



**NOTTINGHAMSHIRE**  
**Fire & Rescue Service**  
*Creating Safer Communities*

Nottinghamshire and City of Nottingham  
Fire and Rescue Authority

# PERFORMANCE MONITORING COMMITTEE OUTCOMES

Report of the Chair of the  
Performance Monitoring Committee

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**Agenda No:**

**Date:** 25 February 2011

**Purpose of Report:**

To report to Members on the business and actions of the Performance Monitoring Committee meeting of Friday 07 January 2011.

## CONTACT OFFICER

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## 1. BACKGROUND

As part of the revised Governance arrangements the Authority have delegated key responsibilities for Performance Monitoring to the Performance Monitoring Committee. As part of those delegated responsibilities, the Chair of the Performance Monitoring Committee and the Management lead, report to the Authority on its business and actions.

## 2. REPORT

- 2.1 The minutes of the meeting held on Friday 07 January 2011 are attached to this report at Appendix A. The following summarises the main points of the papers discussed at the meeting.
- 2.2 The Committee were in receipt of a report which updated on how the Nottinghamshire and City of Nottingham Fire Authority performed in Quarter 2 2010/11, against its national indicators (NIs) and key performance indicators (KPIs).
- 2.3 The report outlined the aggregated targets at Service level and depicted how the organisation is performing against its statutory indicators. Performance compared to targets was demonstrated, as well as performance compared to the previous year and the previous two years. This allows for an overall snapshot of how the organisation is performing in specific areas. All NIs and KPIs require an appropriate commentary from the manager responsible. These responses detail what actions are being taken and if there are any significant issues which need to be considered in relation to the overall totals. Also a proposal was presented to use new methodology for setting targets (logarithmic trend lines) and accidental dwelling fires and deliberate secondary fires). It was resolved that the Quarter 2 performance be noted and the Service's overall performance continue to be monitored. Additionally, that the new methodology for setting targets be agreed and a further report submitted to the next meeting. Further, that if the new methodology proved successful, Councillors consider at the next meeting other indicators which could be measured using the new methodology.
- 2.4 A final report was presented, which proposed two alternative fire and rescue services which could be considered as most similar to this Service when benchmarking performance. The comparison exercise had been undertaken on the basis of ethnic mix, deprivation, council spend and life expectancy. It was resolved that the report be noted and the Service's performance relative to other Family Group 4 members continue to be monitored, Also, that coastal Services be included in the analysis to find this Service's most similar Fire and Rescue Services and further work be undertaken to clarify whether the Services at Bedfordshire and Northamptonshire were the most similar to this Service so that a benchmarking exercise could be undertaken with them.

### **3. FINANCIAL IMPLICATIONS**

All financial implications were considered as part of the original reports submitted to the Performance Monitoring Committee.

### **4. HUMAN RESOURCES AND LEARNING AND DEVELOPMENT IMPLICATIONS**

All human resources and learning and development implications were considered as part of the original reports submitted to the Performance Monitoring Committee.

### **5. EQUALITY IMPACT ASSESSMENT**

An initial equality impact assessment has identified no specific aspects relating to a disproportionate effect in respect of the key equality strands.

### **6. CRIME AND DISORDER IMPLICATIONS**

There are no crime and disorder implications arising from this report.

### **7. LEGAL IMPLICATIONS**

There are no legal implications arising from this report.

### **8. RISK MANAGEMENT IMPLICATIONS**

The monitoring of performance will be an essential part of the Service's development. The Comprehensive Performance Assessment and associated audit processes will continue to scrutinise the Service's overall performance. Failure to act on poor performance could lead to intervention.

### **9. RECOMMENDATIONS**

That Members note the contents of this report and the business undertaken by the Performance Monitoring Committee.

**10. BACKGROUND PAPERS FOR INSPECTION (OTHER THAN PUBLISHED DOCUMENTS)**

None.

Councillor Gordon Wheeler  
**CHAIR OF PERFORMANCE MONITORING COMMITTEE**

For Note

## APPENDIX A



### NOTTINGHAMSHIRE AND CITY OF NOTTINGHAM FIRE AND RESCUE AUTHORITY

#### PERFORMANCE MONITORING COMMITTEE

#### MINUTES

of meeting held on **7 JANUARY 2011** at Fire and Rescue Service Headquarters,  
Bestwood Lodge, Arnold, Nottingham, from 10.00 am to 10.40 am

#### Membership

Councillor Wheeler (Chair)  
Councillor Carroll  
^ Councillor Dobson  
^ Councillor James  
Councillor Rigby

Members absent are marked ^

#### 10 APOLOGIES FOR ABSENCE

No apologies for absence were received.

The Chair asked that any Councillor unable to attend a meeting should inform their political group so that a substitute could be appointed.

#### 11 DECLARATIONS OF INTERESTS

No declarations of interests were made.

#### 12 MINUTES

**RESOLVED** that the minutes of the last meeting held on 1 October 2010, copies of which had been circulated, be confirmed and signed by the Chair.

#### 13 PERFORMANCE UPDATE – QUARTER 2 2010/11

Consideration was given to a report of the Chief Fire Officer, copies of which had been circulated, informing the Committee of how Nottinghamshire and City of Nottingham Fire and Rescue Authority had performed against the National Indicators (NIs) and Key Performance Indicators (KPIs) in Quarter 2.

The Chief Fire Officer referred to the following indicators:

- NI 49ii - fatalities due to primary fires (operations) – two accidental fire deaths had occurred, both in properties which had been known to external agencies. Work was continuing with partners to identify vulnerable members of society;
- NI 49iii - non fatal casualties (operations) – this had shown an improvement and the majority of occurrences had been due to cooking incidents. As a result generic education campaigns would be undertaken throughout the areas to heighten knowledge of the risks involved;
- KPI 12i - sickness whole-time staff – there had been a small increase in working days lost due to sickness, but, overall there was a significant improvement on the figures for Quarter 2 the previous year;
- LPI 065 - % entrants to the Organisation from black, minority and ethnic (BME) backgrounds – of the 37 starters during quarters 1 and 2, none had been from BME backgrounds. However, 8 of these had been whole-time firefighters who had been recruited during the 2008/09 campaign and 14 were retained firefighters in areas where there were much lower numbers of people from ethnic minorities, thus impacting on the target. As it was unlikely that the Service would employ any new firefighters in the near future it was vital that the large amount of work undertaken to improve relations with ethnic groups should be maintained;
- LPI 066a - % employees declaring a disability – a data verification exercise was to take place over the next few weeks and the results of this would be submitted to this Committee;
- LPI 067c - % women entrants into whole-time operations roles – 1 in 8 operational whole-time entrants were now women. The 'Women Can' campaign continued to be successful;
- LPI 067d - % women in top 15% of earners – considerable positive action was being undertaken by the Equalities Sub Group.

## **RESOLVED**

- (1) that the Quarter 2 performance be noted and the Service's overall performance continue to be monitored;**
- (2) that the new methodology for setting targets involving logarithmic trend lines for accidental dwelling fires and deliberate secondary fires be agreed and a further report be submitted to the next meeting;**
- (3) that if the new methodology proved successful, Councillors consider at the next meeting other indicators which could be measured using the new methodology.**

**14 IDENTIFYING FIRE AND RESCUE SERVICES SIMILAR TO NOTTINGHAMSHIRE AND CITY OF NOTTINGHAM FIRE AND RESCUE SERVICE**

Further to minute 9 dated 1 October 2010, consideration was given to the report of the Chief Fire Officer, copies of which had been circulated, proposing two alternative Fire and Rescue Services which could be considered as most similar to this Service when benchmarking performance. The comparison exercise had been undertaken on the basis of ethnic mix, deprivation, council spend and life expectancy.

**RESOLVED**

- (1) that the report be noted and the Service's performance relative to other Family Group 4 members continue to be monitored;**
- (2) that coastal Services be included in the analysis to find this Service's most similar Fire and Rescue Services and further work be undertaken to clarify whether the Services at Bedfordshire and Northamptonshire were the most similar to this Service so that a benchmarking exercise could be undertaken with them.**