



**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:** 23 May 2008

**Purpose of Report:**

To report to Members on the business and actions of the Performance Monitoring Committee meeting of 18 April 2008.

## CONTACT OFFICER

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## 1. BACKGROUND

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

## 2. REPORT

- 2.1 The unconfirmed minutes of the meeting are attached to this report at Appendix B. The following summarises the main points of the papers discussed at the meeting.
- 2.2 The Committee was in receipt of the third 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 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 2a – Level of Equality Standard;
  - BVPI 2b – 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 The Committee were also in receipt of a report detailing the intention to maintain current arrangements of data collection and monitoring for the coming year and the proposal to establish new arrangements by internal consultation by April 2009. The Committee noted the contents of this report and also agreed to receive the Local Performance Indicator proposals at a

future meeting and approve them as part of Nottinghamshire Fire and Rescue Service's Performance Framework.

- 2.6 The final report before the Committee provided Members with an overview of the current consultation regime within the Nottinghamshire Fire and Rescue Service and an outline of ways in which this might be developed. It was highlighted that a review of future practices in relation to consultation generally is to be co-ordinated, with a view to the production of a viable policy/corporate approach to consultation. The outcomes of this review are to be reported to the Committee at a later date. The Committee requested that a plan be formulated, to include a structure and timeframes for public consultation, for consideration at the next meeting of the Committee.

### **3. FINANCIAL IMPLICATIONS**

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

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

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

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

An 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	ACFO Beale	18 April 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 and 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 and 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 and 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): ACFO Andrew Beale

Date: 18 April 2008



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

**PERFORMANCE MONITORING COMMITTEE**

**MINUTES**

of the meeting held on **18 APRIL 2008** at Fire and Rescue Services Headquarters,  
Bestwood Lodge, Arnold, Nottingham, from 10.00 am to 10.50 am

**Membership**

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

Members absent are marked ^

**16 APOLOGIES FOR ABSENCE**

Apologies for absence were received from Councillors O'Riordan and Spencer.

**17 DECLARATIONS OF INTERESTS**

No declarations of interests were made.

**18 MINUTES**

**(a) Confirmation**

**RESOLVED** that the minutes of the last meeting held on 25 January 2008, copies of which had been circulated, be confirmed and signed by the Chair.

**(b) Matters arising**

Further to minute 15(2), the Clerk reported receipt of a response from Andrew Kenworthy, Chief Executive, Nottingham City Primary Care Trust (PCT), to the members' request for

any non-personal information on costs arising from injuries caused by fat fryer fires, which stated that the PCT did not currently collate this information.

**RESOLVED that the position be noted.**

## **19 BEST VALUE PERFORMANCE INDICATORS**

### **(a) Performance – Quarter 3 2007/08**

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

During discussion, members commented that, although there were a number of high performing areas, there were concerns about equality and diversity, in particular the recruitment of people from Black and Minority Ethnic communities, people with a disability and females. The Equality and Diversity Officer assured members that positive action initiatives were being undertaken to encourage all departments to take ownership of these issues.

The Service was continuing to engage with partners to improve performance and provide a more structured and targeted response to incidents. Members were pleased to note that there had been a reduction in fire deaths.

**RESOLVED that the report be noted and the Chief Fire Officer continue to monitor the Service's overall performance.**

### **(b) Future arrangements**

Consideration was given to a report of the Chief Fire Officer, copies of which had been circulated, with regard to current and future arrangements of performance data collection and monitoring.

**RESOLVED**

**(1) that the intention to maintain current arrangements of performance data collection and monitoring for the year 2008/09 be noted.**

**(2) that the Chief Fire Officer be requested to:-**

- (a) to establish new arrangements, by use of internal and external consultation, by April 2009;**
- (b) to submit the Local Performance Indicator proposals to a future meeting of this Committee.**

## **20 CONSULTATION OVERVIEW**

Consideration was given to a report of the Chief Fire Officer, copies of which had been circulated, with regard to the current consultation regime within Nottinghamshire Fire and Rescue Service and ways in which this might be developed.

Members expressed concern that there had not yet been a full public consultation.

**RESOLVED that the Chief Fire Officer be requested to formulate a plan, including a structure and timeframe for public consultation, for consideration at the July meeting of this committee.**



