



## ADDITIONAL / TO FOLLOW AGENDA ITEMS

This is a supplement to the original agenda and includes reports that are additional to the original agenda or which were marked 'to follow'.

### NOTTINGHAM CITY COUNCIL

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

**Date:** Friday, 3 June 2016

**Time:** 10.30 am

**Place:** Fire and Rescue Services HQ, Bestwood Lodge, Arnold Nottingham NG5 8PD

**Governance Officer:** James Welbourn **Direct Dial:** 0115 8763288

### AGENDA

### Pages

**8 COMMITTEE OUTCOMES FOR NOTING**

**3 - 22**

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

Nottinghamshire and City of Nottingham  
Fire and Rescue Authority

# COMMITTEE OUTCOMES

Report of the Chief Fire Officer

**Date:** 03 June 2016

**Purpose of Report:**

To report to Members the business and actions of the Fire Authority committee meetings which took place in April 2016.

## CONTACT OFFICER

**Name :** John Buckley  
Chief Fire Officer

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## **1. BACKGROUND**

As part of the revised governance arrangements the Authority has delegated key responsibilities to specific committees of the Authority. As part of those delegated responsibilities, the chairs of committees and the management leads report to the Authority on the business and actions as agreed at Fire and Rescue Authority meeting on 1 June 2007.

## **2. REPORT**

The minutes of the following meetings are attached at Appendix A for the information of all Fire Authority members:

Community Safety Committee	8 April 2016
Finance and Resources Committee	15 April 2016
Human Resources Committee	22 April 2016
Policy and Strategy Committee	29 April 2016

## **3. FINANCIAL IMPLICATIONS**

All financial implications were considered as part of the original reports submitted to the committees.

## **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 committees.

## **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 the committee structure 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.

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

None.

John Buckley  
**CHIEF FIRE OFFICER**



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

**NOTTINGHAMSHIRE & CITY OF NOTTINGHAM FIRE & RESCUE AUTHORITY -  
COMMUNITY SAFETY**

**MINUTES of the meeting held at Fire and Rescue Service Headquarters, Bestwood Lodge, Arnold, Nottingham, NG5 8PD on 8 April 2016 from 9.59 - 10.26**

**Membership**

Present

Councillor Eunice Campbell (Chair)  
Councillor Brian Grocock  
Councillor Roger Jackson  
Councillor Eunice Campbell (Chair)  
Councillor Dave Liversidge  
Councillor Mike Pringle

Absent

Councillor Ken Rigby

**Colleagues, partners and others in attendance:**

James Welbourn - Governance Officer  
Keith Jones - Area Manager Service Delivery  
Craig Parkin - Assistant Chief Fire Officer

**20 APOLOGIES FOR ABSENCE**

Councillor Ken Rigby – personal reasons

**21 DECLARATIONS OF INTERESTS**

None.

**22 MINUTES**

The Committee confirmed the minutes of the meeting held on 8 January 2016 as a true record and they were signed by the Chair.

**23 PUBLIC ACCESS DEFIBRILLATORS**

Craig Parkin, Assistant Chief Fire Officer, presented the report on Public Access Defibrillators, a proposal between the Community Heartbeat Trust and Nottinghamshire Fire and Rescue Service.

After discussion with members, the following information was provided:

- (a) having defibrillators in more locations allows for early intervention on heart attacks. Often, members of a local community will be able to tell when an individual is struggling and in need of a defibrillator – the devices are very easy to use;
- (b) the defibrillators give the Nottinghamshire Fire and Rescue Service (NFRS) standing in local communities. The devices are largely free of charge, and will be maintained by NFRS;
- (c) Councillor Brian Grocock suggested writing to all City Councillors to see if they would like to make a contribution to London Road and Stockhill stations out of their allowances. This matter could also be referred to relevant Area Committees;
- (d) defibrillators will be bolted onto the front of fire stations, and to access them a code will be required. The code can be supplied by dialling 999.

The Heartbeat Trust can inform members on non-fire station installations;

- (e) it is hoped that the increase in defibrillators can ease some of the burden on the NHS. If a quick intervention is possible, it may just save more lives;
- (f) a risk analysis of communities needs to be carried out by NFRS on an annual basis. It will be interesting to discover whether residents feel that the fire service is part of the health agenda, or whether they are just needed for response;
- (g) there will be a Joint Health Seminar held at NFRS involving County Councillors, City Councillors and NFRS;
- (h) the Communications team at NFRS are involved with the launch of this scheme. There is also an expectation that staff should tell residents about this when visiting the community.

**RESOLVED to:**

- (1) note the contents of the report and support the proposal;**
- (2) ask Wendy Fletcher to give AED training to members that would like this.**



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

**NOTTINGHAMSHIRE & CITY OF NOTTINGHAM FIRE & RESCUE AUTHORITY -  
FINANCE AND RESOURCES COMMITTEE**

**MINUTES of the meeting held at Fire and Rescue Services HQ, Bestwood Lodge,  
Arnold Nottingham NG5 8PD on 15 April 2016 from 10am- 11.13am**

**Membership**

Present

Councillor Malcolm Wood (Chair)  
Councillor John Allin  
Councillor Chris Barnfather  
Councillor John Clarke  
Councillor Roger Jackson (substituting for Councillor  
Gordon Wheeler)  
Councillor Dave Liversidge

Absent

Councillor Gordon Wheeler

Councillor Brian Grocock attended as an observer

**Colleagues, partners and others in attendance:**

Neil Timms	- Treasurer to the Authority
Craig Parkin	- Assistant Chief Fire Officer
Sue Maycock	- Head of Finance
Helen Brooks	- KPMG External Auditors
Catherine Ziane-Pryor	- Governance Officer

**24 APOLOGIES FOR ABSENCE**

Councillor Gordon Wheeler (Councillor Roger Jackson substituting)

**25 DECLARATIONS OF INTERESTS**

None.

**26 MINUTES**

The Committee confirmed the minutes of the meeting held on 15 January 2016 as a true record and they were signed by the Chair.

**27 EXTERNAL AUDIT PLAN**



Helen Brooks, KPMG External Auditor, was in attendance to present the External Audit Plan for 2015/16.

The Plan identified significant risks of:

- (i) management override of control;
- (ii) fraudulent revenue recognition; (both risks are considered within all audits);
- (iii) the new firefighters pension scheme (this is considered the highest risk and will receive the greatest audit focus).

The new value for money guidance, issued by the National Audit Office, will include a new overall criterion on which the auditor's value for money conclusion is based, supported by three new sub criteria.

It is noted that the audit fee of £31,050 has reduced by 25% on last year's figure.

**RESOLVED to note the report and thank Helen Brooks for her attendance.**

## **28 REVENUE/CAPITAL MONITORING**

Sue Maycock, Head of Finance, presented the Revenue and Capital Monitoring Report which identified, with explanations, variances against the pre-agreed revenue and capital budgets.

### **Revenue**

Within the revenue budget the following variances are predicted by the end of financial year:

<u>Account Description</u>	<u>Outturn to Budget</u>
Employees	£488,000
Premises-Related Expenditure	-£111,000
Transport-Related Expenditure	-£33,000
Supplies & Services	-£84,000
Third Party Payments	-£27,000
Support Services	£60,000
Sales Fees & Charges	-£342,000
Other Income	-£388,000
Capital Financing Costs	-£256,000
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	-£692,000
Industrial Action costs	£42,000

Member's made the following comments and questions were responded to as follows:

- (a) the Chair welcomed the report and the savings to date;
- (b) Members are concerned at the possible implications of the Fire Service moving to the control of the Police Crime Commissioner and the possible impact on the general reserve;
- (c) if the Police Crime Commissioner is to take control of the Fire Service, both Police and Fire Officers need to work to ensure a better understanding of each other's operations;
- (d) the £118,000 rebate of lease rentals referred to in paragraph 2.16 of the report is a result of changes to corporation tax;

- (e) with regards to pension errors, there is no intention to claw back the overpayment of pensions however the service will reimburse underpayments to affected pensioners.

**Capital**

<u>Capital Programme</u>	<u>Estimated Outturn Variance</u> £k
Transport	-210
Estates	-622
I.T. & Communications	-62
Human Resources system	-146
Transport	-25
Learning And Development system	98
Finance	-140
Grand Total	<u>-1,107</u>

It is noted that Capital expenditure will be funded as follows:

Capital Grant - TriService Control	12
New Borrowing	<u>3,861</u>
Total	<u><u>3,874</u></u>

It is noted that the development cost of the London Road Fire Station site is likely to come in at £500,000 below the budget. The redevelopment or refurbishment of further stations will be made following property appraisals which will include feasibility studies. A report will be submitted to the Policy and Strategy Committee at the end of April to determine potential options for some sites.

With regard to collaboration, the Fire Service meets regularly with the Police and East Midlands Ambulance Service to identify and discuss further collaboration opportunities.

**RESOLVED to note the report.**

**29 PRUDENTIAL CODE MONITORING**

Neil Timms, Treasurer to the Fire and Rescue Authority, presented the quarterly report which informs members of the Authority's performance against the Prudential Indicators for Capital Accounting and Treasury Management.

It is noted that the Authority is compliant with all indicators except one regarding debt profile as the Authority does not currently need to engage in further borrowing. However, it is predicted that this will change in the future.

**RESOLVED to note the report.**

**30 ROAD RISK**

Craig Parkin, Assistant Chief Fire Officer, presented the report which updates members on the progress on the Road Risk Group Action Plan since April 2015.

The Road Risk Group Action Plan aimed to significantly reduce the number of insurance claims for service vehicle incidents, the majority of which were not connected with responding to incidents.

Policies, procedures, risk assessments and cultural attitude have all been included within the action plan, and continue to be addressed; results include the significant reduction in the Authority's insurance premium.

The Service has engaged with Nottingham Trent University regarding hazard perception research and the potential development of a pilot hazard perception test for fire appliance drivers.

The report presents the results to date against targets within the plans timelines.

Further engagement is required to ensure that the numbers of slow speed manoeuvre collisions are reduced and that all staff remain vigilant during driving related activities. Members of the Committee welcomed progress but were disappointed that avoidable incidents were still occurring.

It was suggested that virtual driver training sessions include realistic audio, such as sirens.

## **RESOLVED**

- (1) to note the progress made against the Road Risk Group Action Plan;**
- (2) to request a further report on progress against the Road Risk Group Action Plan for the April 2017 meeting, or at such a point that all actions are complete, if sooner.**

## **31 ICT STRATEGY**

Gavin Harris, Head of ICT, introduced a report proposing a new Information and Communications Technology (ICT) Strategy for 2016, to be funded through the current ICT capital programme.

The report outlined the progress to date in achieving 92% of the February 2013 Strategy's 'Strategic Business Requirements' targets, and 77% overall targets of the 2013 Strategy.

The detailed report provides information on how the 2016 Strategy will focus on three connected work streams including:

- (i) unified collaboration;
- (ii) unified communications;
- (iii) connected workforce.

Members welcomed the progressive approach to ICT for improved efficiency for staff, the service and citizens, and applauded the £173,000 savings achieved by reviewing the budget and contracts.

Members were reassured that the system now in place provided a high level of resilience with information stored on a system, not an individual device. Not all systems are backed up to the Cloud at the moment, however individual users who are provided with Office 365 and OneDrive for Business do have data backed up to the Microsoft Cloud. Systems are constantly upgraded to ensure the benefits of the latest developments, and also security.

While capital outlay is required, there is an ongoing focus to drive down the revenue costs.

**RESOLVED to support the proposed ICT strategy 2016.**



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

**NOTTINGHAMSHIRE & CITY OF NOTTINGHAM FIRE & RESCUE AUTHORITY -  
HUMAN RESOURCES**

**MINUTES of the meeting held at Fire and Rescue Services HQ, Bestwood  
Lodge, Arnold Nottingham NG5 8PD on 22 April 2016 from 10.03 - 11.12**

**Membership**

Present

Councillor Michael Payne (Chair)  
Councillor Eunice Campbell  
Councillor Neghat Nawaz Khan  
Councillor Mike Pringle  
Councillor Liz Yates

Absent

Councillor Jason Zadrozny

**Colleagues, partners and others in attendance:**

Wayne Bowcock - Deputy Chief Fire Officer, NFRS  
Tracy Crump - Head of People and Organisational Development, NFRS  
Councillor Brian Grocock - Observer  
Matt Sismey - Equality and Diversity Officer, NFRS  
James Welbourn - Governance Officer  
Councillor Gordon Wheeler - Observer

**42 APOLOGIES FOR ABSENCE**

None.

**43 DECLARATIONS OF INTERESTS**

None.

#### **44 MINUTES**

The minutes of the meeting held on 22 January 2016 were confirmed as a true record and signed by the Chair.

#### **45 SHAPING OUR FUTURE - WINTER CONFERENCES AND VALUES UPDATE**

Wayne Bowcock, Deputy Chief Fire Officer at Nottinghamshire Fire and Rescue Service introduced a report providing Members with an overview of recent employee engagement activities and Nottinghamshire Fire and Rescue Service's new set of values.

The following points were highlighted:

- (a) the three winter conferences were attended by over 200 staff from a cross section of Nottinghamshire Fire and Rescue (NFRS);
- (b) some members of staff spoke out saying that they had previously felt unable to challenge decisions made by senior members of staff. These members of staff were encouraged to challenge decisions where they felt the need;
- (c) the service's new set of values has now been launched onto the staff intranet;
- (d) part-time staff were underrepresented at the sessions. A specific session organised for part-time staff did not manage to get enough attendees – this session is to be rescheduled for a later date.

**RESOLVED to note the content of the report.**

#### **46 SHAPING OUR FUTURE - ORGANISATIONAL DEVELOPMENT AND INCLUSION PERFORMANCE MONITORING**

Matt Sismey, Equality and Diversity Officer at Nottinghamshire Fire and Rescue Service introduced a report outlining to Members proposals for new reporting arrangements for organisational development, as well as inclusion and equalities activities at the Service.

The following points were highlighted:

- (a) there is an expectation that NFRS meets the public sector equality duty;
- (b) whole-time recruitment has taken place on a 4 to 5 year basis, with 2012 being the last time this took place;
- (c) retained recruitment has increased over the last 12-24 months, but retained recruitment only deals with a small group of people that live or work within 5 minutes of the nearest Fire Station;

- (d) NFRS take in undergraduates and apprentices. There is engagement with young people in both operational and non-operational parts of the service. 2% of the workforce must be formed by apprenticeships.

Currently, turnover of staff in all sections of NFRS is very low;

- (e) historically a positive action campaign has been run before a recruitment drive – a solid action strategy will be required over the next 24 months;
- (f) Worksop Fire and Rescue Station worked really hard on diversity with their cadet scheme – 50% of individuals involved in the process were female.

**RESOLVED to:**

- (1) congratulate NFRS on their performance on this topic;**
- (2) agree the new reporting arrangements outlined in Paragraph 2.4 of the report.**

**47 HUMAN RESOURCES UPDATE**

Tracy Crump, Head of People and Organisational Development at Nottinghamshire Fire and Rescue Service updated Members on key Human Resources metrics for the period 1 January – 31 March 2016.

The following points were highlighted:

- (a) there has been a slight reduction in sickness absence recently;
- (b) nationally, mental health issues are top of the agenda;
- (c) information for staff is available on the Occupational health intranet site. The Service trains fitness instructors to maintain fitness levels and help prolong careers;
- (d) NFRS look at all avenues to keep people in work. If the only option for an employee is to be away from work, NFRS maintain regular contact;
- (e) disappointingly targets for sickness absence haven't been met this year, however long-term conditions have played a significant part in this;
- (f) there are different types of support offered for different levels of mental health. Both talking therapy and professional support are available;
- (g) mental health issues affect employees of all ages – there is no pattern amongst reported cases;
- (h) whole time establishment has been reduced from 510-476. 10 posts at Worksop have now been removed.

The 'balancing the budget' review has been completed.

The specialist rescue team review went live in the first week of April, with the second stage due in October. This will allow NFRS to delete 20 posts from the establishment.

**RESOLVED to endorse the report.**

#### **48 CONVERSION OF POSTS**

Wayne Bowcock, Deputy Chief Fire Officer at Nottinghamshire Fire and Rescue Service introduced a report updating Members on the posts which have been re-designated during the period April 2015 – March 2016.

**RESOLVED to note the contents of the report.**

#### **49 EXCLUSION OF THE PUBLIC**

**RESOLVED to exclude the public from the meeting during consideration of the remaining item 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 outweighs the public interest in disclosing the information, as defined in paragraphs 1 and 3 of Schedule 12 A to the Act.**

#### **50 VOLUNTARY REDUNDANCY APPLICATION**

Wayne Bowcock, Deputy Chief Fire Officer at Nottinghamshire Fire and Rescue Service, presented the report on voluntary redundancy applications.

**RESOLVED to endorse the recommendations contained within the report.**

#### **51 REGRADEING OF POSTS**

Tracy Crump, Head of People and Organisational Development at Nottinghamshire Fire and Rescue Service, presented the report on regrading of posts.

**RESOLVED to note the contents of the report.**



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

**NOTTINGHAMSHIRE & CITY OF NOTTINGHAM FIRE & RESCUE AUTHORITY -  
POLICY & STRATEGY**

**MINUTES of the meeting held at Fire and Rescue Services HQ, Bestwood  
Lodge, Arnold Nottingham NG5 8PD on 29 April 2016 from 10.01 - 11.42**

**Membership**

Present

Councillor Darrell Pulk (Chair)  
Councillor Chris Barnfather  
Councillor Brian Grocock  
Councillor Gordon Wheeler  
Councillor Malcolm Wood  
Councillor Yvonne Woodhead

Absent

Councillor Jon Collins (substituted  
by Councillor Malcolm Wood)

**Colleagues, partners and others in attendance:**

John Buckley	- Chief Fire Officer, NFRS
Tracy Crump	- Head of People and Organisational Development, NFRS
Craig Parkin	- Assistant Chief Fire Officer, NFRS
Neil Timms	- Treasurer to the Fire Authority
Malcolm Townroe	- Clerk and Monitoring Officer to the Fire Authority
James Welbourn	- Governance Officer

**32 APOLOGIES FOR ABSENCE**

Councillor Jon Collins – other Council business.

**33 DECLARATIONS OF INTERESTS**

None.

**34 MINUTES**

The Committee confirmed the minutes of the meeting held on 29 January 2016 as a true record and they were signed by the Chair.



### **35 STATUTORY CHANGES TO PAY POLICY**

John Buckley, Chief Fire Officer at Nottinghamshire Fire and Rescue Service (NFRS) updated Members on proposals affecting the application of the Service's Pay Policy as a result of statutory revisions.

The following points were highlighted:

- (a) no formal legislation is currently in place as statutory instruments have not yet been completed;
- (b) procedures are not currently in place to highlight exit payments for staff on salaries of £80,000 or over;
- (c) currently NFRS pay more than the National Living Wage (NLW), but the government have plans to raise the NLW. At this stage, these plans look to affect the bottom of the NFRS pay scale;

Following questions from Members, further information was provided:

- (d) redundancy capping at Nottingham City and Nottinghamshire County Councils is capped at 52 weeks and 50 weeks respectively. The Fire Authority caps redundancy at 66 weeks;
- (e) NFRS currently pay the Living Wage Foundation (LWF) rate, but will have to pay the NLW in the future if this is greater;
- (f) confirmation has recently come through on pay rises for the next two years. Work on this will be passed before the Finance and Resources sub-committee;
- (g) growth from £7.20 to £9 an hour under the NLW will overtake the LWF. However, the LWF applies to all employees, whereas the NLW only applies to people aged 25 and over.

**RESOLVED to:**

- (1) note the contents of the report;**
- (2) agree to receive the policies which are affected by the legislative changes for revision and approval.**

### **36 ANNUAL REVIEW OF GOVERNANCE**

John Buckley, Chief Fire Officer at Nottinghamshire Fire and Rescue Service (NFRS) provided Members with a review of the local Code of Corporate Governance.

The following information was highlighted:

- (a) the current code is up to date and there is no suggestion that the local code of governance needs to change. The national code is being reviewed, and therefore the framework may need amending in the future;

Following questions from Members, further information was provided:

- (b) a revised Code of Governance framework is being issued at this present time. During the summer months the local code will be reviewed in the light of the revised framework, and will be reported back to the Policy and Strategy committee in the future for ratification;

Conservative members of the committee were offered a consultation on the framework in conjunction with the Chair of Finance and Resources.

**RESOLVED to:**

- (1) ratify the use of the current local Code of Corporate Governance as the basis for the 2015/16 Annual Governance Statement;**
- (2) agree to receive further reports once the revised CIPFA/SOLACE framework has been produced and considered by Officers.**

**37 CONSULTATION FRAMEWORK**

Craig Parkin, Assistant Chief Fire Officer at Nottinghamshire Fire and Rescue Service (NFRS) presented the outcomes of the consultation framework review to Members.

**RESOLVED to note the outcomes of the review of the consultation framework and continue to support its use.**

**38 DONATION OF 'END OF LIFE' FIRE APPLIANCES**

John Buckley, Chief Fire Officer at Nottinghamshire Fire and Rescue Service (NFRS) reported on the proposed donation of two 'end of life' fire appliances to volunteer fire services in two rural locations in Croatia.

A short PowerPoint presentation followed outlining the reasons behind the trip and the benefits it could bring to the area in question.

After this, the following points were highlighted:

- (a) Varazdin County, in Croatia is a poor area in need of these appliances. Last year, a similar visit was made by NFRS;
- (b) the equipment would provide efficient cover for 15 separate communities. It could also attend 'over the border' incidents in Slovenia and Hungary;
- (c) appliances would also be used to educate the local community;

- (d) local fundraising in Croatia has raised 2000 euros to pay for fuel and ferry crossings. Team members from NFRS are paying for their own return flights and undertaking the trip in their own time;
- (e) since the trip last year, two members of staff fundraised and acquired some replacement equipment in case some of the pumps ceased to work. A transit van full of equipment was delivered out to Croatia;

Following questions from Members, further information was provided;

- (f) Croatian firefighters in Varazdin County travel into their local town for training. The Community out there are involved with the fire station, and experience is handed down;
- (g) local Nottinghamshire councils have been happy to support these initiatives in the past where they can, in the form of expenses;
- (h) two appliances from a previous trip to Nepal were held at customs in India. One has now been released – the other is still being processed;
- (i) a combination of Nottinghamshire and Croatian logos will be used on the side of the Fire Engines travelling to Croatia.

**RESOLVED to:**

- (1) agree to support the project and donate two end of life Dennis Sabre Appliances to Varazdin County in Croatia;**
- (2) draft a letter from the Chief of NFRS to the recipients in Croatia endorsing Members' commitment to the project;**
- (3) invite back Kev Ruane in future to update the Policy and Strategy committee.**

**39 'SHAPING OUR FUTURE' - AN ORGANISATIONAL DEVELOPMENT AND INCLUSION STRATEGY**

John Buckley, Chief Fire Officer at Nottinghamshire Fire and Rescue Service (NFRS) introduced Members to the Service's Organisational Development and Inclusion Strategy and the reporting arrangements relating to this work.

The following points were highlighted:

- (a) the report should read 'six- monthly' narrative reports rather than 'bi-annual' narrative reports;
- (b) response rates at the winter conferences, expressed as a percentage will be offered at a future full Fire Authority meeting.

**RESOLVED to:**

- (1) **note the contents of ‘Shaping our Future: An organisational development and inclusion strategy’;**
- (2) **receive six-monthly narrative reports updating members on progress made against the work streams within the strategy.**

#### **40 TRI-SERVICE CONTROL UPDATE**

John Buckley, Chief Fire Officer at Nottinghamshire Fire and Rescue Service (NFRS) updated Members on the progress of the Tri-Service Control programme.

The following points were highlighted:

- (a) the Chief spoke recently with F&R services in South and West Yorkshire. Roadmap 4 for the Tri-Service Control programme has seen a leap forward in performance;
- (b) little has changed over the last three months apart from a slow improvement of the system. The system is still problematic; in addition to this a key contact at the company has had to take a leave of absence. Continued support is in place, but the temporary loss of a key relationship is a concern;
- (c) there are monthly meetings with Systel.

**RESOLVED to note the content of the report and the progress made with the Tri-Service Control Programme.**

#### **41 TRANSITIONAL PENSION ARRANGEMENTS INFORMATION PROVIDED TO LOCAL GOVERNMENT ASSOCIATION**

Neil Timms, Treasurer to the Fire Authority informed Members of the response sent to the Local Government Association on behalf of the Fire Authority relating to the Fire Brigades Union claim of age discrimination under the transitional pension arrangements within the 2015 pension scheme.

**RESOLVED to note the contents of the report, as well as the responses provided to the Local Government Association as attached at Appendix A in the agenda pack.**

#### **42 EXCLUSION OF THE PUBLIC**

**RESOLVED to exclude the public from the meeting during consideration of the remaining 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 outweighs the public interest in disclosing the information, as defined in paragraphs 1 & 3 of Part 1 of Schedule 12A of the Act.**

**43 EXEMPT MINUTE**

The Committee confirmed the exempt minute of the meeting held on 29 January 2016 as a true record and it was signed by the Chair.

**44 OPTIONS FOR HUCKNALL FIRE STATION**

John Buckley, Chief Fire Officer, presented the report on options for Hucknall Fire Station.

**RESOLVED to approve option 6, which is contained within the report.**

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