



NOTTINGHAMSHIRE
Fire & Rescue Service
Creating Safer Communities

Nottinghamshire and City of Nottingham
Fire and Rescue Authority

POLICY AND STRATEGY COMMITTEE OUTCOMES

Report of the Chair of the Policy and Strategy Committee

Agenda No:

Date: 27 September 2013

Purpose of Report:

To report to Members the business and actions of the Policy and Strategy Committee meeting of Friday 02 August 2013.

CONTACT OFFICER

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1. BACKGROUND

As part of the revised Governance arrangements the Authority has delegated key responsibilities for policy and strategy to the Policy and Strategy Committee. As part of those delegated responsibilities, the Chair of the Policy and Strategy Committee and the Management lead report to the Authority on its business and actions as agreed at Fire and Rescue Authority meeting on 1 June 2007.

2. REPORT

- 2.1 The minutes of the Policy and Strategy Committee meeting of Friday 02 August 2013 are attached to this report at Appendix A.
- 2.2 The Committee was firstly asked to consider a report which recommended the application of a three-point pay scale for the roles of Chief Fire Officer, Deputy Chief Fire Officer, Assistant Chief Fire Officer and Assistant Chief Officer on appointment. It was resolved to approve the proposed salary structure for appointments to future Principal Officer roles; and that the Appointments Committee maintain discretion to appoint to an appropriate salary within the salary range for the role, in order to effect a successful appointment.
- 2.3 A further report sought the approval of Members to undertake a further review of strategic management within Nottinghamshire Fire and Rescue Service. It was resolved to approve the review of the management team and to task the Chief Fire Officer with reporting back to the next meeting of this Committee on 1 November 2013 with options and recommendations
- 2.4 Consideration was given to a report which proposed a submission from the Authority in response to the review into efficiencies and operations in fire and rescue authorities in England by Sir Ken Knight. It was resolved to task the Chief Fire Officer with submitting the response to Sir Ken Knight's Review subject to the amendments agreed by the Committee and that a copy of the final response should be provided to all members of the Fire Authority.
- 2.5 Policy and Strategy Committee also received a report which advised on a consultation regarding a settlement to the retained fire fighters pension claim. It was resolved to note the consultation and its contents; to agree that the risk register is amended to include the potential financial impact from 2016 onwards; and to task the Chief Fire Officer with submitting a response on behalf of the Fire Authority.
- 2.6 In respect of the final reports, the Committee was asked to consider exclusion of the public from the meeting in accordance with Section 100A(4) of the Local Government Act 1992. This was agreed and consideration was given to two reports – the first concerning the Retford fire station development and the second regarding resilience planning. It was resolved to agree the recommendations set out in the reports.

3. FINANCIAL IMPLICATIONS

All financial implications were considered as part of the original reports submitted to the Policy and Strategy 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 Policy and Strategy Committee.

5. EQUALITIES IMPLICATIONS

An equality impact assessment has not been undertaken because this report is not associated with a policy, function or service. Its purpose is to update the Fire Authority on the outcomes of Committee business.

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 directly from this report.

8. RISK MANAGEMENT IMPLICATIONS

The Service's performance in relation to matters addressed through Policy and Strategy Committee is scrutinised through a range of audit processes. The Service needs to continue to perform well in these areas as external scrutiny through Comprehensive Performance Assessment and auditors' judgement is key to future Service delivery.

9. RECOMMENDATIONS

That Members note the contents of this report and the business undertaken by the Policy and Strategy Committee.

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

None.

Councillor Darrell Pulk
CHAIR OF POLICY AND STRATEGY COMMITTEE

FOR NOTE

APPENDIX A



NOTTINGHAMSHIRE AND CITY OF NOTTINGHAM FIRE AND RESCUE AUTHORITY

POLICY AND STRATEGY COMMITTEE

MINUTES of the meeting held on **2 AUGUST 2013** at Fire and Rescue Service Headquarters, Bestwood Lodge, Arnold, Nottingham NG5 8PD from 10.00 am to 11.37 am

Membership

- | | | |
|---|-----------------------------|---|
| | Councillor Darrell Pulk | (Chair) |
| ^ | Councillor Chris Barnfather | |
| ^ | Councillor Jon Collins | |
| | Councillor Brian Grocock | |
| | Councillor Michael Payne | |
| ^ | Councillor Gordon Wheeler | |
| | Councillor Tony Roberts | (as substitute for Councillor Chris Barnfather) |
| | Councillor Liz Yates | (as substitute for Councillor Gordon Wheeler) |
| | Councillor Malcolm Wood | (as substitute for Councillor Jon Collins) |

Members absent are marked ^

1 APOLOGIES FOR ABSENCE

Councillor Chris Barnfather (annual leave)
Councillor Jon Collins (annual leave)
Councillor Gordon Wheeler (annual leave)

2 DECLARATIONS OF INTERESTS

None.

3 MINUTES

The Committee confirmed the minutes of the meeting held on 1 February 2013 as a correct record and they were signed by the Chair.

4 PRINCIPAL OFFICER PAY STRUCTURE

Frank Swann, the Chief Fire Officer, presented his report, recommending to the Committee the application of a 3 point pay scale for the roles of Chief Fire Officer, Deputy Chief Fire Officer and Assistant Chief Fire Officer on appointment. This will build in some flexibility to the current single salary point arrangement. The Chief Fire Officer recommended that a 3 point salary structure should be established based upon completed years in post. The maximum pay point will be reached, subject to agreement, once the post-holder has been in post for three years. Agreement to progress the post-holder to the next salary point will be undertaken on the anniversary of the appointment. The review process will need to be set out within the respective contracts of employment to ensure transparency. Any decision to apply, or to withhold salary progression will need to form part of a documented process which will include review meetings to highlight any shortfalls in performance.

The Chief Fire Officer suggested that, to ensure that the Authority retains its competitiveness in the market, the Appointments Committee maintain a discretion to appoint to any point in the salary range to take account of the experience or previous salary of a candidate, in order to effect a successful appointment.

RESOLVED

- (1) to approve the proposed salary structure for appointments to future Principal Officer roles;**
- (2) that the Appointments Committee maintain discretion to appoint to an appropriate salary within the salary range for the role, in order to effect a successful appointment.**

5 STRATEGIC MANAGEMENT TEAM REVIEW

Frank Swann, the Chief Fire Officer, presented his report, seeking the Committee's approval to undertake a further review of strategic management within the Nottinghamshire and City of Nottingham Fire and Rescue Service. With the Service facing difficult decisions with regard to future budgets and with an eye on succession planning it is incumbent on the Service to look at savings potential at all levels of the organisation. The Chief Fire Officer proposes to do this and to report back to the next meeting of the Committee on 1 November 2013.

RESOLVED to approve the review of the management team and to task the Chief Fire Officer with reporting back to the next meeting of this Committee on 1 November 2013 with options and recommendations.

6 SUBMISSION IN RESPONSE TO THE REVIEW INTO FIRE AND RESCUE AUTHORITIES BY SIR KEN KNIGHT

Frank Swann, the Chief Fire Officer, presented his report proposing a submission from the Nottinghamshire and City of Nottingham Fire and Rescue Service in response to the review into efficiencies and operations in fire and rescue authorities in England by Sir Ken Knight. The Chief Fire Officer advised members that the response appended to his report was meant to be both challenging and in some aspects, parochial.

Members agreed that the response proposed by the Chief Fire Officer was a measured, though robust, response, expressing the correct sentiments. A number of minor grammatical changes were agreed to the response.

RESOLVED to task the Chief Fire Officer with submitting the response to Sir Ken Knight's Review subject to the amendments agreed by the Committee and that a copy of the final response should be provided to all members of the Fire Authority.

7 RETAINED FIREFIGHTERS PENSION SETTLEMENT

Frank Swann, the Chief Fire Officer, presented his report on the consultation regarding a settlement to the retained fire fighters pension claim. The consultation is running from 23 July 2013 to 3 September 2013 and poses a number of questions for comment. The Chief Fire Officer advised members that at this stage it is impossible to state what the impact on Nottinghamshire and City of Nottingham Fire and Rescue Service would be as this would not be known until such time as the pension scheme deficit is established, which will not be known until 2016. The intention is that the issue will form part of the Service's risk register until such time as the full impact is known.

RESOLVED

- (1) to note the consultation and its contents;**
- (2) to agree that the risk register is amended to include the potential financial impact from 2016 onwards;**
- (3) to task the Chief Fire Officer with submitting a response on behalf of the Fire Authority.**

8 EXCLUSION OF THE PUBLIC

The Committee decided to exclude the public from the meeting during consideration of the remaining agenda items in accordance with Section 100A(4) of the Local Government Act 1972 on the basis that, having regard to all the circumstances, the public interest in maintaining the exemption outweighed the public interest in disclosing the information, as defined in Paragraphs 1 and 3 of Part 1 of Schedule 12A to the Act.

9 RETFORD FIRE STATION DEVELOPMENT

Frank Swann, the Chief Fire Officer, presented his report providing information regarding the current New Retford Fire Station Project and the costs and risks associated with building a new combined fire, police and ambulance station on the New Street Car Park Retford, as proposed by the local MP.

RESOLVED to agree the recommendation set out in the report.

10 RESILIENCE PLANNING

Frank Swann, the Chief Fire Officer, presented his report, identifying the current plans to address the potential fire fighters strike and to raise awareness of actions being taken elsewhere.

RESOLVED to agree the recommendations set out in the report.

FOR NOTE