



Local Government Act 1972

A Meeting of the **Combined Fire Authority for County Durham and Darlington** will be held in the **Morton Room, Fire and Rescue Headquarters** on **Wednesday 30 March 2022** at **10.00 am** to consider the following business:-

PART A

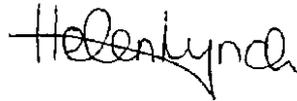
1. Chief Fire Officer Commendations
2. Declarations of interest, if any
If Members are aware of a private or personal conflict of interest in relation to any items on the Agenda, this should be disclosed at this stage or when the conflict of interest arises during consideration of an item in accordance with the Code of Conduct for Members
3. Minutes of the meeting held on 16 February 2022 (copy attached) (Pages 3 - 12)
4. Current Correspondence - Report of Assistant Chief Fire Officer (copy attached) (Pages 13 - 14)
5. Localism Act - Pay Policy Statement 2022/23 - Report of Deputy Chief Executive and Clerk (copy attached) (Pages 15 - 20)
6. Local Government Association (LGA) Subscription - Report of Chief Fire Officer (copy attached) (Pages 21 - 24)
7. Community Risk Management Plan - Report of Policy Support Officer (copy attached) (Pages 25 - 32)
8. Notes of the Human Resources Committee 22 February 2022 - Report of Chair (copy attached) (Pages 33 - 34)
9. Notes of the Performance Committee 10 March 2022 - Report of Chair (copy attached) (Pages 35 - 48)
10. Such other business as, in the opinion of the Chairman of the meeting, is of sufficient urgent to warrant consideration
11. Any resolution relating to the exclusion of the public during the discussion of items containing exempt information

Part B

Items during which it is considered the meeting will not be open to the public (consideration of exempt or confidential information)

12. Service Leadership Team Restructure Outcomes - Report of Chief Fire Officer (copy attached) (Pages 49 - 52)
13. Such other business as, in the opinion of the Chairman of the meeting, is of sufficient urgency to warrant consideration

PURSUANT to the provisions of the above named Act, **I HEREBY SUMMON YOU** to attend the said meeting



H LYNCH

Clerk to the Combined Fire Authority
for County Durham and Darlington

County Hall
Durham
DH1 5UL

TO: The Members of the Combined Fire Authority for County Durham and Darlington

Durham County Councillors:

Councillors J Atkinson, A Batey, R Bell, J Blakey, J Cairns, T Duffy, C Hampson, N Jones, B Kellett, L Kennedy, R Manchester, C Marshall, L Mavin, I McLean, M McGaun, J Quinn, S Quinn, G Richardson, K Rooney, J Shuttleworth, S Zair

Darlington Borough Councillors:

Councillors H Crumbie, B Jones, G Lee and A J Scott.

At a **meeting** of the **Combined Fire Authority for County Durham and Darlington** held at **Fire and Rescue HQ, Durham** on **Wednesday 16 February 2022** at **10.00 am**.

Present:

Durham County Councillors:

Councillors J Atkinson, A Batey, R Bell, J Blakey, J Cairns, T Duffy, C Hampson, L Hovvels (Substitute for S Quinn), N Jones, B Kellett, R Manchester, C Marshall, L Mavin, M McGaun, I McLean, J Quinn, G Richardson, K Rooney, J Shuttleworth, C Varty (Substitute for L Kennedy) and S Zair

Darlington Borough Councillors:

H Crumbie, B Jones, G Lee and A Scott

Apologies for absence were received from Councillors L Kennedy and S Quinn

Independent Persons:

Apologies from N Johnson

A1 Chief Fire Officers Commendation

AM Steve Wharton introduced the Chief Fire Officer's Commendations.

SM Craig Farrage, CM Gary Lawson and CM Gary Sands received commendations for their prompt brave actions and decision making at a complex mine rescue leading to the successful rescue of two trapped cavers.

FF Richard Pallister, FF David Parker and Inspector Fraser Wilson received commendations for their quick actions, courage and strength of mind in dealing with a rapidly developing situation during a rooftop rescue at James Cook Hospital.

A2 Declarations of Interest

There were no declarations of interest.

A3 Minutes of previous meeting

The Minutes of the meeting held on 12 November 2021 were confirmed as a correct record and signed by the chair (for copy see file of minutes).

A4 Current Correspondence

The Authority received an update from the Assistant Chief Fire Officer in relation to current correspondence received from government and other bodies relevant to the Authority and the status of each (for copy see file of minutes).

A5 Changes in Membership

The Clerk provided a verbal update noting that Cllr Blakey had been appointed under delegated powers in consultation with the Chair, Vice Chair and Leader.

Members were informed that a vacancy was likely to arise for the Pension Board and expressions of interest would be sought.

A6 Notes of the Human Resources Committee

The Authority received an update from the Chair of the Human Resources Committee which provided an update on the discussions and recommendations of the Human Resources Committee held 18 November 2021 (for copy see file of minutes).

The report was noted.

A7 Notes of the Audit and Finance Committee

The Authority received an update from the Chair of the Audit and Finance Committee which provided members with an update on the discussions and recommendations of the Audit and Finance Committee held on 25 November 2021 (for copy see file of minutes).

The report was noted.

A8 Notes of the Audit and Finance Committee

The Authority received an update from the Chair of the Audit and Finance Committee which provided members with an update on the discussions and recommendations of the Audit and Finance Committee held on 27 January 2022 (for copy see file of minutes).

The report was noted.

A9 Notes of the Performance Committee

The Authority received an update from the Chair of the Performance Committee which provided members with an update on the discussions and recommendations of the Performance Committee held on 9 December 2021 (for copy see file of minutes).

The report was noted.

A10 Budget 2022/23 Report under Section 25 of Local Government Act 2003

The Authority considered a report of the Treasurer which provided information on the robustness of the estimates and adequacy of reserves, so that members have authoritative advice available when making their budget decisions (for copy see file of minutes).

Members commented on inflation pressures, financial risks and uncertainties around pay awards.

Resolved:

- a) The Treasurer's assessment of the robustness of estimates and adequacy of reserves be noted.

- b) When approving the budget and the level of council tax for 2021/22 members have regard to this report.

A11 2022/23 Revenue Budget and Council Tax, Capital Programme and Medium-Term Financial Plan

The Authority considered a report of the Treasurer and Chief Fire Officer which set out the revised revenue budget for 2021/22, proposed revenue budget for 2022/23, the medium-term financial plan, the capital budgets for 2022/23 to 2025/26 and the Authority's council tax requirement (for copy see file of minutes).

The Treasurer took the Authority through each section of the report providing an outline of the key information and proposals.

SECTION B – Consultation

Cllr Marshall noted that he was not comfortable with the authority making a decision on the proposals as the results of the CRMP were not included in the report.

The Treasurer confirmed that CRMP results and responses would be published and presented to a future meeting and provided a verbal update noting that no comments had been received and no specific changes to service provisions were included in the consultation.

It was agreed to call a vote.

Resolved:

The vote was in favour that Members take into account the views of those consulted as they consider the budget and Medium-Term Financial Plan proposals.

SECTION C – Local Government Finance Settlement

Resolved:

That the Authority notes the 2022/23 settlement funding assessment and the uncertainty around the funding position from 2023/24 onwards.

SECTION D – Reserves Strategy

Resolved:

That the Authority agrees to the policy for reserves, that the Authority will:

- i. Set aside sufficient sums in earmarked reserves as it considers prudent to do so.
- ii. Aim to maintain a general reserve of 5% of the net expenditure, currently £1.46m.

SECTION E – Medium-Term Financial Plan

Cllr Marshall commented on the summary of options for balancing the budget in future years and raised concern around a lack of consultation, implementation of the

degradation plan and community and Firefighter safety and noted that he did not feel comfortable supporting the process.

The Chair stated that all options had been discussed and agreed at the Fire Authority planning meeting which took place in October 2021.

The Chief Fire Officer clarified that Members were not being asked to approve any of the options for balancing the budget as part of the MTFP this year. The options were an indication of things that may need to be considered moving forward.

Cllr McLean commented that the position was consequence management and queried the likelihood of the options for balancing the budget being implemented.

The Chief Fire Officer confirmed that it was not possible to predict the likelihood given the uncertainty around things outside of the control of the Authority such as pay awards and inflation. He reiterated that the options for balancing the budget had been discussed at length with members and had featured in the MTFP each year since 2018. The Chief Fire Officer clarified that members were not being asked to approve the implementation of any options today as part of the budget setting process.

Cllr Bell suggested that there may be confusion about what Members were being asked to make a decision on and highlighted page 65, paragraph 23 of the report which states 'At this stage none of the above options have been incorporated into the budget for 2022/23 or the MTFP'

Cllr Atkinson commented that understanding the budget was complicated and asked for a legal opinion from the Clerk around whether voting was a legally valid process.

The Clerk confirmed that Members had received the reports in advance, had received an update from officers at the meeting today and the consultation would be published and presented to Members. Therefore voting was legally accepted and valid.

Cllr Quinn queried the implications of not agreeing the budget today.

The Treasurer confirmed that a revised budget would need to be prepared.

Cllr Batey commented on the options for balancing the budget and queried whether they had been shared with staff for consultation.

The Chief Fire Officer confirmed that he was currently carrying out a round of station visits where some possible options were being discussed, however no formal consultation had been arranged as none of the options were being progressed at this time. The Chief Fire Officer reminded Members that the options had been discussed in detail with staff in 2018 and this had led to a suggestion from officers to reprioritise the riding with 4 option which had previously been the highest priority option for Members.

Cllr Marshall requested that a named vote was carried out.

Resolved:

Votes to agree the MTFP

Cllrs R Bell, J Blakey, J Cairns, T Duffy, N Jones, L Mavin, M McGaun, J Quinn, G Richardson, K Rooney, J Shuttleworth, S Zair, B Jones and G Lee.

Votes against the MTFP

Cllrs J Atkinson, A Batey, C Hampson, L Hovvels, B Kellett, R Manchester, C Marshall, I McLean, C Varty, H Crumbie and A Scott.

That the Authority:

- (a) Agrees the Medium-Term Financial Plan.
- (b) Notes the Treasurer's comments on the robustness of the estimates, the adequacy of reserves and the risks in the budget, as set out in the separate report under Section 25 of the Local Government Act 2003.

SECTION F – Revenue Budget**Resolved:**

That the Authority adopts the following resolutions:

- (a) That the revised revenue budget for 2021/22, as set out in Appendix A be approved.
- (b) That the Treasurer be authorised to make any proper accounting transactions that would be in the interests of the Authority in relation to the accounts for 2021/22.
- (c) That the revenue budget for 2022/23, as set out in Appendix A be approved.

SECTION G – Capital Strategy 2019/20 to 2023/24**Resolved:**

That the Authority approves the revised capital budget for 2021/22 and the capital budgets for 2022/23 to 2025/26.

SECTION H – Fire Authority Council Tax Requirement**Resolved:**

Based on the Net Expenditure of £30,202,276 and a Band D Council Tax of £109.69 the Authority adopts the following resolutions for the year ending 31st March 2023:

- i. That the 'council tax base' for the whole of the Authority's area be £178,160.30.
- ii. That there be no Authority expenses relating to a part only of the Authority's area.
- iii. That the 'basic amount of council tax' be £19,542,403.31 and the amount of council tax for each category of dwelling be as set out in table 17.

- iv. That the Net Expenditure be £30,202,276 and that, after taking into account revenue support grant of £3,606,038 business rates income of £1,390,796, top up grant of £5,691,126, services grant of £491,039 and a deficit on the collection fund of £519,126, precepts totalling £19,542,403.31 be issued to Durham County Council and Darlington Borough Council.

SECTION I – Prudential Code

Resolved:

- (a) That the Authority notes the prudential indicators.
- (b) That the Authority approves the MRP Statement.
- (c) That the Authority approves the following limits for external debt in 2022/23:
 - i. Authorised Limit of £17.367m
 - ii. Operational Boundary of £15.788m

SECTION J – Treasury Management 2020/21

Resolved:

- (a) That the Authority continues to adopt the key recommendations of the CIPFA code.
- (b) That the Authority notes the Annual Treasury Management Strategy as set out in Annex J3.
- (c) That the Authority sets an upper limit on its fixed interest rate exposures for 2022/23, 2023/24 and 2024/25 of 100% of its net outstanding principal sum.
- (d) That the Authority sets an upper limit on its variable interest rate exposures for 2022/23, 2023/24 and 2024/25 of 30% of its net outstanding principal sums.

A12 External Auditor Appointment

The Authority received a report of the Deputy Chief Executive which set out proposals for appointing the external auditor to the Authority for the accounts for the five-year period from 2023/242 (for copy see file of minutes).

Resolved:

Members accepted PSAA invitation to opt into the sector-led option for the appointment of external auditors to principal local government and police bodies for five financial years from 1 April 2023.

A13 Appointment of Independent Person to the Audit and Finance Committee

The Authority received a report of the Deputy Chief Executive which sought agreement to a proposed process for appointing an Independent Person to the Audit and Finance Committee (for copy see file of minutes).

Resolved:

Members agreed to commence a recruitment exercise to appoint an Independent Person to the Audit and Finance Committee in accordance with the parameters set out in the report.

A14 Building Safety Bill Update

The Deputy Chief Fire Officer introduced a report which provided an update on the key features of the Building Safety Bill, timescales and potential implications for the Service (for copy see file of minutes).

Resolved:

- a) The contents of the report were noted.
- b) Members agreed to receive further updates.

A15 Fire Standards

The Authority received a report of the Assistant Chief Fire Officer which provided an update on the Fire Standards Board's progress in developing national Fire Standards and County Durham and Darlington Fire and Rescue Service's progress against meeting the standards (for copy see file of minutes).

Resolved:

- a) The contents of the report were noted.
- b) Members agreed to receive further updates.

A16 Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services Update

The Assistant Chief Fire Officer introduced a report which provided an update on the current position and next steps of Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (for copy see file of minutes).

Resolved:

- a) The contents of the report were noted.
- b) Members agreed to receive further updates.

A17 Any Other Business

Such other business as, in the opinion of the Chairman of the meeting, is of sufficient urgency to warrant consideration.

A18 Exclusion of the public

That under Section 100A(4) of the Local Government Act 1972, the public be excluded from the meeting for the following items of business on the grounds that they involve

the likely disclosure of exempt information as defined in paragraphs 3 and 4 of Part 1 of Schedule 12A to the said Act.

Part B

B19 Fire Fighter Pension Scheme – Immediate Detriment Update

All Uniformed Officers apart from the Chief Fire Officer left the meeting.

The Deputy Chief Executive introduced the report which provided an update on the position in relation to the immediate detriment cases under the McCloud/ Sargeant ruling and informed Members of the response submitted to the consultation on Firefighters' Pensions Prospective Remedy (for copy see file of minutes).

Resolved:

- a) The contents of the report were noted.
- b) Members agreed to receive further updates.
- c) The response to the consultation was noted.

B20 Estates Update

The Authority received a report from the Head of Corporate Resources which updated Members on the latest position in relation to the Estates Improvement Programme (for copy see file of minutes).

Resolved:

The capital provision for Wheatley Hill Station was approved.

B21 Option for the Revision of the Service Leadership Team Structure

Impacted members of the Service Leadership Team left the meeting.

The Authority received a report of the Chief Fire Officer which requested that Members consider a recommendation in relation to the structure of the Service Leadership Team in order to deliver efficiency savings to help alleviate the budget deficit for 2022/23 (for copy see file of minutes).

Members questioned and commented on the recommendation.

A 10 minute adjournment was granted at Cllr Marshall's request.

Resolved:

- a) That the proposed SLT structure outlined in Appendix B was approved.
- b) That the commencement of the consultation process with impacted staff and their trade unions over the potential redundancy position was approved.
- c) That a special HR Committee may be required to meet in March 2022 to consider the business cases for any redundancies that are required was noted.

B22 Any Other Business

Such other business as, in the opinion of the Chairman of the meeting, is of sufficient urgency to warrant consideration.

CLOSE OF MEETING

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Current Correspondence: February 2022 – March 2022

No	Release Date	Subject	Summary	Action CFA Report	Action CFA Response	Action Info

No correspondence received in this reporting period.

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Combined Fire Authority

30 March 2022

Localism Act – Pay Policy Statement 2022/23

Report of Deputy Chief Executive and Clerk

Purpose of Report

1. The purpose of this report is to seek approval of the pay policy statement for 2022/23.

Background

2. Sections 38 to 43 of the Localism Act 2011 apply to the Fire and Rescue Authority as a relevant Authority. Section 38(1) requires relevant authorities to prepare pay policy statements.
3. Pay policy statements must be prepared for each financial year, be approved by a meeting of members and must also be published.

Guidance

4. The government has also issued guidance on the content of pay policy statements. The guidance “Openness and accountability in local pay” sets out the key areas that need to be included in a pay policy statement. Further supplementary guidance was set out in a letter from the Secretary of State for Communities and Local Government dated 20 February 2013.
5. The guidance has been considered in full when preparing the Authority’s pay policy statement for 2022/23.

2022/23 Pay Policy Statement

6. The 2022/23 pay policy statement is attached at Appendix A.

Recommendations

7. Members are requested to:
 - (a) **approve** the 2022/23 pay policy statement as set out at Appendix A.
 - (b) **note** that the statement will be published on the Authority's website.

County Durham and Darlington Fire and Rescue Authority

Pay Policy Statement 2022/23

1. Background

This document outlines the key principles of County Durham and Darlington Fire and Rescue Authority's (the Authority's) pay policy for 2022/23 aimed at supporting the recruitment and remuneration of the workforce in a fair and transparent way. The policy complies with the Government guidance issued under the Localism Act 2011 (the Act) and sets out:

- the approach towards the remuneration of the posts covered by the terms and conditions of the National Joint Council (NJC) for Brigade Managers of Fire and Rescue Services (Gold Book).
- the remuneration of the lowest paid employees.
- the relationship between the remuneration of Brigade Managers and the remuneration of employees who are not Brigade Managers.

County Durham and Darlington Fire and Rescue Authority is an equal opportunities employer and in setting the pay arrangements for the workforce seeks to pay salaries that are in accordance with the:

- NJC for Brigade Managers of Fire and Rescue Services, Constitution and scheme of conditions of service.
- national terms and conditions as set out in the NJC for Local Authorities' Fire and Rescue Services, Scheme of conditions of service for other uniformed members of staff.
- national pay scales and the job evaluation procedure for non-uniformed employees.

2. Posts covered by the NJC Terms and Conditions of Employment for Fire and Rescue Service Brigade Managers (posts defined within the Act as Chief Officers)

The following five posts are covered by the NJC Terms and Conditions of Employment for Fire and Rescue Service Brigade Managers:

Chief Fire Officer
Deputy Chief Fire Officer
Deputy Chief Executive
Director of Emergency Response
Director of Community Protection

The Authority has responsibility for:

- appointing Brigade Managers.
- setting the level of pay for Brigade Managers.
- reviewing the pay of Brigade Managers.

Appointment of Brigade Managers

Decisions on the recruitment of Brigade Managers are taken by the Fire Authority. An Appointments Panel is established for the purposes of undertaking a robust recruitment process. Decisions on appointing Brigade Managers are made by the Fire Authority taking account of recommendations from the Appointments Panel.

Principles of Brigade Managers Pay

The principles for setting Brigade Managers pay are set out in the NJC Terms and Conditions of Employment for Fire and Rescue Service Brigade Managers.

The Salary Review Group makes recommendations to the Authority on the pay arrangements for Brigade Managers.

In doing so the Salary Review Group takes account of NJC Terms and Conditions of Employment for Fire and Rescue Service Brigade Managers and other factors including:

- The market in which the Authority operates.
- The Authority's short and long-term objectives.
- The Authority's relative size.
- The size of the senior team and responsibilities of individual posts.
- Required on-call arrangements as determined by the Executive Rota.
- The cost of the policy over the short, medium and longer term.
- The total remuneration package.
- The expectations of the community and stakeholders.
- Links with how the wider workforce is remunerated and national negotiating frameworks.

The Salary Review Group also has access to external independent advice on Brigade Managers pay which can be used to consider the context of pay decisions taking account of wider public and private sector pay levels.

3. Key Principles of the Brigade Manager Pay Policy

- (i) The Brigade Manager pay policy is designed to be clear and transparent to those within the roles and key stakeholders. The structure and level of the pay arrangements enable the Authority to attract, motivate and retain key senior talent.
- (ii) The policy is based on spot salaries with clear differentials between levels of work/job size. This policy is reviewed on an on-going basis to ensure it remains fit for purpose and in line with the terms and conditions of Brigade Managers.
- (iii) The Authority's pay policy does not currently include provision for performance related pay, bonuses or other additions to basic salary based on individual or organisational performance.

- (iv) In setting the pay policy for Brigade Managers, a market position has been reached that aims to attract and retain the best talent available at a senior level. The qualifications, experience and calibre of the Brigade Managers employed are considered by the Authority to be amongst the best available in the country.
- (v) Roles at Brigade Manager level have been subject to an externally ratified job evaluation scheme that is transparent and auditable to ensure equality proofing of pay levels.
- (vi) Other terms and conditions for Brigade Managers are defined in the NJC Terms and Conditions of Employment for Fire and Rescue Service Brigade Managers. These terms and conditions set out the arrangements for national and local pay negotiations.
- (vii) On recruitment the Authority will consider and agree the conditions of employment and salary of the Chief Fire Officer, Deputy Chief Fire Officer, Deputy Chief Executive, Director of Emergency Response and Director of Community Protection. Consideration will be given to market forces, national government policy, local indicators and NJC guidance.
- (viii) The current individual salaries of Brigade Managers are as follows:

	Annual Salary
Chief Fire Officer	£149,190
Deputy Chief Fire Officer	£119,352
Deputy Chief Executive	£64,746
Director of Emergency Response	£86,669
Director of Community Protection	£86,669

- (ix) The statutory officer function of Treasurer to the Fire Authority is undertaken by the Deputy Chief Executive who reports to the Chief Fire Officer.
- (x) The statutory officer function of Clerk to the Fire Authority is provided by Durham County Council under a Service Level Agreement and the post is filled by the Head of Legal and Democratic Services. Details of the pay policy for this position are available in the Durham County Council pay policy.

4. The policy relationship between Brigade Managers pay, the lowest paid workers and the wider workforce

Employees that are conditioned to the “Grey Book” NJC for Local Authorities' Fire and Rescue Services, scheme of conditions of service) are paid in accordance with national terms and conditions.

Other employee groups have their pay scales based on a nationally agreed job evaluation system that has been in place since 2008. This arrangement allows for incremental progression in pay for the wider workforce, based on national spinal column points and linked to service in post. This approach towards pay for the wider workforce, and the use of established job evaluation schemes, ensures a planned approach towards pay policy that is accountable, transparent and fair. Pay grades for

staff are published as part of the Authority's pay and grading information and are available from the website.

In line with the policy for senior staff, no performance related pay arrangements or bonuses are currently in place for the wider workforce.

Pay multiples for staff based on the pay policy are set out in the table below:

Firefighter multiple	£
Chief Fire Officer salary	149,190
Basic Firefighter salary	32,244
Pay multiple	4.6

Non-Firefighter multiple	£
Chief Fire Officer Salary	149,190
Basic Non-operational salary	20,043
Pay multiple	7.4

The ratio between the pay of the Chief Fire Officer and the lowest paid firefighter is 4.6:1 and against the lowest paid workers that are employed is 7.4:1. Figures published by Government set out an expectation that the pay multiple should be below a ratio of 20:1 in local government.

5. The Approach towards Payment for those Officers Ceasing to Hold Office Under or be Employed by the Authority

Termination of Employment

The Authority has an agreed redundancy policy in relation to officers whose employment is terminated via either voluntary or compulsory redundancy. This policy provides a clear, fair and consistent approach towards handling early retirements and redundancy.

Decisions on early retirements and redundancy are made by the Human Resources Committee. Where the value of a severance payment exceeds £100,000 the decision is made by the Authority.

In setting this policy, the Authority does currently retain its discretion to utilise the Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales Regulations) 2006.

Policy towards the Re-employment of Principal Fire Officers (Brigade Managers) Previously Employed by the Authority.

In accordance with the requirements of the 2018 Fire and Rescue Framework for England the Authority has a policy of not re-appointing principal fire officers (Brigade Managers) after retirement to their previous, or a similar, post except for in exceptional circumstances when such a decision is necessary in the interests of public safety.

County Durham and Darlington
Fire and Rescue Authority



Safest People, Safest Places

Combined Fire Authority

30 March 2022

Local Government Association (LGA) Subscription

Report of the Chief Fire Officer

Purpose of the Report

1. The purpose of this report is to provide details of the LGA subscription for 2022/23 and to seek a decision about continued membership.

Background

2. A letter from Mark Lloyd, Chief Executive of the LGA, setting out the role provided by the LGA and associated subscription rate for 2022/23 was received on 9 March 2022. A copy of the letter is attached at Appendix A.

LGA Services Provided

3. The LGA lobbies on behalf of local authorities on many issues that affect the sector as a whole and works with councils and fire authorities to develop new approaches to improvement and innovation. The attached letter sets out the recent work of the LGA.
4. One of the LGA's key priorities has been maintaining close partnerships with other organisations to drive their work forwards. They have continued to work closely with the National Fire Chiefs Council (NFCC), the Home Office, Fire Standards Board, the Fire Protection Board, the Health and Safety Executive, Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS), the Association of Police and Crime Commissioners (APCC) and the National Employers. This is extremely helpful in presenting a joined-up and consistent voice for the fire and rescue service to government.

5. A significant amount of work has also been undertaken by the LGA and the NFCC to make a case for sustainable funding for the sector.

Subscription Rate

6. Subscriptions are now made via Direct Debit and the LGA Board have agreed a 2% increase in subscriptions for 2022/23. There is a 2.5% Direct Debit discount and a 2.5% loyalty discount for fire and rescue authorities not on notice to withdraw from LGA Membership.
9. The overall membership fee for 2022/23 is therefore £7,194.

Recommendation

10. Members are requested to **agree** the LGA subscription for 2022/23.

CFO Stuart Errington

Tel: 0191 375 5553



March 2022

Dear Stuart

LGA Subscriptions 2022/23

The last twelve months have once again demonstrated the critical importance of local government coming together and speaking with one voice. I hope that your fire and rescue authority has valued the LGA's role in this.

We continue to lobby Government on the importance of local decision making and local determination of governance. To support the sector in its governance role we have also provided 3 free training sessions for members on governance and leadership. This has complimented other sector support offers through the Fire Leadership Essentials Programme and the Equality, Diversity and Inclusion Champions Network. We also responded on behalf of the sector to Part 1 and 2 of the PCC Review.

The Fire Services Management Committee and Fire Commission continue to set our direction and establish our key priorities and work areas for the year. One of our key priorities has been maintaining our close partnerships with other organisations to drive our work forwards. We have continued to work closely with partners like the National Fire Chiefs Council (NFCC), the Home Office, Fire Standards Board, the Fire Protection Board, the Health and Safety Executive, HMICFRS, the Association of Police and Crime Commissioners (APCC) and National Employers on a range of topics to ensure that the voice of our members continues to be heard.

The LGA worked with the National Fire Chiefs Council (NFCC) and the Association of Police and Crime Commissioners (APCC) to draft the Core Code of Ethics. It was developed in consultation with the sector following the recommendation from HMICFRS's first State of Fire report. It was published in May 2021 alongside the accompanying standard from the Fire Standards Board which we also contributed to. The LGA has also been involved in the wider work of the Fire Standards Board and sits on it alongside the NFCC, the APCC and the Home Office.

We are working with the NFCC and National Employers (England) on updating Fit for the Future. Fit for the Future sets out a joint ambition for how fire and rescue services should operate in the years to come.

Finance has continued to be a key theme for the sector and this year we again worked with the NFCC to put together a joint submission into the Home Office to inform their work on the Spending Review. Following this work the provisional Local Government Settlement included a provision for the 8 FRAs with the lowest council tax level to be able to increase Band D council tax by up to £5. FRAs will also receive an increase in their revenue support grant. We continue to work closely with both the NFCC and the Home Office following the creation of an Efficiency and Productivity Board for fire services.

Building safety has continued to be a key priority for the LGA over the last year. As members of the Fire Protection Board the LGA has supported the successful Building Risk Review

which has seen fire services assess or inspect all high-rise residential buildings; we have worked closely with the Home Office to develop the Fire Safety Act and with DLUHC on the Building Safety Bill. We are involved in work with DLUHC and the NFCC to support the remediation of building with fire safety defects. We played a central role in ensuring Gateway One, of the new building safety regime, was introduced this year, laying the foundation for fire services to exert influence on the design of new buildings.

We are in the midst of gearing up to our next Annual Fire Conference and Exhibition, taking place on 15-16 March in person in Gateshead. Last year we were able to offer an online conference of our members for free and this year we are delighted to be back to an in-person conference, offering a discount for members of the LGA to attend.

Our workforce team have continued to support Fire and Rescue Authorities and Services, including support to the employers' side of the National Joint Council for Local Authority Fire and Rescue Services (National Employers). This support has included agreements on pay, assistance in wider industrial relations matters, advice and interpretation on employment issues, acting on behalf of FRAs in relation to the Sargeant/McCloud and Matthews pension scheme related legal cases, ongoing COVID response work and workforce transformation projects.

I am very grateful for your continued support and membership of the LGA and we remain committed to keeping our costs as low as possible. Despite a significant drop in income from our conferences and 18 Smith Square conference centre, the LGA Board has agreed a modest 2 per cent increase in subscriptions for 2022/23. Once again, we will offset this with a 2.5 per cent loyalty discount and a further 2.5 per cent for those on the direct debit scheme.

Your subscription for 2022/23 will be **£7,194** (plus VAT), including the loyalty and direct debit discounts – and as you have joined the direct debit scheme there is nothing further to do.

I look forward to continuing to work with you and your colleagues over the coming year.

With very best wishes



Mark Lloyd



County Durham and Darlington
Fire and Rescue Service



Safest People, Safest Places

Combined Fire Authority

30 March 2022

Community Risk Management Plan

Report of the Policy Support Officer

Purpose of Report

1. To provide Members with information regarding the results of the Community Risk Management Plan (CRMP) Consultation which began on 15 November 2021 and ended on 7 February 2022.

Background

2. The Fire and Rescue Service National Framework document places a legal responsibility on all fire and rescue authorities to produce and consult on their CRMP. These documents direct fire and rescue authorities to:
 - be accountable to communities for the service they provide;
 - identify and assess the full range of foreseeable fire and rescue related risks their areas face;
 - make appropriate provision for fire prevention and protection activities and the response to fire and rescue related incidents;
 - develop and maintain a workforce that is professional, resilient, skilled, flexible and diverse;
 - collaborate with emergency services and other local and national partners to increase the efficiency and effectiveness of the service they provide.

Promotion

3. The CRMP document and an explanatory booklet have been published on our website together with the Community Risk Profile (CRP). Accessible versions of these documents have also been published.
4. In order to ensure that a wide range of views were gathered, links to an online survey were made available via the website and promoted throughout the Service and beyond.
5. The information regarding the Consultation and survey was sent to a range of partner organisations in sectors including Councils, Police, Health, Voluntary and Community, Education, Business, Faith and Housing. Colleagues shared the information to encourage participation.
6. Covid restrictions were reintroduced which meant we could not distribute leaflets in the usual way, such as engaging at community venues. However, we did encourage crews to distribute them where possible.
7. The Consultation was presented at various online community meetings including at Area Action Partnerships (AAPs), and AAP Co-ordinators promoted the survey link to their contacts and on their Facebook pages where possible. We also presented to Durham County Council's Safer and Stronger Communities Overview and Scrutiny Committee, to the Darlington Partnership and to the Durham Youth Council. We also consulted with the Senior Command teams of our neighbouring Fire and Rescue Services.
8. The consultation was promoted extensively on social media. We posted about the CRMP Consultation 12 times on Facebook with an average reach of 4823 people per post. On Twitter our tweets over the period averaged over 1426 impressions per tweet. There have been two LinkedIn posts with an average of 297 impressions per post.

Results

Number of responses: 293

9. Question 1

Do you agree with our proposal to introduce the following new response standards?

Attend Accidental Dwelling Fires (ADFs) within 8 minutes on 70% of occasions

Attend Non Domestic Fires (NDFs) within 9 minutes on 70% of occasions

Attend Road Traffic Collisions (RTCs) within 10 minutes on 70% of occasions

Yes 65%

No 35%

10. **Question 2**

Do you have any overall comments about our Community Risk Management Plan and approach to allocating our resources?

Many respondents did not comment but where the free text box was completed in detail the following types of issues were raised:

- Further cuts should not be introduced
- Is 70% a reasonable response?
- Should the Service be using TRVs?
- Second appliance response times should be published
- Using appliances to fit smoke alarms is not cost effective
- More information on why the standards are changing would be useful
- Partnership working is done well
- The CRMP provides a measured approach in uncertain times
- RDS system needs remodelling
- A comprehensive look at what the Service offers and how it manages risk
- The document provides a comprehensive presentation of your approach to managing risk, and planning use of your resources, using a range of strategies. We believe it provides a useful and comprehensive tool to guide your Service for the future, and ensure that key partners, stakeholders and your local communities can be clear on what they can expect from their fire and rescue service.
- The proposed changes to your response standards, prioritising the focus on providing a prompt response to life risk incidents, is well founded and shows consideration has been given to the risks in your area, and the effective and efficient use of resources.

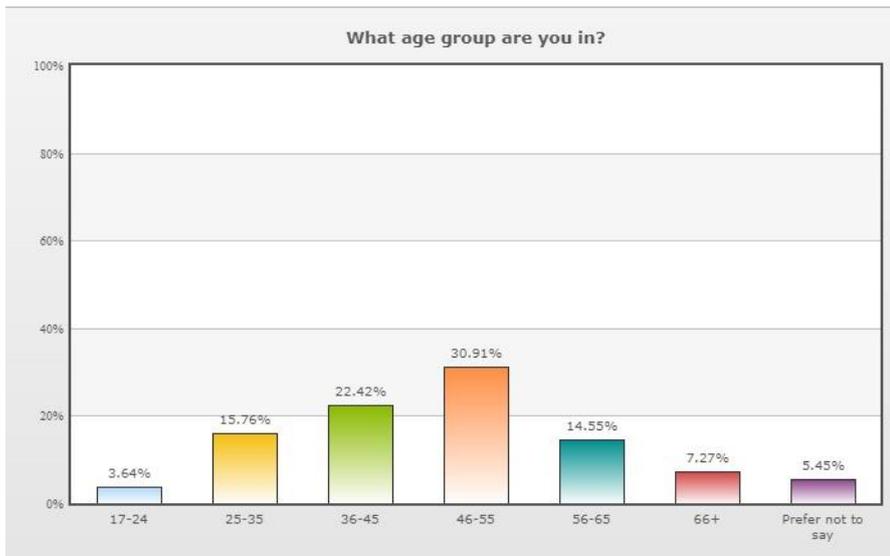
11. **Question 3**

What best describes your gender? (Please self describe)

Male	64%
Female	33%
Non-Binary	1%
Preferred not to say	2%

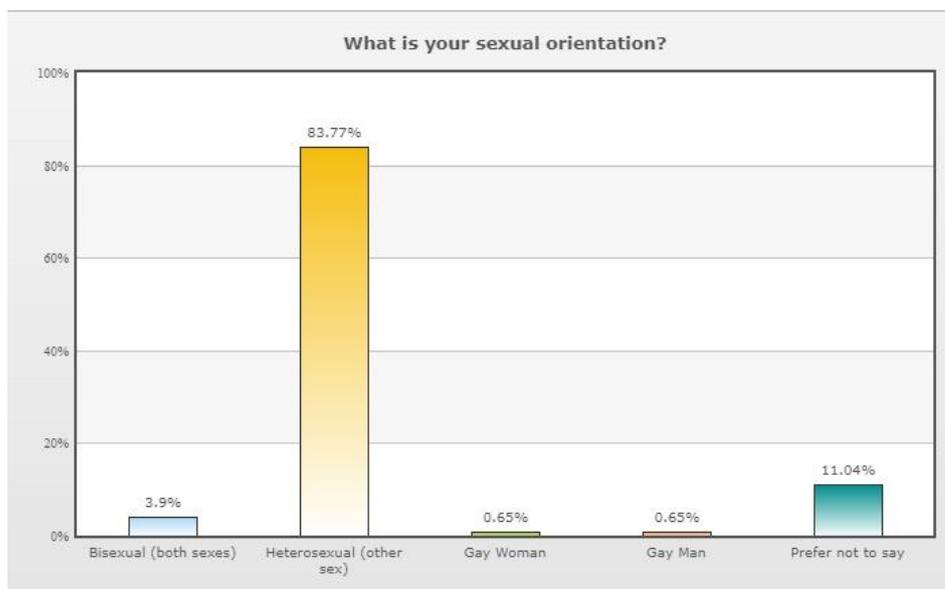
12. **Question 4**

What age group are you in?



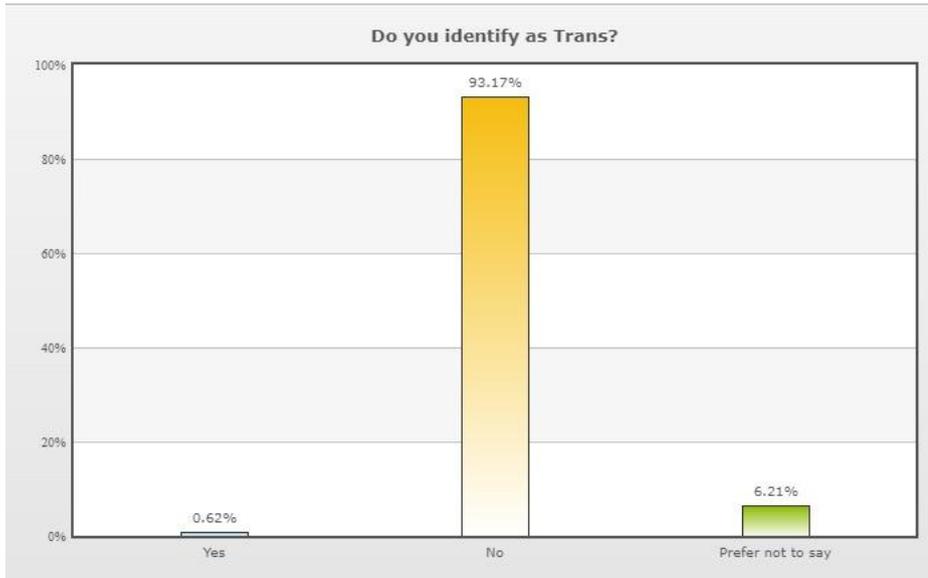
13. Question 5

What is your sexual orientation?



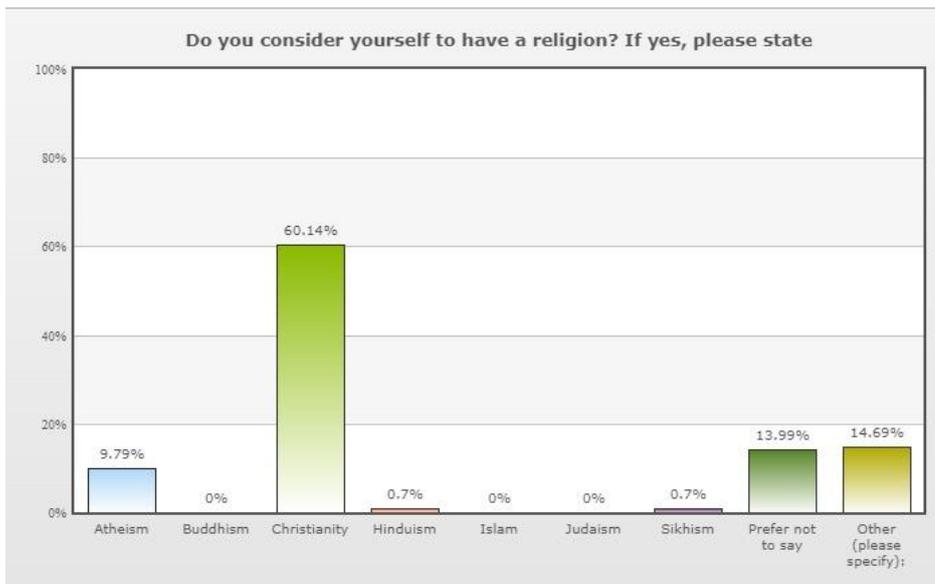
14. Question 8

Do you identify as Trans?



15. Question 9

Do you consider yourself to have a religion? If yes, please state



16. Question 10

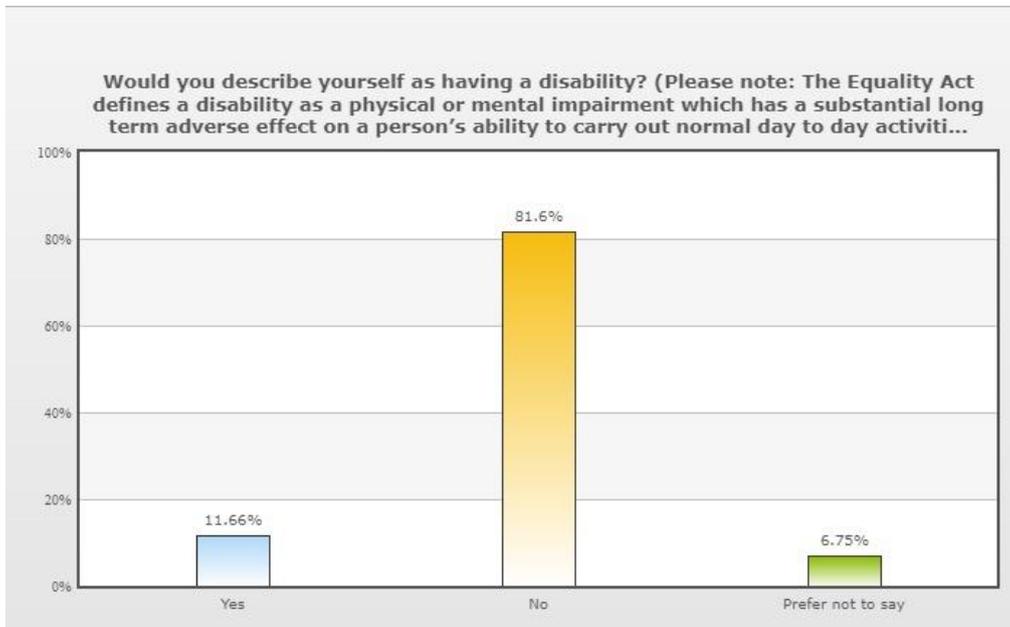
What is your ethnic background?

White	%
Welsh/English/Scottish/ Northern Irish/British	89%
Gypsy or Irish Traveller	1.5%
Any other white background	1.5%
Asian or Asian British	
Bangladeshi	0
Chinese	0
Indian	0

Pakistani	0
Any other Asian background	0.5%
Mixed	
Asian and White	0.5%
Black African and White	2%
Black Caribbean and White	0
Any other mixed background	0
Black or Black British	
African	0
Caribbean	0
Any other black background	0
Other Ethnic Group	
Arab	0
Any other Ethnic Group	0.5%
Prefer not to say	4.5%

17. **Question 11**

Would you describe yourself as having a disability? (Please note: The Equality Act defines a disability as a physical or mental impairment which has a substantial long term adverse effect on a person's ability to carry out normal day to day activities. Cancer, HIV and Multiple Sclerosis are covered from point of diagnosis. People who have had a disability but no longer have one are covered by the Act).



Next Steps

18. The Service will analyse the results of the CRMP Consultation, including the Equality and Diversity questions we asked in the survey, together with the Equalities Impact Assessments we carried out on the CRMP document and consultation process and incorporate the learning from this into next year's consultation.
19. It is noted that the public have approved the plan to amend the response standards therefore the CRMP is in a position to be approved and published should Members agree.

Recommendations

20. Members are requested to:
 - a) **note** the contents of the report.
 - b) **consider** the survey results as part of the decision-making process when assessing Service resources going forward.
 - c) **approve** the CRMP for 2022-2023

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County Durham and Darlington
Fire and Rescue Authority



Safest People, Safest Places

Combined Fire Authority

30 March 2022

**Notes of the Human Resources Committee: 22 February
2022**

Report of the Chair of the Human Resources Committee

Members Present: Cllr L Mavin in the Chair
Cllr A Batey, J Quinn, Cllr C Marshall, Cllr J Cairns

Apologies: Cllr H Crumbie

Purpose of the report

1. The purpose of this report is to provide members with an update on the discussions and recommendations of the Human Resources (HR) Committee held on 22 February 2022.

Sickness Absence Performance Quarter Three 2021/22

2. The Committee was updated on the sickness absence performance for the period 1 April – 31 December 2021. Members scrutinised in detail the sickness absence for quarter three.

The Committee **noted** and **commented** on the report.

Health and Safety Performance Quarter Three 2021/22

3. The Committee considered and scrutinised the Service's health and safety performance for quarter three.

The Committee **noted** and **commented** on the report.

Public Sector Equality Duty Report

4. The Committee considered the Public Sector Equality Duty Report for 2021.
The Committee **noted** and **commented** on the report.

Equality, Diversity and Inclusion Strategy Action Plan

5. The Committee was updated on the Equality, Diversity and Inclusion (EDI) Strategy Action Plan created to support the work of the EDI Strategy.
The Committee **noted** and **commented** on the strategy, acknowledging the high number of actions progressing and already complete.

Workforce Diversity Statistics

6. The Committee were presented with the Workforce Diversity Statistics compiled by the Home Office up until March 2021.
The Committee **noted** the report.

Recommendation

7. Members are requested to **note** the contents of the report.

County Durham and Darlington
Fire and Rescue Authority



Safest People, Safest Places

Combined Fire Authority

30 March 2022

Notes of the Performance Committee: 10 March 2022

Report of the Chair of Performance Committee

Members Present: Cllr J Blakey in the Chair
Cllr S Quinn, Cllr R Manchester and Cllr G Lee

Apologies: Cllr C Marshall and K Rooney

Cllr J Blakey was appointed Chair of the Performance Committee through delegated powers which was agreed by the Committee.

Purpose of the report

1. The purpose of this report is to provide members with an update on the discussions and recommendations of the Performance Committee held on 10 March 2022.

Bonfire Period Update

2. The Committee received a presentation on the key outcomes for the bonfire period 2021 evaluation which summarised data from 25th October to 7th November 2021.

The Committee **noted** and **commented** on the report and presentation.

Performance Report Quarter 3 2021/2022

3. The Committee were updated on the operational and corporate performance indicators for quarter three of 2021/22 which showed 60.6% of the strategic PIs met or exceeded their target level, while 52.5% of the strategic PIs either maintained or improved when compared to performance last year. Indicators were discussed in turn noting where performance was strong or where additional work is being undertaken to secure improvement.

A copy of the report is attached at appendix A.

The Committee **noted** and **commented** on the report.

Letters of Appreciation

4. The Committee considered the various letters of appreciation that had been submitted to the Service. In total 19 letters had been received for the quarter three period.

The Committee **noted** and **commented** on the report.

PART B

Formal Complaints

5. One formal complaint had been received by the Service in the reporting period. The complaint was not upheld and no complaints had been forwarded to the Local Government Ombudsman.

The Committee **noted** the report.

Recommendation

6. Members are requested to **note** and **approve** the appointment of Cllr J Blakey as Chair of the Performance Committee.
7. Members are requested to **note** the contents of the report.



Safest People, Safest Places

Performance Committee

10 March 2022

Performance Report – Quarter Three 2021/22

Report of Area Manager, Community Risk Management

Purpose of report

1. This report presents a summary of organisational performance at the end of the third quarter of the 2021/22 financial year.

Background

2. Both operational and corporate performance is monitored and managed internally via the monthly Performance and Programme Board (PPB) and Service Leadership Team (SLT) forums. Members of the Combined Fire Authority (CFA) consider performance on a quarterly basis at meetings of the Performance Committee and the full CFA.
3. A comprehensive suite of performance indicators (PIs) are employed to measure both operational and corporate performance. Targets are set on an annual basis against SMART criteria and take account of longer-term trends and the potential for spikes in performance.
4. This robust approach to performance management enables action to be taken at an early stage if performance is not meeting expectations and provides assurance that resources are being directed towards the areas of greatest risk.
5. In addition to setting a target level for relevant PIs, the Service also employs a system of tolerance limit triggers that allow under or over performance to be highlighted to the PPB when the PI goes beyond set tolerances, which vary depending on the indicator. Each PI has a total of four tolerance limit triggers, two each for both under and over performance.
6. Performance is presented from two perspectives, by comparison against the annual target levels, and by comparison with performance at the same point last year.

Overview of performance across all indicator categories

7. An overview across both operational and corporate key PIs at the end of quarter three for 2021/22 shows 60.6% of the strategic PIs met or exceeded their target level, while 52.5% of the strategic PIs either maintained or improved when compared to performance last year.

Performance reporting by exception

8. The following sections of the report present details of specific operational and corporate indicators where performance was notably strong or where additional work is required to secure improvement. An explanatory narrative is provided for each PI group along with information about how performance compares to the annual target and the previous year.
9. It is worth noting that when comparing performance to the previous year, many indicators were affected by the Covid-19 pandemic and the restrictions that were in place to manage the spread of the virus. In some cases this resulted in lower than average figures during 2020-21 which can make comparison against current performance unhelpful, this is particularly noticeable in the 'Response' data which compared number of incident types attended this year to the previous year.

Prevention

Performance Indicator	Objective	Q3 2021/22 Actual	Q3 Target	Actual vs Target	Q3 2020/21 Actual	Actual vs Previous Year
PI 01 - Deaths Arising from Accidental Fires in Dwellings	Down	1	0	-100%	0	-100%
PI 02 – Primary Fires	Down	729	735	0.8%	752	3.1%
PI 03 – Number of Accidental Dwelling Fires	Down	145	162	10.5%	153	5.2%
PI 04 - Injuries Arising from Accidental Dwelling Fires	Down	13	14	7.1%	14	7.1%
PI 05 - Total Secondary Fires	Down	2272	1668	-36.2%	1875	-20.7%
PI 07 – Number of Safe & Wellbeing Visits	Up	13823	13637	1.4%	3643	279%
PI 42 - Proportion of Safe & Wellbeing Visits to High-Risk People/Properties	Up	84.3%	80%	5.3%	61.7%	36.6%

PI01 – Accidental death of a 71yr old male, recently discharged from lengthy stay in hospital into a warden assisted residential home. Cause of the fire was accidental ignition of a chair from smoking materials.

PI02 – Emergency Response (ER) crews continue to focus attentions to hotspot areas using station plans and analytical reports to highlight deviations or increases to five-year averages and utilise the menu of actions to implement interventions. Firestoppers continues to provide a brand for crews to utilise and members of the public to anonymously report deliberate fire setters. Station 'Plans on a Page' have been introduced to provide greater understanding to our Service approach both internally and externally. Version 1.2 of station plans is being developed ahead of the new reporting year and will feature improved performance reporting tools and access to an improved suite of PowerBi reports covering the full range of performance indicators reported against. These aim to improve functionality by simplifying and standardising our approach, providing user friendly tools in one location. These tools will be supported by our Watch Manager Handbook designed to provide detailed role specific guidance to Watch Managers.

See Appendix A, chart 1 for primary fires by motive and chart 2 for primary fires by type.

PI03 – The number of Accidental Dwelling Fires (ADFs) continues to reduce and reflects the number and quality of Safe & Wellbeing Visits (SWVs) delivered. YTD the Service has delivered almost 14,000 SWV's targeting places and people most vulnerable in the community and is on target to achieve the annual target of 18,000 despite the challenges presented by COVID-19. Work is underway to introduce a new risk based, person centred pathway and the Station Plans are driving work to develop relationships with vulnerable groups to generate greater numbers of referrals from these groups to improve the targeted approach and drive ADFs down further.

See Appendix A, chart 3 for number of ADFs by room of origin and chart 4 for number of ADFs by occupier type.

PI04 – Injuries from ADFs to the end of Q3 are slightly lower than Service target and for the same reporting periods for previous years. This will be in part to an overall reduction in ADFs and a focus on kitchen safety during SWVs which has historically accounted for a high percentage of injuries. When the building layout permits the Service are offering an additional smoke alarm to increase the likelihood of early detection. A high % of those suffering injuries or going to hospital for a precautionary check have had mobility issues, often bedridden. Increased work with partners as part of the 'Eyes Wide Open' delivery will increase awareness of fire risks and hazards especially for those most vulnerable and those that are at greatest risk be referred to the Service for additional support and additional specialist equipment such as fire retardant bedding, throws etc. The Service also supported the NFCC home fire safety campaigns through social media channels.

PI05 – Covid-19 restrictions and a wet Q3 may have had some impact. The Arson Reduction Team (ART) have been active in 45 schools across the Service area with 10,700 students receiving presentations on deliberate secondary fires and peer pressure mitigation.

See Appendix A, chart 5 for secondary fires by motive and chart 6 for secondary fires by property type.

PI07 – YTD the Service has delivered almost 14,000 SWVs targeting places and people most vulnerable in the community and is on target to achieve the annual target of 18,000 despite the challenges presented by COVID-19. Work is underway to introduce a new risk based, person centred pathway and the Station Plans are driving work to develop relationships with vulnerable groups to generate greater numbers of referrals from these groups to improve the targeted approach and drive ADFs down further. The number of ADFs continues to reduce as a result and reflects the number and quality of SWVs delivered.

PI42 – Target exceeded, and this PI is monitored through monthly ER performance meetings. As reported in PI07 Number of Safe & Wellbeing Visits - work is underway to introduce a new risk based, person centred pathway and the station plans are driving work to develop relationships with vulnerable groups to generate greater numbers of referrals from these groups to improve the targeted approach and drive ADFs down further. The number of ADFs continues to reduce as a result and reflects the effective targeting of vulnerable people and properties.

Protection

Performance Indicator	Objective	Q3 2021/22 Actual	Q3 Target	Actual vs Target	Q3 2020/21 Actual	Actual vs Previous Year
PI 10a - Primary Fires in Non-Domestic Premises	Down	65	72	9.7%	58	-12.1%
PI 14 - False Alarms Caused by Automatic Fire Detection Equipment	Down	586	490	-19.6%	526	-11.4%
PI 17 – Number of Fire Safety Audits	Up	1543	1593	-3.1%	849	81.7%

PI10a – No fires were reported within HM Prisons or secure establishments this reporting period. Our risk-based inspection programme (RBIP) of other premises which are regulated by the Fire Service under the Fire Safety Order continues to have a positive impact.

PI14 – Performance in this area was discussed in PPB due to a rise in activations having been identified within ‘Residential Home’ premises; this took performance over the Unwanted Fire Signals (UwFS) target. Further scrutiny is being conducted to ensure correct recording and classification within IRS reports.

Other areas which are being explored to potentially reduce UwFS are:

- A review of categories of non-attendance to premises during day-time hours
- Additional call challenging criteria
- Advice to businesses' regarding disconnection from Alarm Receiving Centres (ARCs) at appropriate times and use of ‘double knock’ systems
- A focus on UwFS advice within the next business liaison forum

There is no change to the charging letters process where we will continue to send letters to premises with reoccurring UwFS.

See Appendix A, chart 7 for false alarms caused by automatic fire detection equipment.

PI17 – In order to support ER crews, each Business Fire Safety Officer (BFSO) ensures there is a list of premises to audit available at all times. Within this jobs que, there are also a number of data gathering visits included in order to assist with keeping the database up to date and ensure future premises are identified and added into the RBIP.

Regular quality assurance is conducted by BFSOs and reports are provided to Division Managers to support performance management and planning discussions with Watch Managers.

Response

Performance Indicator	Objective	Q3 2021/22 Actual	Q3 Target	Actual vs Target	Q3 2020/21 Actual	Actual vs Previous Year
Total Emergency Calls Received (including EMR)	N/A	13430	N/A	N/A	12008	-11.8%
Total Incidents (excluding EMR)	N/A	6022	N/A	N/A	5299	-13.6%
Total Fires	N/A	3024	N/A	N/A	2667	-13.4%
Total False Alarms	N/A	1935	N/A	N/A	1917	-0.9%
Total Special Services (excluding EMR)	N/A	1062	N/A	N/A	715	-48.5%
Total Road Traffic Collisions	N/A	237	N/A	N/A	158	-50%
Total Emergency Medical Response (EMR)	N/A	5	N/A	N/A	2	-150%
PI 06 – Number of Response Standards Met	Up	5	6	-16.7%	5	0%

See Appendix A, chart 8 for total incidents (excluding EMR).

PI06 – Performance remains the same to previous month, with five response standards achieved and one which was not but it did remain within tolerance levels, this standard was PI08d – non-domestic property fires attended in 11 mins 90 % of the time. All failures are discussed during monthly ER performance meetings, the majority of failures are due to extended travel distances to premises outside the 11 mins travel distance or attendances to premises for On Call appliances outside 6 minutes, i.e. 5 minute response time + more than 6 minutes travel time is greater than 11 mins.

Workforce

Performance Indicator	Objective	Q3 2021/22 Actual	Q3 Target	Actual vs Target	Q3 2020/21 Actual	Actual vs Previous Year
PI 40 - All Staff Sickness	Down	8.28	4.5	-84%	4.36	-89.9%
PI 69 – Number of Accidents to Personnel	Down	11	9	-22.2%	5	-120%

PI40 – Overall, there has been an 84.4% increase on shifts lost in comparison with quarter 3 of 2020-21. C-19 symptomatic and confirmed positive cases have contributed significantly (almost 23%) to this however long-term absence remains a key issue. Long term sickness still accounts for approximately 66% of the Service's total absence during this period. Across all our employees, musculoskeletal (MSK) absence equates to almost 36% of the total absences with mental health at just under 17%.

Absences within the wholetime (WT) and Retained Duty System (RDS) categories have remained at a static high this quarter still primarily linked to longer term and C-19 related absence. Absence levels within Control have increased again in this period due to the rise in Covid cases, however, is

anticipated to reduce again in the next. Sickness amongst Corporate staff has risen significantly in this quarter and remains above target.

The POD Team continue to liaise with line managers to support personnel to return to work as soon as possible through regular welfare visits, Occupational Health (OH) advice, additional support such as physiotherapy or counselling and encouraging discussions around the potential of modified duties once a return-to-work date is in sight. Currently support is predominantly being given to long term absence cases. The Service continues to undertake Lateral Flow Testing at home and staff are asked to test themselves daily prior to attending the workplace and log their results and their vaccination status on our system.

See Appendix A, chart 9 for all staff sickness.

PI69 – There were three accidents to personnel in this quarter. This has kept the Service above the target set and is above last year’s performance. Two of these events were RIDDOR reportable events as the injury sustained resulted in absences from work for more than 7 days.

Finance & Governance

Performance Indicator	Objective	Q3 2021/22 Actual	Q3 Target	Actual vs Target	Q3 2020/21 Actual	Actual vs Previous Year
PI 34 - % of Invoices paid within 30 days	Up	99%	95%	4.2%	99.1%	-0.1%

PI34 – A range of processes have been investigated and improved throughout the year resulting in the majority of invoices being authorised and paid on time.

Recommendations

10. Members are requested to:
 - a. **note** the content of the report;
 - b. **comment** on the reported performance.

AM Keith Wanley, Ext. 5630

Appendix A

Chart 1 - Primary Fires by Motive

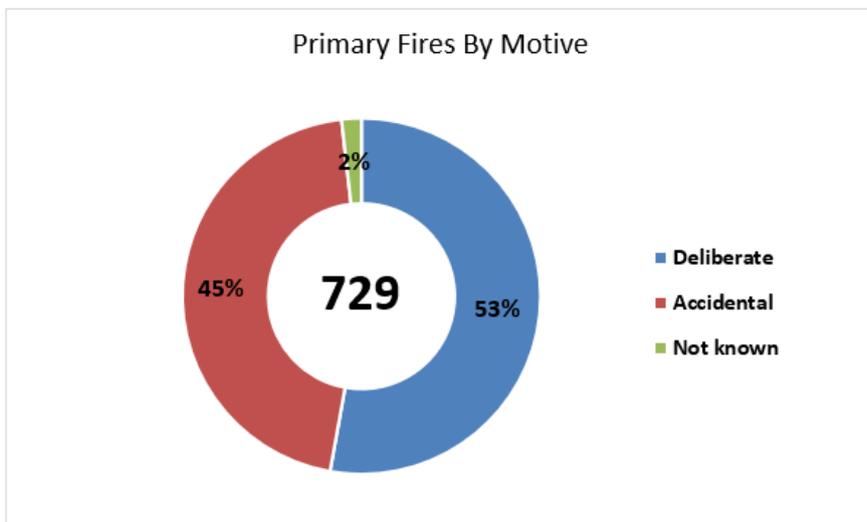


Chart 2 – Primary Fires by Type

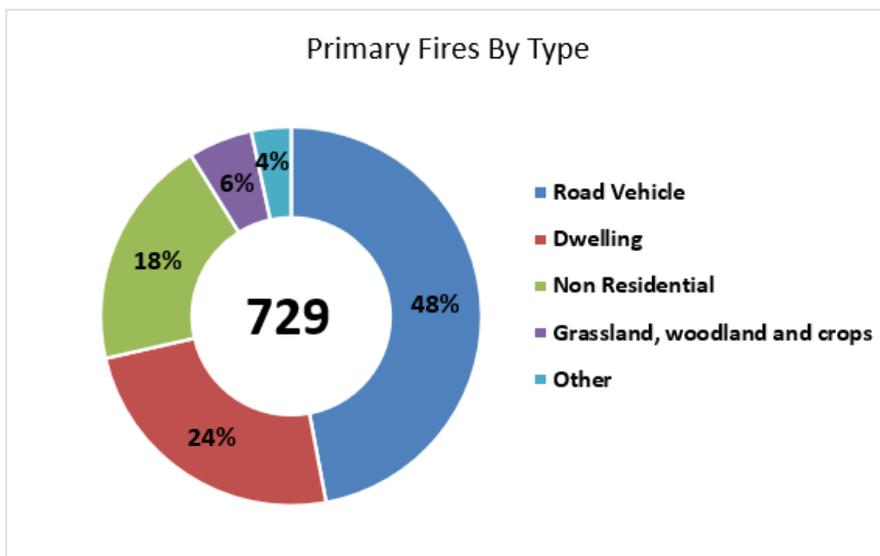


Chart 3 - Number of Accidental Dwelling Fires by Room of Origin

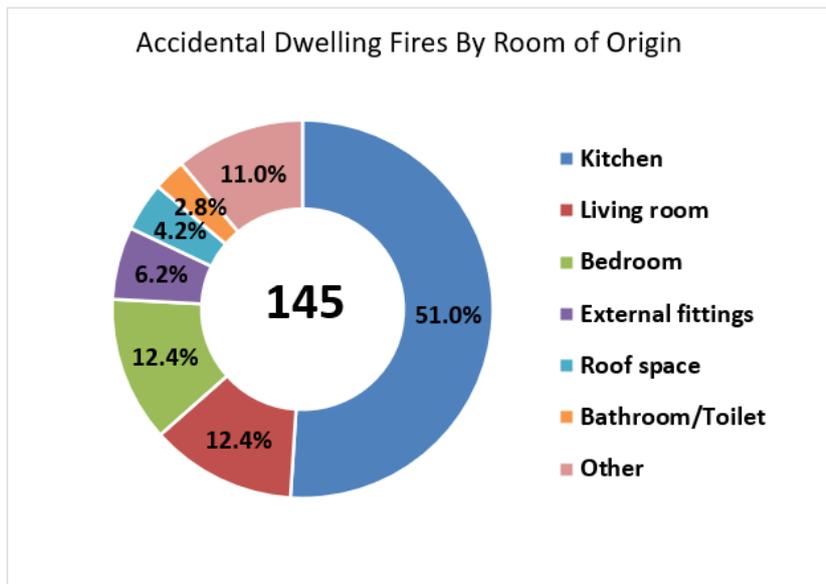


Chart 4 - Number of Accidental Dwelling Fires by Occupier Type

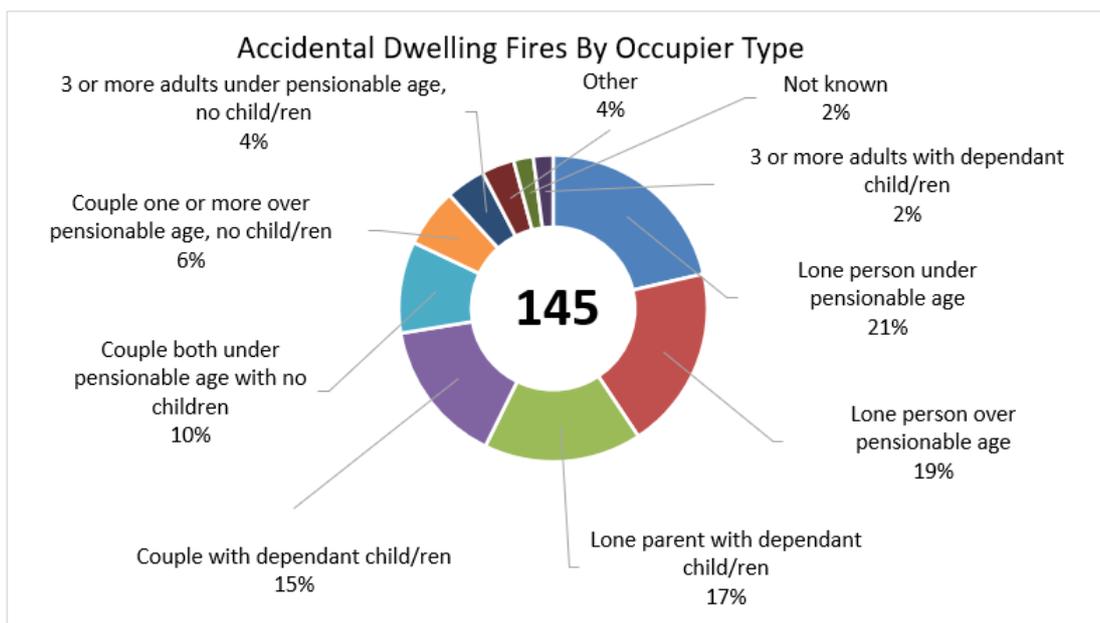


Chart 5 – Secondary Fires by Motive

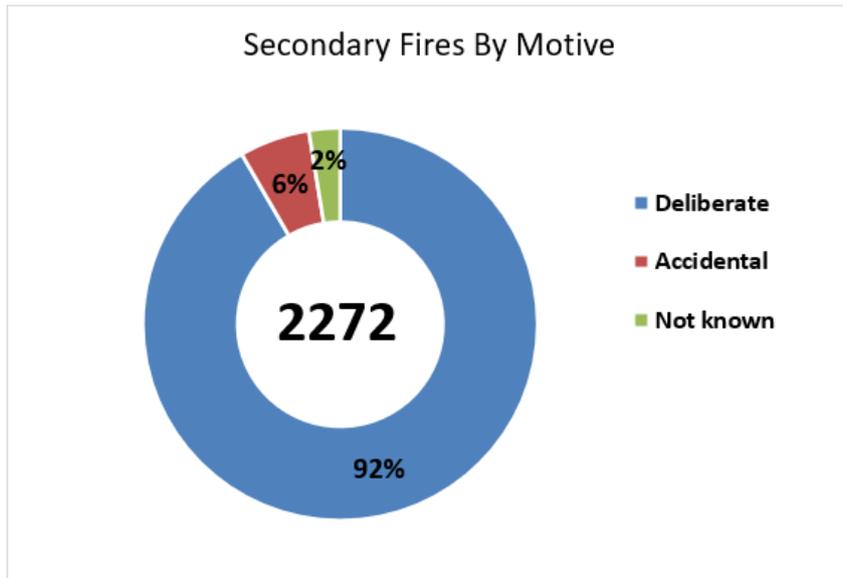


Chart 6 – Secondary Fires by Property Type

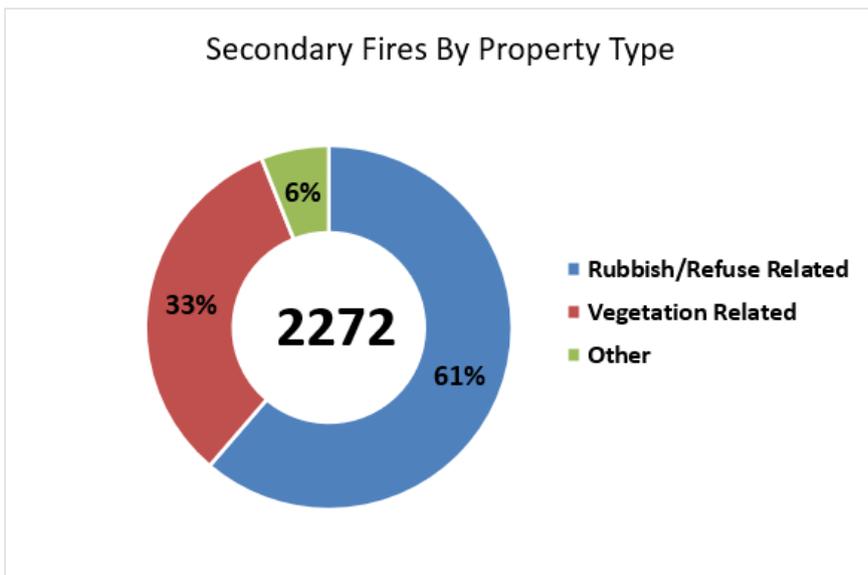


Chart 7 - False Alarms Caused by Automatic Fire Detection Equipment

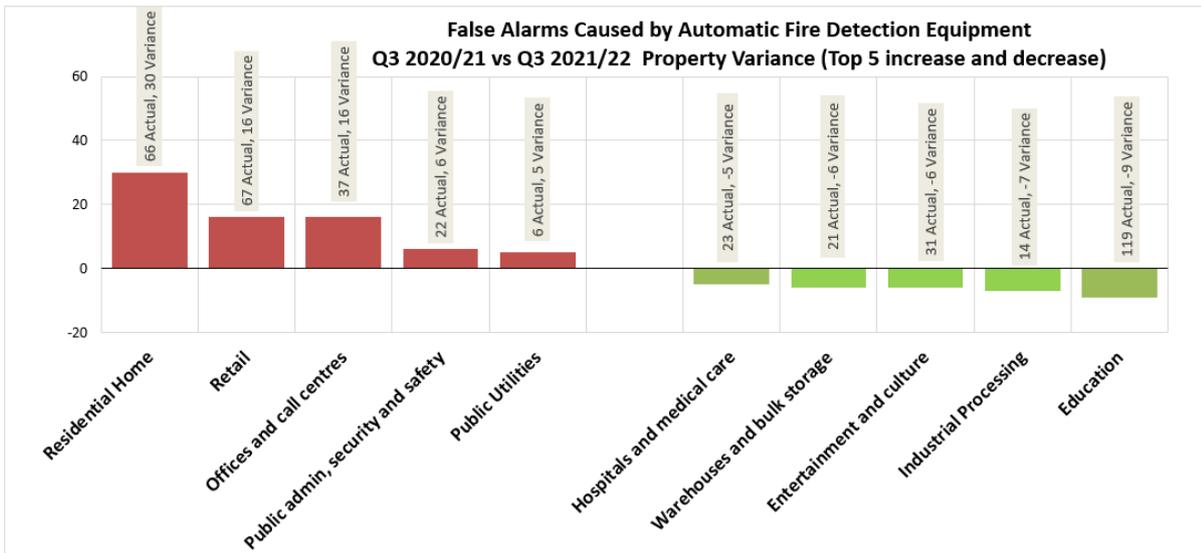


Chart 8 - Total Incidents (excluding EMR)

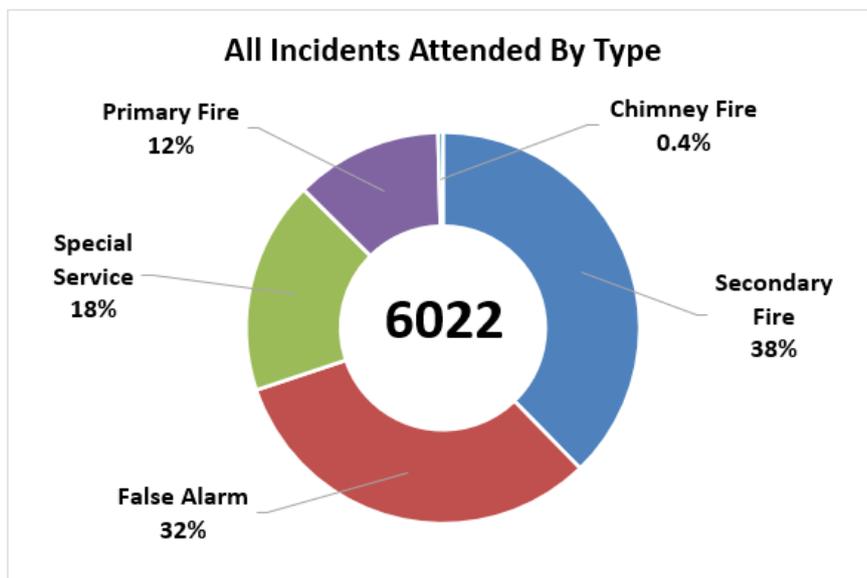
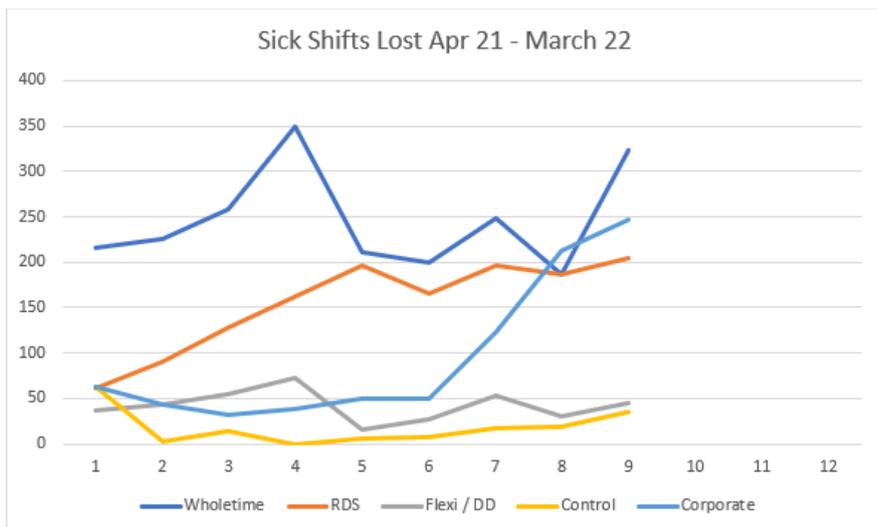


Chart 9 - All Staff Sickness



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By virtue of paragraph(s) 1 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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