Injuries from fire in non-domestic premises
- **Promoting Fire Safety**
 - Advice and Guidance
 - Statutory Consultations
- **Increasing Compliance**
 - Risk based audit programme
 - Intelligence lead audit programme

- **Investigating and Enforcing**

- Enforcement Action
- Prosecutions
- Post Fire Audits

Prevention Strategy

- Accidental dwelling fires
- Deaths from accidental dwelling fires
- Serious injuries from accidental dwelling fires
- Road traffic collisions involving extrications (RTC)
- Deaths or serious injuries from RTC involving extrications
- Fires following prevention checks

- **Promoting Fire Safety**

- Contacts with our communities where prevention advice is given
- Referrals made to other agencies following our work
- Referrals received from other agencies

Conclusion

7. Adoption of these key strategic performance indicators will ensure that:
- (i) The needs of the FRA members are met and that they have sufficient information and assurance on the Service performance. Additional information and statistics can be provided upon request or by exception.
 - (ii) The process of management against the performance indicators is efficient, appropriate and aligned to the HMIFRS data requirements
 - (iii) The proposed new performance indicators are appropriate, relevant and are aligned to the Service mission and strategies

Corporate Considerations

Resource Implications (identify any financial, legal, property or human resources issues)	No additional resources – avoids resource requirements of duplication
Strategic Policy Links (identify how proposals link in with current priorities and policy framework and if they do not, identify any potential implications)	The proposal refreshes performance reporting in line with new Service strategies whilst still maintaining reporting requirements
Risk Management / Health & Safety (identify any risks, the proposed control measures and risk evaluation scores)	NA
Consultation (identify any public or other consultation that has been carried out on this matter)	NA
Equalities (has an Equalities Impact Assessment been completed? If not, why not?)	No additional measures required
Data Protection Impact Assessment (where personal data is processed a DPIA must be completed to ensure compliant handling)	No additional measures required

Report of the Assistant Director: Prevention

2021-22 Performance Report: Q1 (1 April – 30 June 2021)

Purpose of report

1. This report summarises the Service's performance for Quarter 1 2021-22.
-

Recommendation

It is recommended that Members note the Q1 2021-22 performance headlines set out in Section 4 of this report, with further details available in Appendix 1.

Introduction and Background

2. The Service gathers performance data relating to incidents attended and activities carried out, and reports to your Committee and the Senior Management Board on a quarterly basis. The Quarter 1 2021-22 Performance Report is attached as Appendix 1, and provides information on overall incident numbers, Prevention, Protection and Response activities and an overview of the Service workforce.
3. The Performance Report has been compiled in the same format as the new Annual Service Review and Annual Service Plan introduced in April 2021 and relates closely to the new Prevention, Protection and Response strategies as well as the Community Risk Management Plan 2021-25.

Key Headlines

Incident Overview

4. A total of 1,768 incidents were attended in Q1 2021-22, a small decrease of 1% on Q1 2020-21, and close to the five year average of 1,789 incidents. This is made up of:
 - a. 452 Fires: the 452 fires attended in Q1 was 19% lower than Q1 2020-21, and represents the fewest number of fires in Q1 over the last five years.
 - b. 530 Special Services: this is a 33% increase over the Q1 2020-21 low of 399 incidents following the first Covid-19 national lockdown on 23 March 2020. However, it is still 6% lower than the 564 incidents recorded in Q1 2019-21.
 - c. 786 False Alarms: a small decrease of 6% on Q1 2020-21, including fewer Good Intent False Alarms, which fell by one-third.

Prevention

5. 539 Home Fire Safety Visits were completed in Q1 2021-22, a 143% increase over the same period in 2020-21, which reflected the restrictions on working arrangements following the March 2020 national lockdown.

Protection

6. With businesses restarting following the easing of lockdown restrictions, more inspections have been possible during Q1 2021-22.
7. The easing of restrictions has also enabled the Risk Based Inspection Programme (RBIP) to gain momentum during the quarter, with 105 completions out of 800 inspections programmed for the full year. Watch Commanders are also being trained to gain Level 3 Certificates in Fire Safety, which will increase capacity to carry out formal inspections from Q3 2021-22.
8. New building safety legislation has also been introduced, and the department is proactively contacting business leads to highlight their fire safety responsibilities and offer support and signposting to other assistance where needed.

Response

Fires

9. The numbers of Primary and Secondary fires attended in Q1 2021-22 were down by 11% and 30% respectively over the same period in 2020-21. While the number of Primary Fires fell to 219, the number of domestic primary fires remained unchanged at 96 incidents. However, despite an increase in vehicle and transport primary fires (55 incidents) following the easing of lockdown restrictions on 12 April 2021, they are still below pre-lockdown levels (75 incidents).
10. The 30% decrease to 212 Secondary Fires coincided with generally cool weather during the quarter and the continued impact of lockdown restrictions.
11. Sadly, there were two fatalities in Primary Fires during the quarter. Both incidents occurred in single households where the victims were aged over 70 years.

Road Traffic Collisions

12. In terms of Road Traffic Collisions (RTCs), the 150 incidents during the quarter was a 127% increase over Q1 2020-21. However, this is largely a reflection of the dramatic reduction in road use following the first national lockdown on 23 March 2020, as prior to pandemic 164 RTCs were recorded in Q1 2019-20.
13. With the increase in road use during the quarter, both fatalities and injuries in RTCs increased: there were three fatalities and 54 serious injuries in the RTCs attended by the Service.

Attendance Standard

14. In Q1 2020-21 Service attended 129 Primary Building Fires; 2 reports were removed from data analysis as they did not meet data quality control requirements. The average attendance time increased from nine minutes 53 seconds recorded in Q1 2020-21 to ten minutes 52 seconds in Q1 2021-22. This was largely due to an average one minute and 31 seconds increase in turnout time.
15. Out of 127 examined primary building fires, 69 incidents reported that the attendance standard was not met. The main reasons given continue to be travel distance (28 incidents) and turn in time (On Call and Day Crew only) (19 incidents).

On Call Appliance Availability

16. The first On Call appliance availability fell to 90.23% during the quarter, down from 94.99% in the same quarter of 2020-21. While availability for all On Call appliances fell to 84.54%, most fire stations (17 stations) remained at over 90%, with the main falls occurring at Bromsgrove, Evesham, Worcester, Droitwich and Malvern stations.

People

17. In terms of equality and diversity, the proportion of female employees has risen to 18% of the workforce, compared to 16% in 2017-18. There has also been a 2% increase in ethnic minority representation in the workforce rising to 7% since 2017-18.
18. Overall absence due to staff sickness rose to 1.11 days lost per person in the quarter (0.85 days lost per person in Q1 2020-21). Both Wholetime and Fire Control staff showed increases during the quarter, while Support Staff sickness absence fell. Long-term absence represents 56% of all staff sickness absence, down from 76.5% in Q1 2020-21. Musculo-skeletal disorders (especially relating to the back), respiratory (cough, cold and flu) and gastrointestinal problems continue to be the most common reasons for absence.
19. Staff absence figures do not include sickness related to Covid-19, which is reported separately.

Conclusion/Summary

20. Further information on the headlines set out above is included in Appendix 1.
21. The Senior Management Board will continue to receive performance reports and the measures being taken to address any issues arising. Where improvements are required, any necessary action will be reported to the Policy and Resources Committee.

Corporate Considerations

Resource Implications (identify any financial, legal, property or human resources issues)	None at present.
Strategic Policy Links (identify how proposals link in with current priorities and policy framework and if they do not, identify any potential implications).	The areas included link with the Annual Service Review and Annual Service Plan and the strategic objectives of the Service.
Risk Management / Health & Safety (identify any risks, the proposed control measures and risk evaluation scores).	None.
Consultation (identify any public or other consultation that has been carried out on this matter)	None.
Equalities (has an Equalities Impact Assessment been completed? If not, why not?)	No, the report concerns operational activity and other areas of general performance, but not from an equalities viewpoint.
Data Protection Impact Assessment (where personal data is processed a DPIA must be completed to ensure compliant handling)	Not required – no personal data is identified.

Supporting Information

Appendix 1 – Performance Report: Quarter 1 2021-22

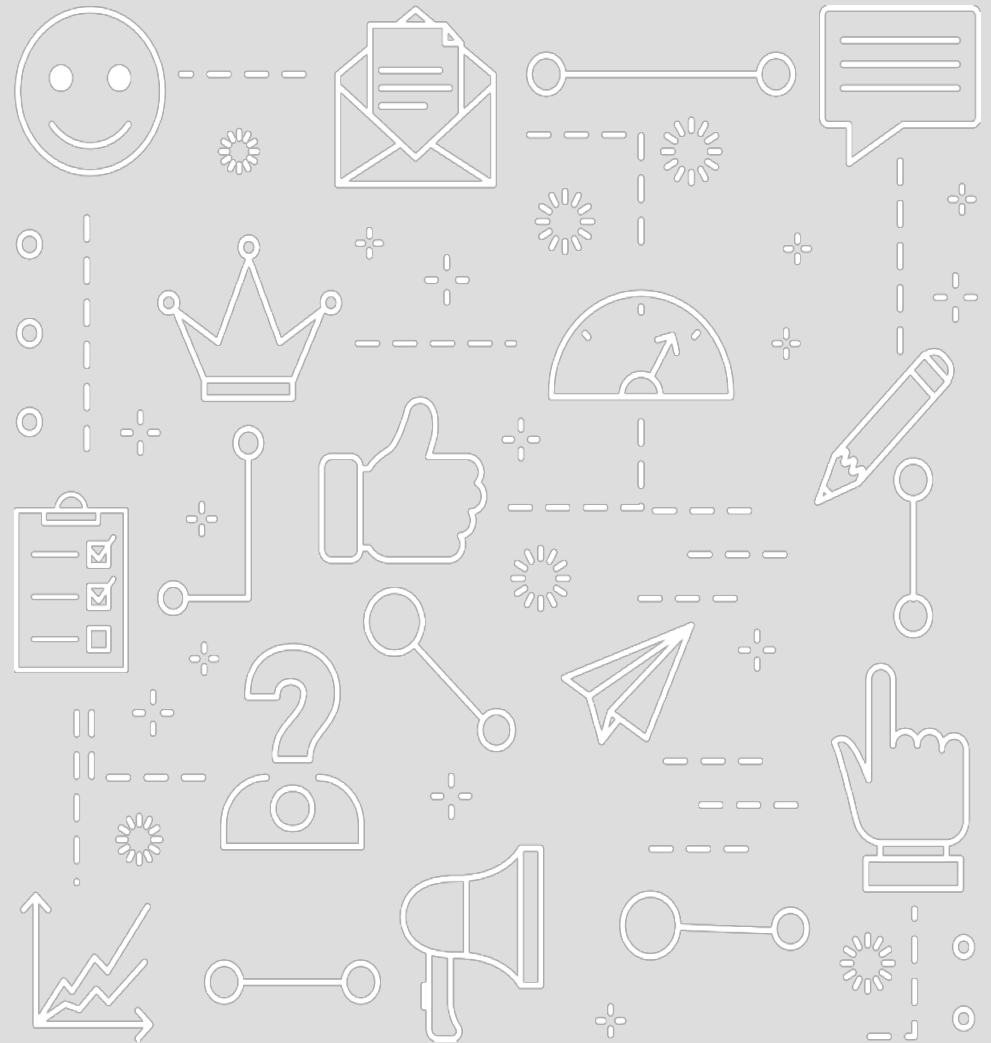


HEREFORD & WORCESTER
HWFR
FIRE AND RESCUE SERVICE

Performance Report

Quarter 1 2021-22

Report of the Assistant Director: Prevention



Incident Overview

Q1 2021-22 (1 April – 30 June 2021)



All Incidents

Total

1,768

Change since Q1 2020-21

↓ 1%

Small decrease on Q1 2020-21, and continues to average about 1,790 per Q1 over the last 5 years. The Service also attended 29 'Over The Border' incidents.



Fires

452

↓ 19%

Fewest number of fires in Q1 over the last 5 years, though hot weather in April 2021 brought the highest number of fires in the last 12 months (206 incidents).



Special Services

530

↑ 33%

The increase in Special Service incidents represents a return to pre-pandemic levels following last year's Q1 low of 399 incidents. In Q1 2019-20 the total was 564 incidents.



False Alarms

786

↓ 6%

Small decrease on Q1 2020-21, with fewer people reporting Good Intent False Alarms (103 incidents, a fall of one-third compared to Q1 2020-21).

District Overview

Incidents per District Q1 2021-22



Fire



Special
Service



False
Alarms

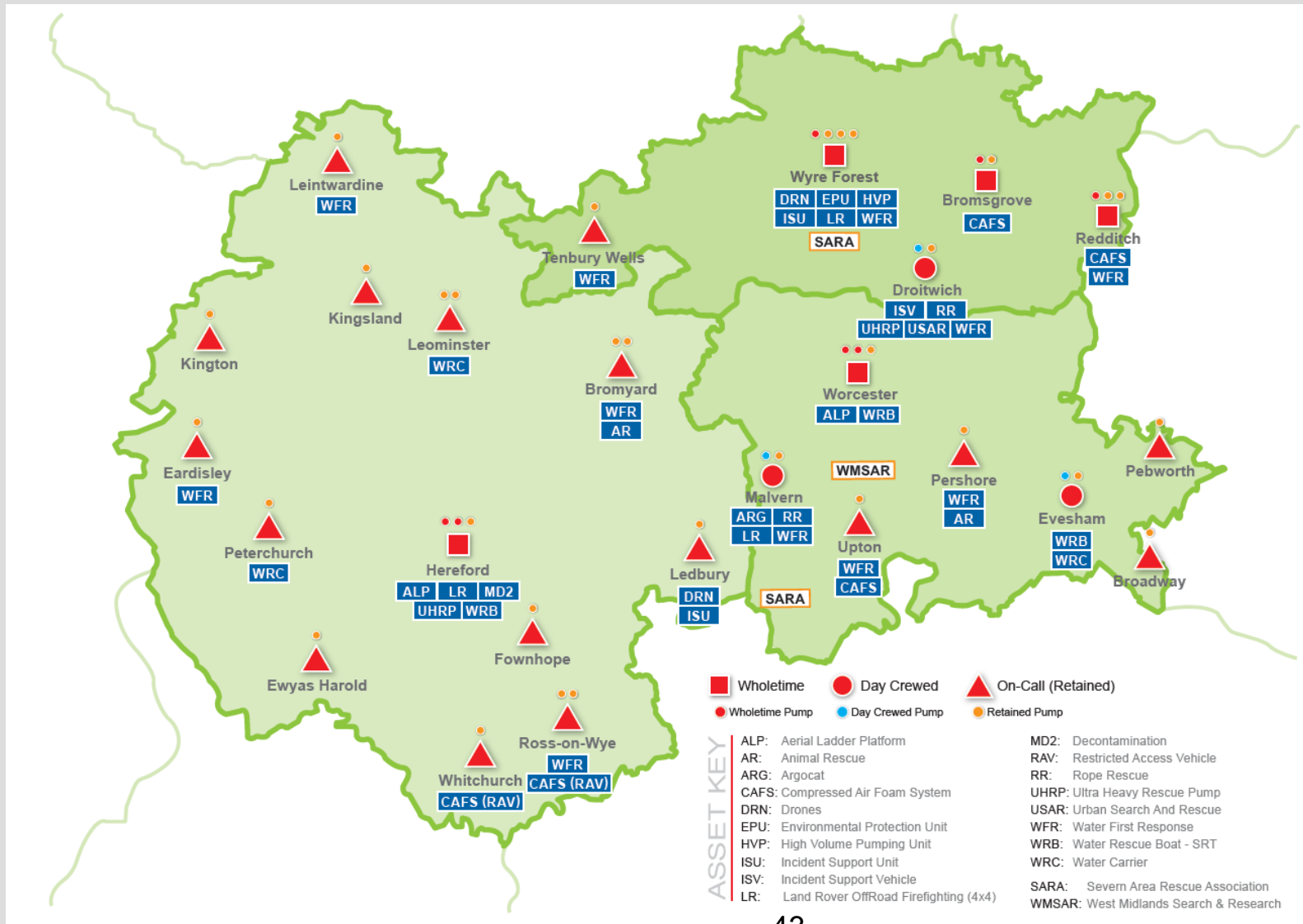


All
Incidents

Change since
Q1 2020-21

North District	209	217	305	731	↓ 4%
South District	124	159	307	590	↓ 2%
West District	119	154	174	447	↑ 6%
Total	452	530	786	1,768	↓ 1%

Asset location



Prevention

Fire Prevention Checks Completed

Q1 2021-22 Q1 2020-21

Home Fire Safety Visits

539

222

Equipment Only Checks

114

154

Total Checks

653

376

Safe and Well Check Survey Q1 2021-22

Proportion of Positive Responses

97.6%

The number of fire prevention checks have continued to increase since the easing of lockdown and the number of referrals from partner agencies gain momentum.

There had been a restricted number of visits to people's home during the first lockdown, but these have now increased by 74% to 653 checks during Q1 2021-22.

We have increased capacity in the Prevention department to undertake more prevention checks.

We continue to work closely with partner agencies and gather feedback from service users on visits we undertake.

Protection

Inspections Completed

	Q1 2021-22	Q1 2020-21
Business Fire Safety Checks	0	1
Technical Fire Safety Activity	499	213
Satisfactory Audit Outcomes	105	5
Total Enforcement Activity	6	2
.....		
Specific Post Fire Audit	24	18
- Within target date	19	16
- Exceeded target date	2	1

Post Fire Audit Survey Q1 2021-22

Proportion of
Positive Responses

87.5%

With businesses restarting following the easing of lockdown restrictions, more inspections have been possible during Q1 2021-22.

The easing of restrictions has also enabled the Risk Based Inspection Programme (RBIP) to gain momentum during the quarter, with 105 completions out of 800 inspections programmed for the full year. Watch Commanders are also being trained to gain Level 3 Certificates in Fire Safety, which will increase capacity to carry out formal inspections from Q3 2021-22.

New building safety legislation has also been introduced, and the department is proactively contacting business leads to highlight their fire safety responsibilities and offer support and signposting to other assistance where needed.

Response - Fires



Primary Fires

219

Primary Fires	Q1 2020-21	Q1 2021-22	Change	
Building Fires	149	129	-20	-13%
Outdoor Fires	65	35	-30	-46%
Vehicle & Transport Fires	32	55	+23	+72%
Total	246	219	-27	-11%

Although the number of Primary Fires has fallen by 11% compared to Q1 2020-21, the number of domestic (dwelling and other residential properties) primary fires remained unchanged (96 incidents recorded in Q1 2019-20 and Q1 2021-22). Despite an increase in vehicle and transport fires following the easing of lockdown restrictions on 12 April 2021, it has yet to reach pre-lockdown levels (75 primary vehicle fires were recorded in Q1 2019-20).

Secondary Fires

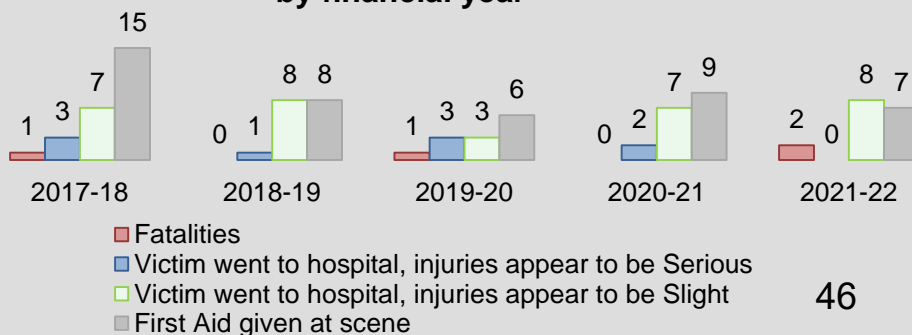
212



Secondary Fires	Q1 2020-21	Q1 2021-22	Change	
Grassland, Woodland and Crop	153	103	-50	-33%
Other Outdoors (including land)	85	60	-25	-29%
Outdoor Structures	47	38	-9	-19%
Buildings & Transport	11	7	-4	-36%
Outdoor Equipment & Machinery	6	4	-2	-33%
Total	302	212	-90	-30%

There was a 30% decrease in secondary fires compared to Q1 in 2020-21. This coincides with unseasonably cool weather during the quarter (apart from one week) and with people continuing to limit their time spent outdoors during the third lockdown.

Primary Fire Injuries and Fatalities in Q1 by financial year

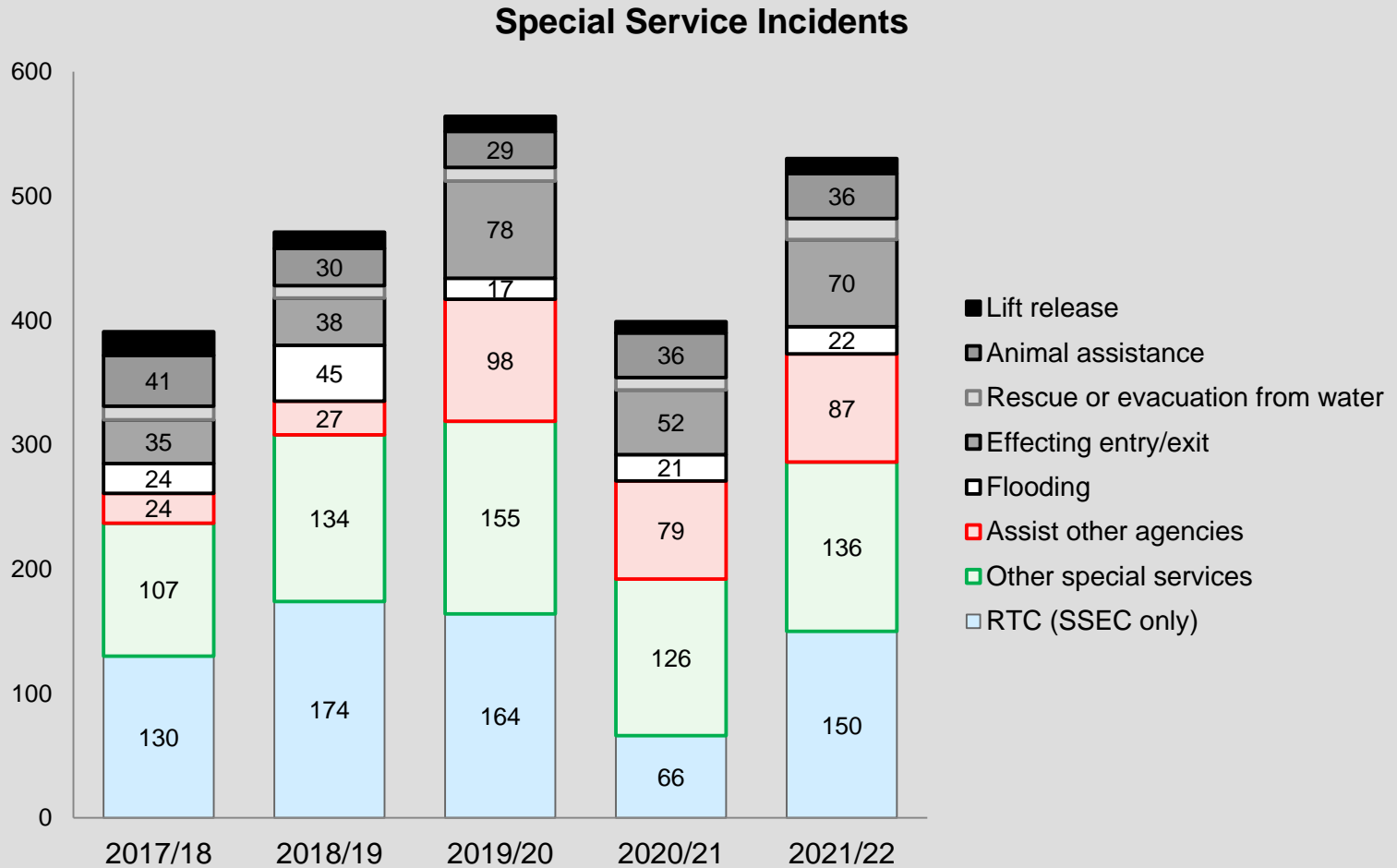


Sadly, two fatalities in primary fires were recorded in Q1 2021-22. Both incidents concerned single occupancy dwellings, where victims were over 70 years old.

Response – Special Services



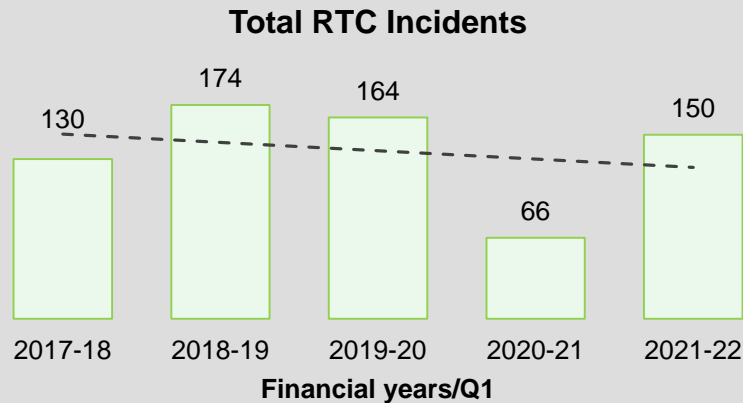
530
Special
Service
incidents
in Q1
2021-22



Response – Road Traffic Collisions

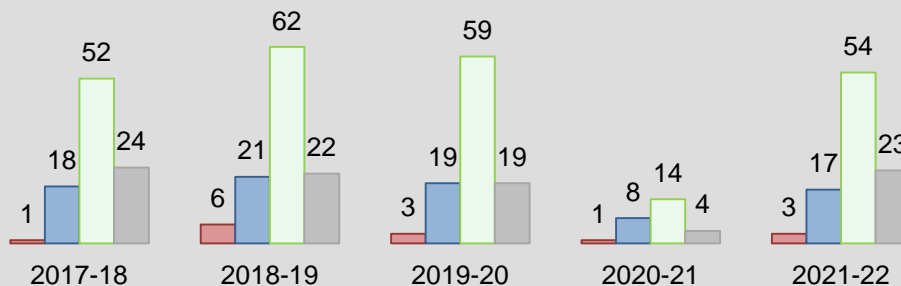


150
RTCs



Whilst the number of RTC incidents showed an overall increase of 127% over Q1 in 2021-22, this is largely a reflection of the dramatic reduction in road use following the first Covid-19 national lockdown on 23 March 2020. Whilst the number of RTC incidents show a gradual return to pre-lockdown levels, there continues to be an overall downward trend in RTC numbers.

RTC Injuries and Fatalities in Q1 by financial year



- Fatalities
- Victim went to hospital, injuries appear to be Serious
- Victim went to hospital, injuries appear to be Slight
- First Aid given at scene

As expected RTC fatalities and injuries increased in Q1 2021-22 due to increased road use when compared to the reduced road use following the lockdown restrictions in March 2020.

Response – Attendance Standard



	Q1 2021-22	Q1 2020-21
Primary Building Fires	129	148

Attendance Standard
First fire appliance attendance at Primary Building Fires within 10 minutes



Attendance within 10 minutes **58** **45.7%** **85** **57.4%**

Attendance outside 10 minutes **69*** **63**

* 2 incidents discarded due to lack of information.

Average Attendance time (min:sec)** **10:52***** **09:53*****

** Time of call to arrival at scene.

Call handling time 01:39 01:17

Turnout time 03:55 02:24

Travel time 05:17 06:11

*** It should be noted that these are three independent averaged values, and therefore may not always add up.

Reasons for not meeting Attendance Standard

Travel distance to the incident
Turn in time (On Call and Day Crew only)
Appliance not booked in attendance
Responding at normal road speed (AFAs)
Other

No. of incidents

28
19
9
7
6

Response - On Call Appliance Availability



First On Call Appliance **90.23%**

All On Call Appliances **84.54%**

**First On Call
Appliance
Availability
Q1 2020-21**

94.99%

On Call Appliance Availability Q1 2021-22

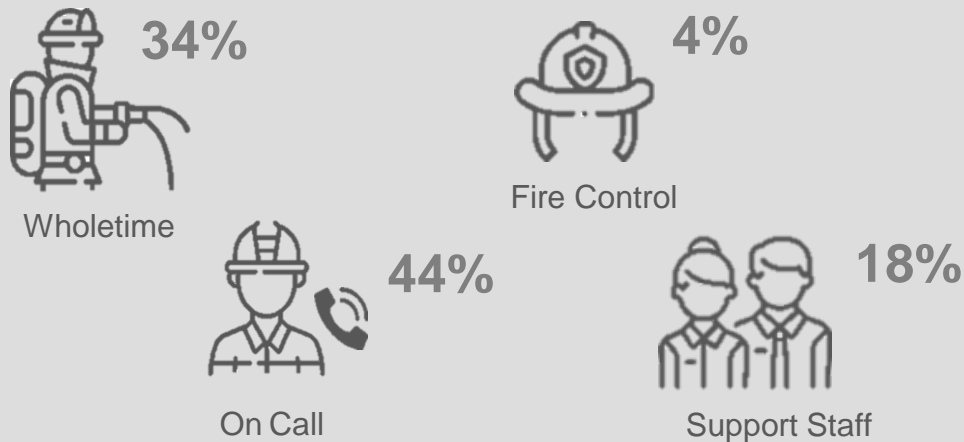
For Q1 2021-22, the first On Call appliance availability was 90.23%.

When looking at all On Call appliance availability for each fire station, there have been some changes since the previous year:

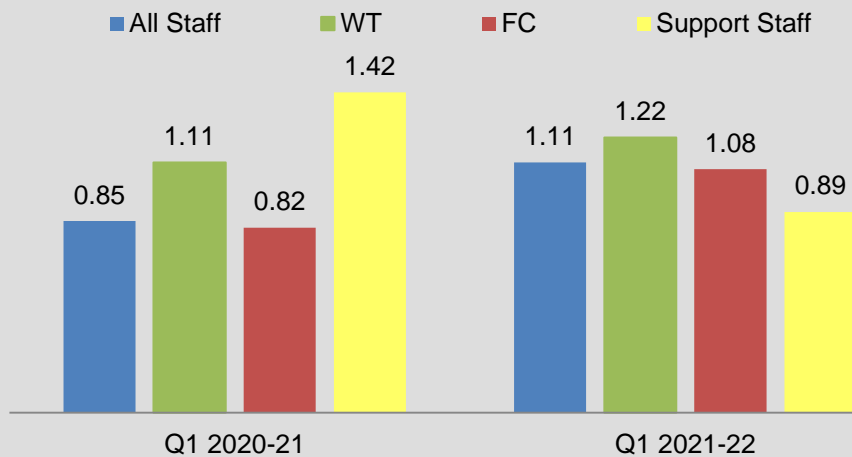
- Bromsgrove, Evesham and Worcester have all dropped below 85%
- Both Droitwich and Malvern dropped below 75%
- Broadway continued to have the lowest availability, remaining at the same level of 53%
- Ross-on-Wye continued to achieve 100% availability

People

Overall Workforce Profile



Absence levels (days lost per person)

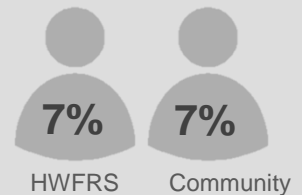


*All sickness data does not include Covid-19

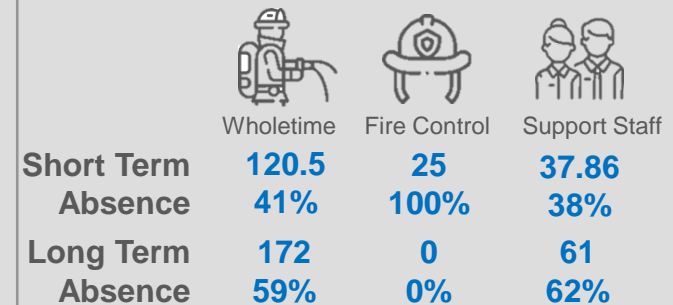
Equalities



Ethnicity



Days/ Shifts Lost



Top 3 Reasons for Absence

- Other causes
- Musculo-Skeletal - back
- Musculo-Skeletal - lower limb