



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

Nottinghamshire and City of Nottingham  
Fire and Rescue Authority

# PERFORMANCE MONITORING COMMITTEE OUTCOMES

Report of the Chair of the  
Performance Monitoring Committee

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**Agenda No:**

**Date:** 22 February 2008

**Purpose of Report:**

To report to Members on the business and actions of the Performance Monitoring Committee meeting of 25 January 2008.

## CONTACT OFFICER

**Name :** Andrew Beale  
Assistant Chief Fire Officer  
**Tel :** (0115) 967 0880  
**Email :** [andrew.beale@notts-fire.gov.uk](mailto:andrew.beale@notts-fire.gov.uk)

**Media Enquiries Contact :** Elisabeth Reeson  
(0115) 967 5889 [elisabeth.reeson@notts-fire.gov.uk](mailto:elisabeth.reeson@notts-fire.gov.uk)

## 1. BACKGROUND

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

## 2. REPORT

- 2.1 The unconfirmed minutes of the meeting are attached to this report at Appendix B. The following summarises the main points of the paper discussed at the meeting.
- 2.2 The Committee was in receipt of the second quarter's performance statistics, which show the aggregated targets at Service level and depicts how the organisation is performing against its statutory indicators. Performance compared to targets is demonstrated, as well as performance compared to the previous year and the previous two years. This allows for an overall snapshot of how the organisation is performing in specific areas. All best value performance indicators (BVPIs) require an appropriate commentary from the manager responsible. These responses detail what actions are being taken and if there are any significant issues which need to be considered in relation to the overall totals.
- 2.3 A number of high performing areas were highlighted to the Committee, these included:
- BVPI 142ii All Primary Fires
  - BVPI 142iii Accidental Dwelling Fires
  - BVPI 143ii Injuries in Accidental Dwelling Fires
  - BVPI 206i, ii, iii and iv Deliberate Fires
  - BVPI 207 Fires in Non Domestic Premises
  - BVPI 17 Uniformed Staff from Ethnic Minority Communities
- 2.4 Additionally, there were a number of areas where performance is currently below target and the Committee were updated on strategies to be put in place to address these issues. The areas concerned relate to:
- BVPI 12a Level of Equality Standard
  - BVPI 12b Quality of Race Equality Scheme
  - BVPI 11ii Top 5% of Earners from Ethnic Minority Communities
  - BVPI 11iii Top 5% of Earners with a Disability
  - BVPI 210 % Women Firefighters
- 2.5 In relation to meeting BVPIs 2a, 2b, 11ii and 210, Nottinghamshire Fire and Rescue Service is taking the lead by conducting an equality impact assessment on the regional recruitment process that was undertaken last

year. When completed this will give the Service considerable information on any weaknesses in the regional recruitment process.

2.6 Nottinghamshire Fire and Rescue Service has also agreed to lead the regional recruitment process in January 2009. Between the completion of the equality impact assessment and January 2009, a regional strategy for the best way to address recruitment of under represented groups will be developed. By September 2008, at the latest, a regional strategy for recruiting in under represented areas will be implemented. The aim of this process is to ensure that every available opportunity that the Service can deliver regionally will be presented to under represented groups for the recruitment campaign in 2009.

2.7 The Performance Monitoring Committee noted the contents of the report and will continue to monitor the Service's overall performance.

### **3. FINANCIAL IMPLICATIONS**

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

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

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

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

An equality impact assessment has been undertaken and concludes that there are no implications arising from this report. The Equality Impact Assessment is attached as Appendix A to this report.

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

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

### **7. RISK MANAGEMENT IMPLICATIONS**

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

## **8. RECOMMENDATIONS**

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

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

None.

Councillor Malcolm Wood  
**CHAIR OF PERFORMANCE MONITORING COMMITTEE**

## INITIAL EQUALITY IMPACT ASSESSMENT

<i>Section</i>	<i>Manager</i>	<i>Date of Assessment</i>	<i>New or Existing</i>
SMT	DCFO Beale	30 January 2008	N/A
Name of Report to be assessed		<b>PERFORMANCE MONITORING COMMITTEE OUTCOMES</b>	
1. Briefly describe the aims, objectives and purpose of the report.		To provide an update to the Fire & Rescue Authority on the business and actions of the Performance Monitoring Committee	
2. Who is intended to benefit from this report and what are the outcomes?		Members of the Fire & Rescue Authority, in updating them on the activities and actions of the Performance Monitoring Committee	
3. Who are the main stakeholders in relation to the report?		Fire & Rescue, Strategic Management Team, Representative Bodies, staff members and all stakeholders	
4. Who implements and who is responsible for the report?		Corporate Services, in particular, the Performance Team	

5. Please identify the differential impact in the terms of the six strands below. Please tick yes if you have identified any differential impacts. Please state evidence of negative or positive impacts below.

<i>STRAND</i>	<b>Y</b>	<b>N</b>	<i>NEGATIVE IMPACT</i>	<i>POSITIVE IMPACT</i>
Race		<b>X</b>		
Gender		<b>X</b>		
Disability		<b>X</b>		
Religion or Belief		<b>X</b>		
Sexuality		<b>X</b>		
Age		<b>X</b>		

6. Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group?	<b>Y</b>	<b>N</b>	7. Should the policy/service proceed to a full impact assessment?	<b>Y</b>	<b>N</b>
					<b>x</b>

**I am satisfied that this policy has been successfully impact assessed. I understand the impact assessment of this policy is a statutory obligation and that, as owners of this policy, we take responsibility for the completion and quality of this process.**

Signed (completing person) DCFO Andrew Beale

Date 30 January 2008



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

**PERFORMANCE MONITORING COMMITTEE**

**MINUTES**

of the meeting held on **25 JANUARY 2008** at The Council House, Old Market Square, Nottingham, from 10.00 am to 10.55 am

**Membership**

Councillor M Wood (Chair)  
^ Councillor J Hemsall  
^ Councillor P Henshaw  
Councillor J O'Riordan  
Councillor T Spencer

Members absent are marked ^

Also in attendance was Councillor J Cottee (from minute 15)

**12 APOLOGY FOR ABSENCE**

An apology for absence was received from Councillor Hemsall.

**13 DECLARATIONS OF INTERESTS**

No declarations of interests were made.

**14 MINUTES**

**RESOLVED** that, subject in minute 10 to amending the references to 'non-uniformed' to read 'uniformed', the minutes of the last meeting held on 26 October 2007, copies of which had been circulated, be confirmed and signed by the Chair.

**15 BEST VALUE PERFORMANCE INDICATORS – PERFORMANCE UPDATE  
QUARTER 2 2007/08**

Consideration was given to a report of the Chief Fire Officer, copies of which had been circulated.

Deputy Chief Fire Officer Beale reported that the newly appointed Equality and Diversity Officer, Matt Sismey, had recently taken up his duties and had contributed to the report under consideration.

During discussion Members commented that, while the performance of the Service against most indicators was good, there were concerns about equality and diversity performance and the Deputy Chief Fire Officer provided a commentary about action on these indicators and answered questions from them. He explained that recruitment had been suspended regionally pending the outcome of a review intended to identify proposals for improvements and that details would be submitted to a future meeting of this Committee.

**RESOLVED**

- (1) that the Chief Fire Officer: -**
  - (a) be recommended to co-ordinate arrangements to include hyperlinks between relevant community safety performance information on the City and County Council's and the Fire and Rescue Service's websites;**
  - (b) arrange attendance at the next meeting of this Committee by Matt Sismey, newly appointed Equality and Diversity Officer and Jane Monkhouse, consultant, to discuss and advise on improvements to the Service's performance in respect of equality and diversity targets for recruitment;**
  - (c) circulate to members his letter to Central Government in regard to the efficacy of performance indicators;**
  - (d) provide statistical performance information covering the past five years in respect of intervention in fires;**
  - (e) to include in future full year reports, details of the family group relevant to each performance indicator;**
- (2) that, in order to aid the evaluation of intervention in fat fryer fires, the Clerk to the Fire and Rescue Authority write to the Chief Executive of Nottingham City Primary Care Trust to request the provision of any non-personal information which the Trust held as to costs arising from injuries caused by such fires.**