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

Date: Friday, 11 November 2016 **Time:** 10.00 am

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

Members are requested to attend the above meeting to be held at the time, place and date mentioned to transact the following business

A handwritten signature in black ink, appearing to read "M. W. Taylor". The signature is fluid and cursive.

Clerk to the Nottinghamshire and City of Nottingham Fire and Rescue Authority

AGENDA

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ANY COUNCILLOR WHO IS UNABLE TO ATTEND THE MEETING AND WISHES TO SUBMIT APOLOGIES SHOULD DO SO VIA THE PERSONAL ASSISTANT TO THE CHIEF FIRE OFFICER AT FIRE SERVICES HEADQUARTERS ON 0115 967 0880

IF YOU NEED ANY ADVICE ON DECLARING AN INTEREST IN ANY ITEM ABOVE, PLEASE CONTACT THE CONSTITUTIONAL SERVICES OFFICER SHOWN ON THIS AGENDA, IF POSSIBLE BEFORE THE DAY OF THE MEETING.

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**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 8 July 2016 from 10.01 - 10.34**

Membership

Present

Councillor Darrell Pulk (Chair)
Councillor Chris Barnfather
Councillor Sybil Fielding
Councillor Brian Grocock
Councillor Gordon Wheeler
Councillor Malcolm Wood

Absent

Colleagues, partners and others in attendance:

John Buckley	- Chief Fire Officer, Nottinghamshire and City of Nottingham Fire & Rescue Authority
Gavin Harris	- Head of ICT, Nottinghamshire Fire and Rescue Service
Craig Parkin	- Assistant Chief Fire Officer, Nottinghamshire Fire and Rescue Service
Ian Taylor	- Head of Strategic Projects, Nottinghamshire Fire and Rescue Service
Neil Timms	- Treasurer to the Fire Authority
Malcolm Townroe	- Clerk to the Fire Authority
James Welbourn	- Governance Officer

1 APOLOGIES FOR ABSENCE

None.

2 DECLARATIONS OF INTERESTS

None.

3 MINUTES

Councillor Chris Barnfather asked the Chair for an update on future governance of the Fire Authority. It was agreed this would be provided to members after the close of the meeting.

The minutes of the meeting dated 29 April 2016 were agreed and signed by the Chair.

4 PAY POLICY

John Buckley, Chief Fire Officer at Nottinghamshire Fire and Rescue Service (NFRS) presented a Pay Policy statement for approval by the Fire Authority, as well as an opportunity to review the terms of the service's Discretionary Compensation Payment Policy.

The following points were raised and discussed by Members:

- (a) discretionary payments are in place for members who are eligible for the Local Government Pension Scheme (LGPS). This does not affect whole-time firefighters;
- (b) there is a mixed picture with what services do with discretionary payments. NFRS use actual pay, which is capped at 66 weeks with the opportunity through special circumstances to increase this cap to 104 weeks. However, these 'special circumstances' are used extremely rarely;
- (c) the Discretionary Payments Compensation Board sits and provides advice to the Fire Authority Human Resources Committee, who then in turn report to the Fire Authority;
- (d) policy is now in place at NFRS that will follow the expected statute. Compensation payments are capped at £95,000, although there are other statutory payments that must be made. NFRS have raised the question of what pieces of substantive legislation could legitimately allow the £95,000 cap to be exceeded, and are waiting for a response;
- (e) Conservative Councillors observed that the Discretionary Payments Scheme seemed to be different to other local authorities, and that NFRS was being more generous to its employees than other places of work. Also, new employees are covered by this scheme. Finally, there are three different sets of pension regulations available, so non-uniformed staff should not necessarily be treated differently.

The Chair responded by saying that there have been a lot of changes in a short period of time at NFRS, including the loss of some of the workforce. This passage has been smoothed by looking after staff, and where they have had to be released, it has been done sequentially.

RESOLVED to:

- (1) endorse the Statement of Pay Policy at Appendix B of the agenda pack and agree for it to be presented to the full Fire Authority for approval;**
- (2) endorse the revised Discretionary Compensation Payments Scheme Policy at Appendix C of the agenda pack;**
- (3) approve the adoption of Repayment of Exit Payments Policy at Appendix D of the agenda pack.**

Councillors Barnfather and Wheeler asked that it be noted that they voted against the second recommendation.

5 EMERGENCY SERVICES NETWORK (ESN) PROJECT UPDATE

Gavin Harris, Head of ICT at NFRS provided the Committee with an update on progress with the Emergency Services Network (ESN) programme and the inter-related developments for the achievement of Public Sector Network (PSN) accreditation for Nottinghamshire Fire and Rescue Service.

The following points were highlighted:

- (a) a large number of security processes need to be implemented so that NFRS can align to the code of connection policy set by the Public Sector Network (PSN). This will lead to additional staff being needed in the short-term;
- (b) the programme is using funding set aside as an earmarked reserve, built into the budget back in 2014/15. Staff will be working through a large number of vulnerabilities that have been flagged, with quite a tight deadline;
- (c) if more, or less support is needed on the programme the Finance and Resources Committee will be consulted;
- (d) one issue with cost at the moment concerns confusion over what elements of the PSN programme are 'in scope' and what will fall outside of scope. £20 million has been allocated from the Home Office for Fire Services nationally but this is not likely to be sufficient given the emerging costs.

RESOLVED to note the contents of this report and agree to receive further updates as the programme progresses.

6 TRI-SERVICE CONTROL UPDATE

John Buckley, Chief Fire Officer at NFRS updated Members on the progress of the Tri-service Control System.

The following points were highlighted:

- (a) the system has moved to 'roadmap 4'. Subtle improvements in the control room have been made, such as foot pedals for staff;

- (b) the Chief Fire Officer has been to meetings with the Yorkshire services involved with the system – there is a lot of development that is a priority for all services involved;
- (c) commercial pressure is still being applied and maintenance costs are not being paid. Close work with the Yorkshire services makes certain that progress won't be destabilised;
- (d) the property tour attended by Members was useful to see the Control Room first hand, and was also an opportunity to talk to staff;
- (e) the contract with Systel was procured under Official Journal of the European Union (OJEU) regulations. With the result of the EU referendum being a leave vote, Members asked if there is a need to revisit the terms of the contract. The Chief Fire Officer agreed to look into the issue and bring it back to the Committee if relevant.

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

7 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 paragraph 3 of Part 1 of Schedule 12A of the Act.

8 EXEMPT MINUTE

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



NOTTINGHAMSHIRE
Fire & Rescue Service
Creating Safer Communities

Nottinghamshire and City of Nottingham
Fire and Rescue Authority
Policy and Strategy Committee

FIREFIGHTER PENSION SCHEME ANNUAL BENEFITS STATEMENT

Report of the Chief Fire Officer

Date: 11 November 2016

Purpose of Report:

To inform Members of the delay in sending out annual benefits statements to Firefighter Pension Scheme members and of the work undertaken to report and to rectify this breach of the Pensions Act 2013.

CONTACT OFFICER

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1. BACKGROUND

- 1.1 The Pensions Act 2013 (the Act) introduced a framework for the governance and administration of public service pension schemes, and this covers the Authority's firefighter pension schemes. The Act also defined the role of Scheme Manager, in relation to a public service pension scheme, as being responsible for various pension scheme functions including the provision of benefits information to pension scheme members annually. The Combined Fire Authority is deemed to be the Scheme Manager for Nottinghamshire's fire pension schemes with the day to day responsibilities delegated to the Head of Finance post.
- 1.2 In respect of the provision of benefits information to scheme members, the Act requires that scheme members receive a pension benefits statement by 31 August each year.
- 1.3 The Act also required the establishment of a Local Pension Board (referred to as the Local Firefighter Pension Board (LFPB) at this Authority) with responsibility for assisting the Scheme Manager in securing compliance with scheme regulations, governance and administration, and any requirements of the Pensions Regulator. The Authority's Local Firefighter Pension Board meets at least three times per year and comprises two employer and two employee representatives.

2. REPORT

- 2.1 There are now four main firefighter pension schemes in existence, with the introduction of a new firefighter pension scheme on 1 April 2015, bringing an increased level of complexity. The majority of employees are now in the 2015 firefighter pension scheme but also have preserved benefits in either the 1992 or 2006 scheme.
- 2.2 Pension administration for the Authority's firefighter pension schemes is provided by Leicestershire County Council. The pension administration system used by the pension administrator required significant changes to be made by the software supplier to deal with the complications of the new scheme and the transition of members between schemes over time.
- 2.3 Officers have been working with the pension administrator on plans to produce the first annual benefits statements after the introduction of the 2015 firefighter pension scheme by 31 August 2016, using the pension administration system. Although the issue of software changes was in the hands of the system supplier, a plan was put in place to ensure that data supplied by the Authority to the pension administrator for the purpose of producing annual benefits statements was delivered on time by 30 April 2016. The pension administrator has been in regular contact with the system supplier and has kept the Head of Finance informed of progress.

- 2.4 By June 2016 it had become apparent that the software might not be ready on time to achieve the statutory deadline and the pension administrator reported this to the LFPB meeting on 6 June 2016. The Board discussed the issue and concluded that if the software could not be relied upon to produce accurate annual benefits statements then it would be better to send statements after the deadline once it could be confirmed that the information contained in the statements was correct. The Board was aware that failure to send these statements by 31 August 2016 would be a breach of the Pensions Act and agreed that the Head of Finance should inform the appropriate parties of the breach if it did occur.
- 2.5 The Pension Administrator continued to keep the Head of Finance informed of the latest situation and confirmed on 12 August 2016, following a meeting with the system supplier, that the statutory deadline could not be met.
- 2.6 The Head of Finance informed members of the LFPB of the situation and then, acting upon the prior instructions of the Board, took the following actions:
- Sent a communication to all affected active members of the firefighter pension schemes informing them of the reason for the delay in sending annual benefits statements and indicating that statements were expected to be sent by 31 October 2016;
 - Determined that the breach of the Pensions Act 2013 was a material breach and reported it to the Pensions Regulator. The Regulator has since confirmed that there will be no action taken against the Authority.

In addition, the Chair of the LFPB sent a letter to the Chair of the national firefighter pension Scheme Advisory Board to inform him of the breach, the reasons for it and the plan to rectify the issue.

- 2.7 The Pension Administrator continued to work with the system supplier to rectify the problems as far as possible. Some issues will not be resolved until next year so the pension administration team had to do manual calculations in order to include some information on the statements, and spouse pension benefits had to be omitted this year. Annual benefits statements were finally sent out to members towards the end of October 2016 and pension scheme members are able to request spouse benefit information on an individual basis.
- 2.8 In terms of metrics, 656 active pension scheme members were affected by this issue. In addition, annual benefits statements for 198 deferred pension scheme members were issued by 31 August 2016 but 150 of these had to be re-issued after the statutory deadline because they had been printed on the wrong template. This latter issue will not occur again as the Pension Administrator's processes have been amended.
- 2.9 The Pension Administrator now has a plan in place to work with the supplier to ensure that all issues are rectified for the 2017 annual benefits statements and that the next statutory deadline can be achieved.

3. FINANCIAL IMPLICATIONS

- 3.1 The work undertaken by the system supplier to incorporate the 2015 firefighter pension scheme had already been charged for earlier in the year at £9,821 and this has been met from existing budgets.
- 3.2 The Pensions Regulator has confirmed that no further action will be taken; therefore there will not be a financial penalty in respect of the breach.

4. HUMAN RESOURCES AND LEARNING AND DEVELOPMENT IMPLICATIONS

This issue affected all active firefighter pension scheme members, who were kept informed of the situation.

5. EQUALITIES IMPLICATIONS

An equality impact assessment has not been completed as this is not a policy change.

6. CRIME AND DISORDER IMPLICATIONS

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

7. LEGAL IMPLICATIONS

The Pensions Act 2013 sets out the requirement to communicate annual benefits statements by 31 August each year and the reporting of breaches of the Act to the Pensions Regulator. Although the statutory deadline was not met this year, the Pensions Regulator was informed of the breach and the Authority has provided further information to the regulator's office, upon request.

8. RISK MANAGEMENT IMPLICATIONS

The risk of breaching the Pensions Act requirements was added to the LFPB risk register at an early stage, and plans to manage the risk were put in place and monitored. The focus now will be on ensuring that legal requirements are met in future.

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

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NOTTINGHAMSHIRE
Fire & Rescue Service
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Fire and Rescue Authority
Policy and Strategy Committee

DISPOSAL OF 'END OF LIFE' FIRE APPLIANCES

Report of the Chief Fire Officer

Date: 11 November 2016

Purpose of Report:

To request that Members give consideration to the disposal of 4 'end of life' fire appliances.

CONTACT OFFICER

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1. BACKGROUND

- 1.1 For a number of years, the Authority has supported various voluntary operations to give an extended life to fire appliances that are considered to be at the end of their useful life within the UK, and no longer fit for purpose. In April 2016, this committee agreed to continue that support and donated a further 2 appliances to rural fire crews in Croatia. In May 2016, the 2 vehicles were successfully transported by volunteers to Croatia, where they also delivered basic training in the use of the vehicles and equipment.
- 1.2 Following the operation, a delegation of Croatian fire officers visited Nottinghamshire Fire and Rescue Service (NFRS) HQ and presented the Service with a painting of a rural setting in Croatia as a gesture of their thanks for the vehicles. Whilst here, they also took the opportunity to explain the very real difference the generosity of the Authority has made to those benefitting communities. To give an overview of the operation, one of the volunteers will be in attendance at the committee meeting to give a very short presentation.
- 1.3 This report brings forward a request to donate 2 further appliances to Croatia, and also for Members to consider donating, under a covenant arrangement, an appliance to the Mansfield Fire Museum and also one to the East Midlands branch of the Fire Service Preservation Group.

2. REPORT

- 2.1 A small number of employees, both past and present, have volunteered their time, resources and energy to support a number of overseas colleagues by way of securing appliances and equipment considered to be at the end of their useful life within the UK Fire and Rescue Services.
- 2.2 Recent projects have led to the overseas delivery of both fire appliances and ambulances together with a significant amount of spare parts and operational equipment. This gives the vehicles and equipment a second lease of life for use in disadvantaged countries, and makes a significant impact on those local communities.
- 2.3 This latest project involves 6 NFRS volunteers and seeks to provide a pair of Dennis Sabre fire appliances to sparsely populated rural communities in Croatia, namely: Ludbreg and Velica Bukovec. One of the vehicles is an X registered Dennis Sabre pumping appliance, and the other is an S registered 1998 Dennis Sabre rescue tender.
- 2.4 In Croatia, the fire cover in the area is provided by volunteer firefighters with existing appliances that are significantly older than those being considered for donation, and are increasingly more difficult to maintain in a useable state, however, the fire cover in such a rural location is critical to the safety and protection of the communities.
- 2.5 As well as the 2 vehicles, a quantity of obsolete equipment and spares have also been secured from other UK fire and rescue services and suppliers, and it is proposed that this will also be transported on the appliances.

- 2.6 On arrival in Croatia, the appliances will be handed over to the local communities and 2 days of training will take place to ensure that the volunteer firefighters are able to safely put the new equipment and appliances to effective use.
- 2.7 The 2 appliances considered for donation are wholly owned by the Authority and have an estimated value of £2-3k each as there is no viable second hand market for the vehicles. In fact, due to security reasons, the vehicles would most likely need to be fully decommissioned and sold for spares and scrap.
- 2.8 As previously secured, an approach is being made to Freight Transport Association and ATS Tyres to support the project to provide breakdown and puncture repair cover, and local businesses in Croatia have been approached to cover ferry, fuel and toll costs for the journey. There are no issues regarding export or import of the vehicles.
- 2.9 The team will require 3 days to drive the vehicles the 1500 miles to the destination and will be provided free accommodation along the way by other European fire and rescue services.
- 2.10 The appliances will remain the property of the Authority until handover and will be covered by the Service's vehicle insurance within the existing policy parameters.
- 2.11 The team will cover all of their own direct costs for the journey including travel insurance, food and flights back to England. The project will take a maximum of 8 days and it is proposed to grant each of the 3 currently serving employees 50% of the time as special leave.
- 2.12 Members are also asked to consider the donation of an appliance to the Mansfield Fire Museum and also one to the East Midlands Branch of the Fire Service Preservation Group (FSPG). Both organisations are reputable and have existing close links with NFRS.
- 2.13 The value of supporting such organisations was made very clear at the recent closing event held at Central Fire Station, where a number of vehicles were paraded through the station to mark the 76 years of history at Shakespeare Street. The majority of those vehicles are owned by museums and various branches of the national Fire Service Preservation Group.
- 2.14 Both organisations also support NFRS at community events, station open days, The 999 Emergency Service Show and various charity events, providing an attraction opportunity to engage with the community.
- 2.15 It is proposed that the vehicles will be 'sold' to the organisations for a notional fee of £1 under an overarching covenant, which will ensure that they are maintained and any security, reputational and potential financial issues are addressed.
- 2.16 The vehicles being considered for donation to the Museum and FSPG are in the next and final tranche of Dennis appliances that will be due for disposal during the year 2017/18, as it is anticipated that by 2019 the fleet will have fully progressed to Scania vehicles.

- 2.17 These latest Dennis appliances were registered in 2002 and 2003 and have an estimated value of £5-6k each. However that would be subject to being able to identify a suitable buyer.

3. FINANCIAL IMPLICATIONS

The only financial consideration is the potential revenue that could be secured from the local disposal of the appliances. This would be in the region of £2-3k each for the 2 being considered for deployment to Croatia, and £5-6k each for those being proposed for donation to the Museum and FSPG.

4. HUMAN RESOURCES AND LEARNING AND DEVELOPMENT IMPLICATIONS

There are no specific human resources or learning and development implications arising from this report.

5. EQUALITIES IMPLICATIONS

An equality impact assessment has not been undertaken as this report does not seek to change policy or service provision.

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

- 8.1 The team travelling to Croatia will be acting as volunteers in their own time, however, as they will be travelling in and using Authority appliances and equipment and with the authorisation of the Authority, they will be considered to be 'at work' and will therefore be covered by the Authority's Employers' Liability insurance. The Authority also has personal accident and travel insurance in place.

- 8.2 Risk assessments have been undertaken to consider all aspects of both the overland journey and the delivery of training to the volunteer firefighters. The activity does not present any greater risk than what is normally undertaken during day-to-day activities.
- 8.3 As the overland journey will take 3 days, all of the team are qualified drivers and 2 are trained HGV mechanics. Four of the team are current or previously qualified fire and rescue service trainers. One of the team members is multi-lingual and further interpretation services have been secured in Croatia. The Authority's motor insurers have confirmed that use of the appliance in Croatia, and those countries transited during the journey are covered under the current motor insurance policy.
- 8.4 Donation to the Museum and FSPG, as 2 reputable bodies, does not present risk to NFRS or national security, and by way of attaching a covenant to the agreement of sale the Authority, can be reassured that the vehicles will be maintained and only used in the interests of preserving and celebrating heritage.
- 8.5 After handover, all of the vehicles will become the property and liability of the receiving organisations and therefore all future liabilities and risk will also transfer.

9. RECOMMENDATIONS

It is recommended that Members agree to:

- 9.1 Donate the 2 end of life Dennis Sabre vehicles to Ludbreg and Velica Bukovec in Croatia.
- 9.2 Sell for £1 under covenant, an end of life Dennis Sabre Fire Appliance to the Mansfield Fire Museum.
- 9.3 Sell for £1 under covenant, an end of life Dennis Sabre Fire Appliance to the East Midlands Branch of the Fire Service Preservation Group.

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

None.

John Buckley
CHIEF FIRE OFFICER

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NOTTINGHAMSHIRE
Fire & Rescue Service
Creating Safer Communities

Nottinghamshire and City of Nottingham
Fire and Rescue Authority
Policy and Strategy Committee

SHAPING OUR FUTURE, ORGANISATIONAL HEALTH UPDATE

Report of the Chief Fire Officer

Date: 11 November 2016

Purpose of Report:

To update Members on organisational development and inclusion activities taking place within the organisation.

CONTACT OFFICER

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1. BACKGROUND

- 1.1 On 22 April 2016, the Human Resources Committee agreed to a revision to the way in which Members receive performance updates on equality related activity. A quarterly report is produced for Human Resources Committee on workforce and recruitment data and it was agreed that the Service would provide a more narrative-based report to Policy and Strategy Committee.
- 1.2 It was agreed that the report for Policy and Strategy Committee would cover equality related activity and would also focus on the broader 'Shaping our Future' organisational development agenda.

2. REPORT

- 2.1 The Organisational Development and Inclusion (ODI) Strategy, 'Shaping Our Future', was launched in Summer 2015 and focuses on the following areas:
 - Values and behaviours
 - Performance Development Reviews (PDRs)
 - Developing Leaders at all Levels - Leadership and Management Development
 - Employee Engagement - Little Acorns Scheme
 - Inclusion and Equality
 - Sustainability Strategy for 2020

Values

- 2.2 Development and roll-out of a revised set of values and behaviours took place using a cross section of staff with support from Nottingham Trent University. Following the introduction and launch of the service Values, over 50 themed and facilitated Values conversations have taken place across the Service starting from June to October.
- 2.3 The Service Awards Evening now includes awards based on the new values which recognise individual and collective contributions made by employees to the Service relating to each value. Other work is being done within departments to ensure that the values become embedded in the Service. This main rollout of the values is expected to be completed by February 2017.

Performance and Development Review (PDR)

- 2.4 This work includes the development of online PDR processes for staff. The new process includes references to the Service Values. Support, retained and control staff versions have been completed and are now being rolled out. A version for wholetime firefighters is now in development.

Developing Leaders at all Levels - Leadership and Management Development

- 2.5 Coaching; 15 Formal, matched coaching relationships between trained coaches and coachees are now in place. More will begin early in 2017.
- 2.6 An internal Learning and Development Review took place and is being implemented. The Service's People Strategy and Leadership and Management Strategy have both been agreed and are being implemented.
- 2.7 E-learning; the Service continues to develop its in-house expertise in this area as part of a blended approach to learning and development. Some courses which may ordinarily have been delivered using the traditional method are now being delivered via e-learning.
- 2.8 Institute of Fire Engineers (IFE); the Service is now using accredited IFE examinations to develop and assess leaders' knowledge, skills and understanding in relation to leadership and management in the Fire and Rescue Service sector. These exams are supported by Continuous Professional Development (CPD) days which have included speakers (experts/incident commanders) on a variety of topics including the Alton Towers 'Smiler' rollercoaster incident, the Shoreham Air crash, the Edinburgh Arts School fire and managing change, leadership and teamwork.

Employee Engagement

- 2.9 Little Acorns; the Service's staff suggestion scheme (named 'Little Acorns' by a member of staff as part of a competition) has been in place for 18 months. Over 70 suggestions have been made. These cover the following broad themes:
- Equipment
 - Professional Development
 - Sustainability
 - Communications
 - Health and Safety
 - Green Travel
- 2.10 22 Little Acorns have been accepted and 16 are under consideration. This scheme is proving to be a popular way for employees to directly influence change, innovation and improvement in the organisation. Values conversations have also been useful in gathering feedback and suggestions from the workforce. Ideas which are coming from the facilitated conversations are being fed through to Little Acorns for consideration.

Inclusion and Equality

- 2.11 The Service continues to ensure that equality remains a key principle in everything it does. Members will be aware that the HR and Occupational Health functions have developed policy and services in the area of mental health over the last 12 months. Peer Support, Post Incident Support and Counselling services all help provide support to the workforce

- 2.12 A dyslexia support network, including colleagues from Derbyshire and Leicestershire Fire and Rescue Services, met for the first time last month and it is hoped that this will lead to improved policy, process and support for Fire and Rescue Service staff who have different learning styles.
- 2.13 The Service continues to develop understanding and expertise of sexual orientation and gender identity in the workplace. Nottinghamshire organisations who were all recognised by Stonewall's top 100 Workplace Equality Index in January came together over the summer to develop an LGBT Role Models resource. This included employee role models from all participating organisations including the Fire and Rescue Service.
- 2.14 A paper was presented to the Human Resources Committee on 4 November outlining the Service's performance relating to absence, workforce diversity and recruitment information. Work is on-going to undertake an audit of applications to ensure that the Service is addressing any barriers for applicants.
- 2.15 The diversity of the Service's workforce continues to stand below the desired level for an employer in a county with the demographics of Nottinghamshire. The opportunities to address this are increasingly difficult due to a shrinking workforce and infrequent wholetime firefighter recruitment campaigns. This is a national issue.
- 2.16 It should be noted that the Service continues to use positive action measures to support under-representation. The Springboard programme which ran last year proved to be popular with female employees, and the Service is also a partner within the Future Leaders Programme led by the City Council. Nottinghamshire Fire and Rescue Service (NFRS) continue to work with Nottinghamshire Police and other partners to promote equality.

Shaping Our Future Programme Team

- 2.17 This team is now in place to support the implementation of the Sustainability Strategy for 2020. The work streams include:
- Exploring the use of alternative crewing models and emerging technologies to maximise the availability of appliances where crew numbers are less than four. The feasibility study will be developed during winter 2016-17.
 - Identifying opportunities where a mixed crewing approach utilising retained firefighters at periods of lowest demand could be implemented to maintain appliance availability and reduce costs. The feasibility study will be developed during winter 2016-17
 - Entering into negotiations with workforce representatives to revise the current crewing collective agreement to release the surplus capacity within the ridership and create the opportunity to crew appliances for less than the full 24hr period. Initial discussions are taking place with workforce representatives.
 - Considering the use of voluntary secondary contracts to provide support for retained appliances at periods of highest demand and ease the transformation of the service through the change process.

2.18 During 2017, the Service will develop the organisational development and inclusion work further to include:

- A survey of employees to gauge the impact of the changes to employee engagement.
- 360 degree appraisals for managers.
- New supervisory and middle leader development programmes.
- Further expansion and development of a coaching culture.
- Greater community engagement with diverse communities to ensure positive action continues to relate to careers with NFRS.
- Use the CFOA/LGA Equality Framework to assess performance against the 'Excellent' level.

3. FINANCIAL IMPLICATIONS

Organisational development and inclusion is contained within existing budgets.

4. HUMAN RESOURCES AND LEARNING AND DEVELOPMENT IMPLICATIONS

The ODI Strategy includes several work streams which have impacts upon Human Resources (HR) and Learning and Development (L&D) functions but there are no new implications on those functions arising from this report.

5. EQUALITIES IMPLICATIONS

This report does not impact upon policy or service function, no equality impact has been undertaken. Equality impact assessments will be completed as policies are changed throughout the programme of work.

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

- 8.1 The Authority must have strategies in place to ensure statutory duties and commitments and expectations can be met.
- 8.2 The strategies and approaches outlined in this report indicate that clear plans are in place to meet commitments, including the financial challenges faced by the Authority.

9. RECOMMENDATIONS

That Members endorse the contents of the report.

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

None.

John Buckley
CHIEF FIRE OFFICER



NOTTINGHAMSHIRE
Fire & Rescue Service
Creating Safer Communities

Nottinghamshire and City of Nottingham
Fire and Rescue Authority
Policy and Strategy Committee

EMERGENCY FIRST RESPONDER TRIAL

Report of the Chief Fire Officer

Date: 11 November 2016

Purpose of Report:

To inform Members of the trial collaboration with East Midlands Ambulance Service on the implementation of an Emergency First Responder Scheme at Carlton, Edwinstowe and Worksop Fire Stations.

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1. BACKGROUND

- 1.1 Nottinghamshire Fire and Rescue Service (NFRS) have been involved in community first responding with East Midlands Ambulance Service (EMAS) for the past 14 years. The Service currently operates the scheme from Misterton, Southwell, Eastwood and East Leake fire stations.
- 1.2 The Chief Fire Officers Association, National Joint Council (NJC) and Representative Bodies have agreed parameters for trials of new Emergency First Responder (EFR) schemes. Agreed trials receive authorisation from both the employers and employees sides of the NJC. This trial period has been extended to 17 February 2017, after which the various trials will be evaluated and future approaches considered. Nottinghamshire Fire and Rescue Service had the retained duty system EFR trial accepted onto the national scheme with permission to expand it to other duty systems.
- 1.3 Members will recall, following a paper to the Community Safety Committee in July 2015, work commenced with all of the Fire and Rescue Services within the East Midlands and Humberside, to discuss a single scheme of first responding across the EMAS area. This has led to an EMAS wide trial at a total of 22 fire stations; two of which are in Nottinghamshire. This trial is the first in the country to be operating to the same standard across an entire region. DCLG (and now the Home Office) and the Department of Health have taken an active interest in the formation and implementation of this scheme.
- 1.4 The two fire stations selected in Nottinghamshire were Harworth and Newark. All the firefighters involved in the trial are volunteers and are conditioned to the retained duty system (RDS). The trial period ran from 1 April – 1 September 2015 and has subsequently been extended to the end of the national trial period.

2. REPORT

- 2.1 As a result of the learning from the trial at Harworth and Newark, discussions have taken place between NFRS and EMAS to extend the trial to 3 wholetime fire stations.
- 2.2 The extension of the existing trial will enable NFRS to provide valuable evaluation data to the national trial and will therefore inform the national position on Fire Service EFR schemes and therefore any subsequent local considerations.
- 2.3 The trial locations will be Carlton, Edwinstowe and Worksop Fire Stations. These locations provide strategic support to EMAS and a mixed spread of activity levels within NFRS to help the Service understand the operational impact of attending EFR calls.

- 2.4 The differences between the trial at the wholetime and RDS locations is that EMAS control will pass calls to Tri-Service Fire Control who will mobilise the required resource if it is available. NFRS will respond in a pumping appliance with a full crew as opposed to a dedicated EFR car with one or two Firefighters.
- 2.5 Fire Control, the Officer in Charge of the EFR crew and service management retain the authority to make appliances unavailable to EMAS for NFRS operational needs and staff welfare reasons at all times.
- 2.6 The direct mobilisation of a full crew reduces the response time to the incidents and has a positive impact on patient outcomes. The fire fighters have all received additional medical training to assist with the new role.
- 2.7 EMAS supports training and provides overarching clinical governance and has agreed to contribute to the costs of medical calls attended by NFRS with EMAS.
- 2.8 The trial will undergo similar evaluation to the RDS trial at the end of the trial period. Performance will be reviewed on a monthly basis. NFRS has a memorandum of understanding with EMAS for this trial which includes safeguards and exit clauses for both organisations.
- 2.9 Staff and representative bodies have been fully consulted with and included in the design of this trial. All staff participating are volunteers.

3. FINANCIAL IMPLICATIONS

- 3.1 EMAS will make a one off contribution of £5k towards the anticipated EFR activity levels of the three NFRS appliances between 1st November 2016 and 17th February 2017.
- 3.2 EMAS support training of staff and provide medical equipment and consumables at their cost. EMAS also provide clinical governance for EFR duties undertaken by NFRS.
- 3.3 The evaluation of the trial will consider financial elements and provide information to enable future considerations in this area.

4. HUMAN RESOURCES AND LEARNING AND DEVELOPMENT IMPLICATIONS

All firefighters who participate in the scheme are required to undertake a disclosure and baring check and undertake training to the required level of competence.

5. EQUALITIES IMPLICATIONS

An equality impact assessment will be completed as part of the trial evaluation.

6. CRIME AND DISORDER IMPLICATIONS

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

7. LEGAL IMPLICATIONS

- 7.1 Part 2 of the Fire and Rescue Service Act (2004) enables Fire Authorities to use its resources to respond to medical emergencies.
- 7.2 East Midlands Ambulance Service provides the clinical governance that is required to participate in the EFR Scheme.

8. RISK MANAGEMENT IMPLICATIONS

The participation in the scheme and the ability to provide medical interventions has the potential to reduce risk in the community.

9. RECOMMENDATIONS

That Members note the contents of this report and agree to receive further reports at the conclusion of the trial period.

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

None.

John Buckley
CHIEF FIRE OFFICER



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EMERGENCY SERVICES NETWORK (ESN) UPDATE

Report of the Chief Fire Officer

Date: 11 November 2016

Purpose of Report:

This report provides an update on the progress of the Emergency Services Network (ESN) programme by Nottinghamshire Fire & Rescue Service.

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1. BACKGROUND

- 1.1 The Emergency Services Mobile Communications Programme (ESMCP) is intended to provide the next generation communication system for the three emergency services and other public safety users as the contract for Airwave expires by 2020. This system will be called the Emergency Services Network (ESN) and provides integrated critical voice and broadband data services for the emergency services.
- 1.2 The programme has three key objectives it aims to achieve:
 - Better – integrated service, functionality and coverage;
 - Smarter – more flexible and pay only for what is used;
 - Cheaper – address budget pressures and leverage market forces.
- 1.3 The Fire Authority previously received a financial information and sign off pack which provided information about participation in the ESMCP and that the lead government department was committed to provide all reasonable transition funding, this agreement was signed and returned to Department of Communities and Local Government prior to the 25 March 2016 deadline, committing the Fire Authority to ESMCP.
- 1.4 The East Midlands under the current, national programme timescales are due to transition by winter 2017 as one of the first areas nationally. Like all ICT projects, ESN is an extremely complex area of work, both in detail and project structure and these timescales are under frequent review.
- 1.5 East Midlands Fire Services have established a regional programme board with representatives from all Services and ACFO Parkin as the lead officer on behalf of the East Midlands Fire. An Area Manager is seconded from Lincolnshire as the regional Fire programme manager, with a major day-to-day role on behalf of the East Midlands and works closely to the ACFO.
- 1.6 ACFO Parkin attends Regular Fire Customer Group (FCG) meetings; this forum is the sounding board for the Fire sector to feed into the national programme team within the Home Office.
- 1.7 Alongside the ESN work, Nottinghamshire Fire and Rescue Service (NFRS) have already commenced work as part of the previous Authority agreed ICT strategy to demonstrate compliance with the Public Services Network (PSN) as this will better prepare the Service to deliver ESN and a team have been recruited to discharge the highlighted actions for PSN compliance.
- 1.8 PSN compliance will ensure that the Service has a robust ICT infrastructure, with greater levels of security; this will require additions to policies and procedures, but more crucially, a change to working practices for all members of staff to maintain compliance.

2. REPORT

- 2.1 An Information Technology Health Check (ITHC) has already been completed by an external supplier on the Tri-Service Control partner networks; this forms the basis for the remediation work each Service needs to complete prior to connecting to the ESN.
- 2.2 This check has been funded by the Home Office and work is now on-going with Home Office accreditors to see which elements of remediation work may be funded centrally; however, initial indications are that elements are highly likely to fall to individual Services to fund.
- 2.3 Fire are still unclear as to the scope of work required to enable connection to the ESN or whether this will be the same as PSN; significant variation in the work and timescales to achieve compliance may be highlighted in future months. For example, if PSN is required this could take up to two years and circa £500k in funding to deliver, the regional programme manager is working with individual Services and our regional point of contact for the Home Office to provide the clarity necessary.
- 2.4 NFRS are not unique, a large number of Fire Services nationally also face the same issue of not having PSN compliance already; however, a central government perception exists that Services would have PSN and this further applies pressure on the programme budget to fund local Services to gain compliance.
- 2.5 Short notice periods for Services to reply to the Home Office programme requiring a financial commitment, places pressure on established governance arrangements and members will appreciate these are beyond the control of the Service as this is a major nationally led project. While this is not anticipated as likely to be a frequent issue, Members should be aware that the national timescales may require decision outside planned committee meeting cycles; officers will ensure this is kept to a minimum wherever possible.
- 2.6 Regular updates will now be provided to inform members of actions taken by officers ensuring that NFRS are seen to fully support the national timescales and the commitment agreed to by the Authority in the sign off.
- 2.7 A Service project team has been set up to deliver ESN locally and this will be under existing arrangements for project management, led by the Area Manager Corporate and supported by teams across the organisation, the Central government funding allocated to NFRS will be used to assist the project in delivering ESN.
- 2.8 Currently a number of phases in the national programme are behind schedule; however, no overall slippage has been announced that will extend the target date for delivery to commence across the East Midlands beyond 2017. This slippage is beyond the control of the emergency services, but has been included in the regional and local risk register and will be closely monitored.

- 2.9 The demands placed upon NFRS are significant and the national slippage may mean a tighter delivery schedule for the East Midlands, placing pressure upon resources, the internal project team will keep this under review and ensure the Service is able to meet that demand.
- 2.10 Any consequences for not meeting timescales are unclear for local Services, but these potentially have major financial implications nationally for the Home Office programme and could mean these are shared with ESN partners throughout the life of the contract.
- 2.11 Services are not expected to transition from the current Airwave system to ESN unless they have the confidence and assurance that the ESN will provide the necessary resilience for emergency services to communicate effectively and secure the safety of its staff.
- 2.12 Clear collaboration opportunities exist in the delivery of ESN across the East Midlands, including procurement, equipment installation and long-term systems management. This is a key expectation of the government programme to ensure that commercial benefits are delivered both nationally and locally. The East Midlands ESN Fire board are working closely to identify opportunities and the regional programme manager is working with their Police counterpart to expand emergency service collaboration.
- 2.13 The National Audit Office (NAO) have now published their report into the national programme highlighting key areas of concern, these have been divided into commercial risk and technical risk. For example, it is estimated that the financial cost of the national programme running over by one year could equate to £475 million and the current lack of replacement devices means the emergency services are yet unable to know what functionality ESN will provide and leave a reduced period available to ensure resilient communications are tested and available where needed.
- 2.14 A recent national planning event was hosted at NFRS headquarters to consider the current national programme timescales and results from the event are to be taken back to the Home Office team for consideration and discussion with key suppliers. The business change leads for Police, Ambulance and Fire have been asked to address concerns that the original business case made to Authorities within the sign off pack and detailed earlier in this report will not be met.
- 2.15 Given the level of complexity and risk potential, officers will provide updates at future committee meetings to ensure members have sufficient overview of progress and assurance that NFRS continue to be engaged and deliver ESN safely.

3. FINANCIAL IMPLICATIONS

- 3.1 An earmarked reserve of £200k has already been established for the work required to prepare for PSN compliance, this will be monitored as the Service receives greater clarity over future costs of ESN and how they will be divided between government and the Authority.
- 3.2 No reply has been received yet from Home Office as to what funding will be received to fund the remediation work following the ITHC and this will remain a key risk.
- 3.3 The ESN programme will only fund the like for like replacement of the current Airwave infrastructure e.g. radios, although Services are able to fund any additional elements of functionality themselves. The current level of clarity as to what replacement devices will be available and what services can be accessed through these will continue to impact on the Authority's ability to plan for the future financial impact of ESN.
- 3.4 The Authority will continue to receive transition funding from government for the preparation and implementation, for FY2016/17 £52k has been received and will go some way to fund the personnel required to deal with the work demands.

4. HUMAN RESOURCES AND LEARNING AND DEVELOPMENT IMPLICATIONS

- 4.1 This report does not present any immediate implications, but the ESN programme does have requirements for staff training and these will be addressed as part of the implementation phase across the East Midlands and offers potential opportunities for wider collaboration.
- 4.2 Future resources may need to be established to maintain compliance for connection to the Emergency Services Network and Public Services Network requirements that will provide national assurance. Business cases will be made within the Services existing policy framework and reported to the Authority should the need be identified.

5. EQUALITIES IMPLICATIONS

An Equality Impact Assessment has not been undertaken because this report does not amend existing policy or service provision.

6. CRIME AND DISORDER IMPLICATIONS

There are no additional implications arising from this report.

7. LEGAL IMPLICATIONS

There are no additional implications arising from this report.

8. RISK MANAGEMENT IMPLICATIONS

- 8.1 The ESN programme presents a high-risk potential for the Authority dependent on external factors beyond its day-to-day control, the main issue being slippage at a national level (5 to 10 months in the NAO report) and the expectation that Services will still be able to deliver in reduced time.
- 8.2 On-going Tri-Service Control implementation issues have a direct implication for NFRS and its Tri-Service partners to be able to connect to ESN and impact of national slippage upon NFRS are being dealt with under existing governance and project management arrangements.
- 8.3 Service Risk Manager is engaged with ESN and has already reviewed the East Midlands ESN risk register, it is further included within the corporate risk register.

9. RECOMMENDATIONS

Require a further update report at next quarter's committee meeting.

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

None.

John Buckley
CHIEF FIRE OFFICER



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TRI-SERVICE CONTROL UPDATE

Report of the Chief Fire Officer

Date: 01 November 2016

Purpose of Report:

To appraise members of the progress with the Tri-Service Control programme.

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1. BACKGROUND

- 1.1 At the Fire Authority meeting on 14 December 2012, Members considered a report from the Chief Fire Officer confirming that the collaborative partnership bid from Nottinghamshire, Derbyshire and Leicestershire Fire and Rescue Authorities had secured £5.4 million grant from Government to progress the procurement of a replacement command and control system.
- 1.2 This successful bid led to the creation of the Tri-Service Control Project and subsequent tender for a supplier to replace the three legacy systems within the tri-service area. A further £247k was committed from each authority to bring the total project value to £6.1 million.
- 1.3 A report was presented to the Policy and Strategy Committee on 08 July 2016, providing an update on progress with the implementation of the new system and this report continues that information stream and considers progress and the next phase of the project.

2. REPORT

- 2.1 The overarching concept of the Tri-Service Control programme is that a single common mobilising system would be used in all three control facilities and interlinked by means of a network. The philosophy of this being that any of the control rooms can take calls and mobilise appliances and resources for each other; providing significant resilience and negating the need to operate secondary or fall-back control facilities, thereby generating an immediate efficiency. With the heavy rain experienced during mid-June this resilience has enabled each Service to handle calls on behalf of each other during periods of localised high demand, and also to receive calls and process information for West Midlands Fire Service when they were inundated in line with national protocols.
- 2.2 As previously reported, the project has faced slippage; however the main mobilising system has been in operation across the 3 Services since September 2015. Since going live, there have been a number of issues with the system where it has failed to operate as required. As with any new and complex system, these types of events were anticipated, and planned contingency measures were put in place.
- 2.3 Detailed discussions with the supplier, Systel, in February 2016 combined with commercial pressure have culminated in the production of a comprehensive plan to rectify all of the 38 outstanding critical problems and issues. To date, 26 items have been successfully resolved with resolutions for the remaining 12 due over the coming weeks. This plan was due to be completed in mid-May 2016 with the delivery of a major update to the system, but this has been delayed due to technical difficulties encountered in several areas. The resolution of the outstanding items is still on-going, however; the Tri-Service team are in close liaison with Systel, to ensure they deliver a revised programme for the final items of the roadmap.

- 2.4 In October 2016, the lead NFRS officer for Tri-Service Control programme was seconded to the national Emergency Services Mobile Communications Programme (ESMCP) as the Business Change Lead for Fire. This has resulted in a change of personnel on the project at a local level and a new lead officer for Nottinghamshire Fire and Rescue Service.
- 2.5 Whilst engagement from Systel has improved significantly since the last report, and there appears to be a concerted effort to review the outstanding fault logs/requests, the impact of unsuccessful efforts to improve performance have further served to knock confidence in the system. In addition, it has also diverted Tri-Service resources away from moving the system forward to more reactive and remedial work activities by the team.
- 2.6 It is pleasing to report that the overall stability of the core mobilising system has improved along with some of the technical aspects of the Mobile Data Terminals (MDT), in particular its connection to the mobilising system via the 3G network. However, it is recognised that the remaining items require to be fully resolved and additional time will be needed for end users, both Control and operational staff, to gain full confidence in the new system. Since the last report, the system has continued to experience several problems with the network, linking all 3 Fire Controls, which have been outside of the control or remit of Systel. In all of these instances, the system performed as required and provided a mobilising capability (albeit with some reduction in functionality or speed) in line with system degradation protocols. These network issues are subject to ongoing dialogue with the network provider.
- 2.7 As part of works to assist with the ESN project, a review of the network infrastructure and some ways of working with Systel is underway which will identify benefits of any future roadmap / work packages.
- 2.8 Discussions have taken place regarding the remaining improvements and developments to be delivered before the mobilising system fully meets specification and requirements. These are known as 'Phase 2', meaning the project is highly likely to continue into the 2017/18 financial year, and that the programme is currently not in a position to be formally closed. These 'Phase 2' items include: -
- Dynamic Cover Tool;
 - Electronic Incident Management System (EIMS);
 - Replacement Incident Reporting System (IRS);
 - Ability to make adjustments to individual operator positions for equality reasons.
- 2.9 As previously reported, Members at the Finance and Resources Committee on 15 January 2016 approved the redesignation of the Fire Control Collaboration earmarked reserve of £220k to support Phase 2 of the project to support dedicated Control, Support and ICT staff who are core to the delivery of the programme. A separate report at the same meeting identified that 'mobilising' is currently the highest risk facing the Service due to both the Tri-Service and Emergency Services Network (ESN) projects.

- 2.10 To facilitate the joint practices, common ways of working, configuration and training that are required to make a solution such as this function efficiently, the jointly funded central Tri-Services Control team continues to make good progress.
- 2.11 Within the overriding principles of the Tri-Service Control Programmes that the solution should be more cost effective than the aggregate of the previous provisions for all 3 Services. This has been achieved and an estimated long term annual saving of £1.1 million has been reported to Central Government.
- 2.12 To provide surety, a Tri-Service agreement was signed by the 3 Chief Fire Officers in January 2013 that detailed roles, responsibilities and commitments of each Service to the project. This also detailed a governance and Officer meeting structure during both implementation and steady states. Throughout the programme, a Strategic Board consisting of Principal Officers from all the 3 participating Services has met monthly to provide scrutiny and oversight, and will continue to operate during the remainder of the contract.
- 2.13 The Tri-Service Strategic Board has now joined with the West and South Yorkshire Boards who are also implementing the Systel product. This ensures the UK product is developed consistently and the supplier is better managed to deliver against expectations.
- 2.14 The previous Programme Board has now been formally closed and replaced by an Operations Board consisting of an Area Manager from each Service plus the Head of Tri-Service Control. This will oversee much of the more regularised in-life management of the programme, with internal project structures continuing until completion.
- 2.15 A Supplier Board with representatives from the 3 Services and Systel meets regularly and will continue to operate until the Phase 2 developments are delivered.
- 2.16 Throughout the programme, the Service has benefitted from support and guidance from Control and mobilising specialists seconded to CFOA National Resilience (CFOA-NR) and funded by DCLG, whose advice has proved highly useful. This has now ceased and monitoring of progress is now undertaken by the Home Office with support from the Chief Fire and Rescue Advisers Unit (CFRAU).
- 2.17 Across the 3 Services, concern from staff remains high, and in recognition of the sensitivities, briefings and discussions with staff and managers continue to take place along with regular dialogue with representative bodies.

3. FINANCIAL IMPLICATIONS

- 3.1 The main financial implications are identified within the body of the report however; between the 3 participating Services, it is estimated that annual savings of £1.1 million will be generated once steady state has truly been achieved.

- 3.2 A £220k earmarked reserve is in place to sustain resources to fully deliver and implement the remaining improvements and developments to the system.

4. HUMAN RESOURCES AND LEARNING AND DEVELOPMENT

There are likely to be some new developments that require training before they can be implemented. Those for Control will be met largely in-house, but any for operational staff will require training input, which is catered for within the earmarked reserve.

5. EQUALITIES IMPLICATIONS

- 5.1 As the Service is a public sector body, it is subject to the public sector equality duty and, as it is proposing significant amendments to the establishment or to the service delivery model. It must have due regard to the need to:
- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act;
 - Advance equality of opportunity between people who share a protected characteristic and those who do not;
 - Foster good relations between people who share a protected characteristic and those who do not.
- 5.2 The Service has fulfilled this requirement by contributing to an equality impact assessment of the Tri-Service Control Programme.

6. CRIME AND DISORDER IMPLICATIONS

Section 17 of the Crime and Disorder Act 1998 states that “it shall be the duty of each authority to which this section applies to exercise its various functions with due regard to the likely effect of the exercise of those functions on, and the need to do all that it reasonably can to prevent, crime and disorder in its area”. This report does not contain any implications which would affect that duty.

7. LEGAL IMPLICATIONS

- 7.1 The Nottinghamshire and City of Nottingham Fire and Rescue Authority have a statutory duty to receive calls for assistance and mobilise a Fire Service. These duties are contained in Section 2 of the Fire and Rescue Services Act 2004.

- 7.2 Part 3, Section 21, of the same Act requires the Secretary of State to publish a Framework; and it is this Framework that places a duty on Fire and Rescue Authorities Fire to collaborate with other Fire and Rescue Authorities, other emergency services, wider Category 1 and 2 responders and Local Resilience Forums to ensure interoperability. In this context it includes, but is not limited to, compatible communications systems, control rooms and equipment.
- 7.3 The concept and implementation of Tri-Service Control is conducive with those legal duties and does not place the Authority at any risk of breaking them.

8. RISK MANAGEMENT IMPLICATIONS

With the improvements to the new mobilising system, improved stability and delivery of further developments, the high levels of corporate risk associated with mobilising should diminish into the future.

9. RECOMMENDATIONS

That Members note the content of the report and the progress made with the Tri-Service Control Programme.

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

None.

John Buckley
CHIEF FIRE OFFICER