



Hereford & Worcester Fire Authority

Full Authority

Wednesday, 16 December 2020, 10:30

**Chairman: Mr R Phillips**  
**Vice-Chairman: Mr P Tuthill**

## **Minutes**

**Members Present:** Ms P Agar, Mr A Amos, Mr T D Baker-Price, Mr B Clayton, Mrs E Eyre BEM, Mr I D Hardiman, Mr Al Hardman, Mr M Hart, Mrs K Hey, Dr C A Hotham, Mrs F M Oborski MBE, Mr R J Phillips, Mrs J Potter, Professor J W Raine, Mr L Stark, Mr C B Taylor, Mrs D Toynbee, Mr P A Tuthill, Mr R M Udall

**Also in attendance: Mrs Tracey Onslow, West Mercia Deputy Police and Crime Commissioner**

### **281 Apologies for Absence**

Apologies were received from Cllr R Adams, Cllr S Bowen, Cllr A Fry, Cllr K Guthrie, Cllr R Morris and Cllr K Pollock.

### **282 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

Cllr Raine declared that he was a member of the Fire Commission.

### **283 Public Participation**

There was no public participation.

### **284 Chairman's Announcements**

The Chairman informed Members of the following activity:

- The Chief Fire Officer's resignation had been acknowledged and all Members had been copied into the reply.
- It is understood the provisional settlement for 2021/22 will be

announced on 17 December.

- The Inspectorate Covid report will be published in the new year.
- The Chairman had been involved in the NJC tripartate discussions on Covid work and further pension arrangements following the Sargent ruling.
- Discussions continue with partner public sector organisations for the rebuild of Redditch Fire station.
- The Chairman invited the Chief Fire Officer to give an update on the presentation of Long Service and Good Conduct awards and on the recent recruitment programme for 30 new full time firefighters.

There were a total of 84 awards to be presented to individuals or teams as follows:

- Long Service and Good Conduct – 21
- 40 years' Service – 4
- 30 years' Service – 13
- 20 years' Service – 1
- Firefighters Charity Award individual + Firefighters Charity Team Award (presented to winners and runners up in each category)
- Silver Axe – Top RDS Trainee Recruit
- 5 x CFO Commendations – 28
- 1 x Chairman Commendation – 1
- 8 x CFO Letter of Congratulations – 11

Staff were given the option of either being presented with their award on station by the Chief Fire Officer, District Commander or Station Commander, deferring to the 2021 Medal and Awards Ceremonies or a combination of both to allow family and friends to be part of the ceremony.

With regard to the recent recruitment programme, the details were as follows:

#### Wholetime Recruitment

There were 796 applications received for wholetime firefighters, 104 were from HWFRS on-call staff, 165 were external firefighters from other services and 527 were new entrants.

The Service has now appointed 30 new staff, to commence in January 2021, 19 of which were new to the Fire Service, 6 were from existing HWFRS on-call staff and 5 were from external FRS.

In addition to appointing 30 staff immediately, a reserve list has also been

created should the Service need further new entrants in the next 2 years.

### On-Call Recruitment

In 2020, there have been 24 new starters to the On-call system.

Covid restrictions have meant that On-call recruitment was paused between March and August, however since August, On-call recruitment has recommenced and a number of initiatives are underway to support wider recruitment of On-call staff.

### Fire Control

In preparation for the new Fire Control structure and 2,2,4, crewing model Fire Control have delivered three recruitment processes in 2020; Watch Commander B (Control), Crew Commander (Control), 12 month fixed term temporary contact for FfCon.

It was very encouraging to receive 45 applicants for the 12 month fixed term position and after an extensive selection process 3 new members will be starting in 2021.

In addition, the supervisory managers promotion processes resulted in 3 Crew Commander positions - 1 internal and 2 external and 1 internal member of staff being promoted to Watch Commander.

## **285 Confirmation of Minutes**

The Treasurer informed Members that with regard to Minute no. 275, a small amount of Bellwin funding had been received to help cover the cost associated with the flooding incidents in February 2020. All expenditure claimed above the threshold level had been funded.

**RESOLVED that the minutes of the meeting held on 14 October 2020 be confirmed as a correct record and signed by the Chairman.**

## **286 Appointment of Chief Fire Officer**

The Head of Legal Services presented the minutes of the Appointments Committee for the Authority to ratify the appointment of Chief Fire Officer.

**RESOLVED that Mr Jonathon Pryce, currently Assistant Chief Fire Officer, be appointed to the post of Chief Fire Officer with effect from a date to be agreed, in accordance with the unanimous**

**recommendation of the Appointments Committee.**

**287 Community Risk Management Plan 2021-25 – Consultation Findings**

The Chief Fire Officer presented Members with the findings of the public consultation on the draft Community Risk Management Plan 2021-25.

Members were reminded that on 10 June 2020 the Authority had authorised the publication of the draft Community Management Plan 2021-25 for public consultation which took place between 6 July 2020 and 25 September 2020.

Members were informed that the Plan was generally well received and a good level of support was given to the various prevention, protection and response aims consulted upon. There was also agreement that the current Attendance Standard should be reviewed.

Members noted that only 73 responses had been received across the two counties and which was reflective of the non-controversial nature of the plan.

Members were pleased to note that consultation on a proposed new attendance standard would commence during 2021-22.

*[Tracey Onslow, Deputy PCC, entered the meeting at 11:02am]*

It was agreed that the Plan be finalised, including any minor amendments, for approval at the next Fire Authority meeting prior to publication in April 2021.

**RESOLVED that:**

***i) the report from ORS setting out the findings of the public consultation on the draft Community Risk Management Plan attached as Appendix 1, with a short summary of key findings as Appendix 2, be noted;***

***ii) taking the consultation feedback into account, no significant changes be made to the draft CRMP other than minor textual amendments and that the final document be brought to the next meeting of the Authority for final approval;***

***iii) permission be given to prepare for public consultation on a proposed new attendance standard during 2021-22; and***

***iv) the Equality Impact Assessment attached as Appendix 3 be approved.***

**288 HMICFRS Improvement Plan – Update November 2020**

The Chief Fire Officer updated Members on the progress in implementing the HMICFRS Improvement Plan. Members were pleased to note that despite the significant impact currently being experienced due to the Covid-19 pandemic, sound progress was being made to discharge the requirements of the Plan.

There was concern that the staff engagement workshops had been postponed due to Covid but they were reassured that virtual sessions will be undertaken in the new year.

Members congratulated staff on the progress made, particularly taking into account it was during the pandemic and the floods.

**RESOLVED that:**

**i) the Authority note progress on actions to deliver the HMICFRS Improvement Plan; and**

**ii) a further report be presented to a future meeting of the Authority detailing the recent activities undertaken and planned by the Employee Engagement and Wellbeing Officer.**

**289 Strategic Fire Alliance – priority projects update**

The Chief Fire Officer updated Members on the progress in delivering priority projects developed by the Strategic Fire Alliance between Hereford & Worcester and Shropshire Fire and Rescue Services.

There was discussion around the potential options for the co-location of Fire Control. The Chief Fire Officer assured Members that all options were being considered but from experience, being in the same control room as the Police had been very beneficial.

**RESOLVED that Members note progress on projects to date.**

**290 Minutes of the Audit and Standards Committee**

The Chairman of the Committee presented the minutes of the Audit and Standards Committee meeting held on 8 October 2020.

**RESOLVED that the minutes of the Audit and Standards Committee meeting held on 8 October 2020 be received and noted.**

**291 Minutes of the Policy and Resources Committee**

The Chairman of the Committee presented the minutes of the Policy and Resources Committee meetings held on 16 September 2020 and 2 December 2020.

**RESOLVED that the minutes of the Policy and Resources Committee meetings held on 16 September 2020 and 2 December 2020 be received and noted.**

**292 Minutes of the Appointments Committee**

The Chairman of the Committee presented the minutes of the Appointments Committee meetings held on 1 October 2020, 16 November 2020 and 3 December 2020.

**RESOLVED that the minutes of the Appointments Committee meetings held on 1 October 2020, 16 November 2020 and 3 December 2020 be received and noted.**

The Meeting ended at: 11:42

Signed:.....

Date:.....

Chairman