



Safest People, Safest Places

Local Government Act 1972

A Meeting of the Combined Fire Authority for County Durham and Darlington will be held in the Morton Room, Service Headquarters on Monday 11 July 2022 at 10.00 am to consider the following business:-

Part A

1. 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
2. Minutes of the meeting held on 13 June 2022 (Pages 3 - 8)
3. Current Correspondence - Report of Chief Fire Officer (Pages 9 - 20)
4. Notes of the Performance Committee - Report of Director of Community Risk Management (Pages 21 - 34)
5. Such other business as, in the opinion of the Chairman of the meeting, is of sufficient urgency to warrant consideration
6. 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 is not likely to be open to the public (consideration of exempt or confidential information).

7. Estates update - Report of Director of Corporate Resources (Pages 35 - 36)

8. Firefighters' Pension Scheme - Immediate Detriment Update - Report of Treasurer (Pages 37 - 44)

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, M McGaun, I McLean, J Quinn, S Quinn, G Richardson, K Rooney, J Shuttleworth and 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 **13 June 2022** at **10.00 am**.

Present:

Durham County Councillors:

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

Darlington Borough Councillors:

Councillors H Crumbie, G Lee, A Scott and H Scott (substitute for B Jones).

Apologies for absence were received from Councillors C Hampson, B Jones, N Jones and L Mavin.

Independent Persons:

No independent persons present.

A1 Declarations of Interest

There were no declarations of interest.

A2 Appointment of Chair

The Clerk outlined the standing orders under which the appointments can take place. Members were asked for nominations for the Chair and Vice Chair of the Authority.

Appointment of Chair

Cllr R Bell proposed Cllr J Shuttleworth as Chair on behalf of the Joint Administration. This was seconded by Cllr J Blakey. Members agreed to appoint Cllr J Shuttleworth as Chair of the Combined Fire Authority.

Appointment of Vice Chair

Cllr R Bell proposed Cllr S Zair as Vice Chair on behalf of the Joint Administration. This was seconded by Cllr J Blakey. Members agreed to appoint Cllr S Zair

A3 Appointment of Opposition Group Leader

Members were asked for nominations for the Opposition Group Leader of the Authority. Cllr I McLean proposed Cllr C Marshall as Opposition Group Leader, and this was seconded by Cllr A Batey. Members agreed to appoint Cllr C Marshall.

A4 Review of the Constitution

The Authority received a report of the Chief Fire Officer and Clerk which sought approval for proposed amendments to the Combined Fire Authority Constitution (for copy see file of minutes).

Resolved:

- I. The contents of the report and suggested amendments to the constitution were **noted**.
- II. The amended constitution as outlined at Appendix A was **approved**.

A5 Appointment of Chairs and Committees

The Authority considered a report of the Clerk which proposed the appointments of Chairs of the committees for 2022/23 (for copy see file of minutes).

Cllr H Scott highlighted a vacant post on the Pension Board and nominated Cllr G Lee. It was agreed that the Clerk would confirm the appointment with Darlington Borough Council.

Resolved:

- i Appoint Chairs for 2022/23 for:
 - a The chair of the appeals committee was agreed as Cllr Shuttleworth
 - b The chair of the Audit and Finance Committee was agreed as Cllr Bell
 - c The Chair of the Human Resources Committee was agreed as Cllr Mavin
 - d The Chair of the Joint Consultative Committee was agreed as Cllr Shuttleworth
 - e The Chair of the Pension Board was agreed as Cllr Shuttleworth
 - f The Chair of the Performance Committee was agreed as Cllr Blakey
- ii The appointment of the Chair of the Authority as Chair to the Appointments Panel and Salary Review Group in accordance with the constitution Section 3, Paragraphs 5 and 6 respectively were **agreed**.
- iii The Clerk in consultation with the Chair and Vice Chair of the Authority and the appropriate group leader to make any changes to the Committee that may arise during 2022/23 was **authorised**.

A6 Representation on Other Bodies 2022/23

The Authority received a report of the Clerk which sought agreement for the appointments process of Members of the Combined Fire Authority's to the Other Bodies for 2022/23 (for copy see file of minutes).

Resolved:

- i The Clerk in consultation with the Chair and Vice Chair and appropriate Group Leader, to make appointments to the Other Bodies which the Authority are

invited to nominate in accordance with the criteria that the appointment shall be in accordance with the overall political proportionality of the Authority was **authorised**.

- ii The Clerk, in consultation with the Chair and Vice Chair and appropriate Group Leader, to make any changes to membership of the Other Bodies that may arise during 2022/23 was **authorised**.

A7 Minutes of the meeting held on 16 February 2022 and 30 March 2022

The minutes of the meeting held on 16 February 2022 were confirmed as a correct record and signed by the Chair (for copy see file of minutes).

The minutes of the meeting held on 30 March 2022 were confirmed as a correct record and signed by the Chair (for copy see file of minutes).

A8 Current Correspondence

The Authority received an update from the 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).

Discussion took place around grant funding and the Treasurer confirmed that the funds had not been ringfenced.

Members requested an update regarding diversity within the sector. The Chief Fire Officer noted that diversity work was a priority for the Authority and the Service, and progress was being made across a number of areas. Research was also ongoing at a national level.

A9 Notes of the Human Resources Committee

The Authority received a report of the Chair of the Human Resources Committee which provided an update on the discussions and recommendations of the Human Resources Committee held 24 May 2022 (for copy see file of minutes).

The report was **noted**.

A10 Notes of the Audit and Finance Committee

The Authority received a report of the Chair of the Audit and Finance Committee which provided an update on the discussions and recommendations of the Audit and Finance Committee held on 31 March 2022 (for copy see file of minutes).

The report was **noted**.

A11 Member Champions

The Authority considered a report of the Director of Corporate Services which provided details of Officer contacts for each Member Champion role following the restructure of the Service Leadership Team for the forthcoming year (for copy see file of minutes).

Resolved:

Member champion details attached at Appendix A were **approved**.

A12 Member Buddy System and Affiliation with Fire Stations

The Authority considered a report of the Director of Corporate Services which confirmed the Service Leadership Team contacts for the Member 'Buddy' arrangements and the fire station affiliation list (for copy see file of minutes).

Resolved:

Member Buddy and fire station affiliation details as set out in Appendices A and B were **approved**.

A13 Home Office White Paper Reforming our Fire and Rescue Service

The Deputy Chief Fire Officer introduced the report which provided an update following the Government's publication of the white paper entitled Reforming Our Fire and Rescue Service.

Discussion took place regarding the governance section of the report noting concern around authorities being able to provide maximum political representation and geographical coverage. The Chair provided an update from the Fire Commission held on 10 June noting that Authorities were against the mandatory transferring of responsibility for fire and rescue services to a single elected individual.

Cllr H Scott stated that the suggestions under paragraph 40 of the report would not be possible for Darlington.

Cllr C Marshall noted disappointment that the consultation did not consider reform of the current funding system. The Chief Fire Officer confirmed that the Service was continuing to lobby and challenge the current funding position. A further meeting with the Home Office was being arranged for July/ August 2022.

A workshop had been arranged for Members on Thursday 7 July 2022 to discuss the questions in more detail and prepare a response.

Resolved:

- I. The contents of the report were **noted**.

- II. Initial views in support of the consultation were **provided**.
- III. A separate workshop prior to the July full Combined Fire Authority Meeting to discuss, in detail the response to the consultation was **agreed**.

A14 Combined Fire Authority Strategic Planning Day

The Authority received a report of the Chief Fire Officer which summarised the areas explored, debated and agreed at the Combined Fire Authority strategic planning day on Monday 23 May 2022.

Resolved:

The outcomes of the CFA Strategic Planning Day held on 23 May 2022 were **noted and discussed**.

A15 Core Code of Ethics Implementation

Members considered a report of the Director of Emergency Response which provided information on the implementation of the Core Code of Ethics which have been produced specifically for Fire and Rescue Services by the National Fire Chiefs Council, the Local Government Association and the Association of Police and Crime Commissioners.

Cllrs I Bell and J Atkinson requested clarification around the focus on ethics. The Chief Fire Officer confirmed that the area had been highlighted in various reports across the sector and during some services HMICFRS inspections. There had not been any specific issues raised for CDDFRS however it was important that the Service did not become complacent.

Resolved:

The contents of the report were **noted**.

A16 Any other Business

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

A17 Exclusion to 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

B18 Chief Fire Officer Appointment Panel

The Authority received a report of the Chief Fire Officer which sought approval to convene the Authority's Appointments Panel to oversee the appointment of a replacement Chief Fire Officer.

Cllr C Marshall commented that the proposed process was robust and suggested that the candidates meet with a wider group of members from the Authority. It was agreed that this would be considered by the Appointments Panel and it was suggested that this could be facilitated around the time of the assessment and development centre stage.

Resolved:

- I. The contents of the report and the intention of the current Chief Fire Officer to retire on 11 January 2023 were **noted**.
- II. The convening of the Appointments Panel to oversee the recruitment process for the next Chief Fire Officer was **approved**.
- III. That the current Chief Fire officer and the Director of People and Organisational Development undertake advisor roles to the panel was **approved**.

B19 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



Current Correspondence: June 2022 – July 2022

No	Release Date	Subject	Summary	Action CFA Report	Action CFA Response	Action Info
1	30/03/2022	Fire and Rescue Services 2022-23 Grant Funding	Letter provides information and service allocations for Home Office grants to Fire and Rescue Authorities in 2022/23. Appendix A			X

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Sarah Gawley,
 (Interim) Director of Fire, Events and Central Management,
 Public Safety Group
 2 Marsham Street
 London SW1P 4DF

To all Chief Fire Officers, Finance Directors and London Fire Commissioner

By e-mail only

Fire and Rescue Services – 2022-23 grant funding

This letter provides information and service allocations for Home Office grants to Fire and Rescue Authorities (FRAs) in 2022/23. Overall, we have sought to ensure consistency and stability in relation to grant funding with all major grant streams continuing in 2022-23.

We have prioritised the £115m pensions grant as we recognise that this funds a significant portion of the additional employer pension contributions that were introduced in 2019-20. In addition to the specific grants set out below, we are continuing to support FRAs with funding for their ESMCP resources which neither the Police nor the Ambulance service receive. The Department also continues to support Fire and Rescue with a grant to the NFCC which in 2022-23 is at least £6.5m.

The Firelink grant will continue to be paid in 2022-23 but we will be reducing the level of the grant by 20 percent in each of the next five years. This decision has been taken to reduce the number of small grants that the Department and authorities have to administer. As a result of this decision in 2022-23 the total grant paid will reduce to £11.2m with the total amount of funding in future years set out in the table below. Each FRA will receive an equal percentage reduction over each of the next 5 years.

FY	21/22 (actual)	22/23	23/24	24/25	25/26	26/27
Grant amount	£13.9m	£11.2m	£8.4m	£5.6m	£2.7m	£0

I recognise that any reduction to grant funding is unwelcome. However, this needs to be considered against the significant grant funding support from the Department to FRAs including the £115m pensions grant and the £12m protection grants which will continue throughout this SR, as well as a settlement which provides an increase in total core spending power of 6.2% to standalone FRAs.

We will ensure that we reflect the increased costs to FRAs at the next Spending Review, including costs such as the provision of a communications service. However, it is our view that we should seek to reduce the numerous small grant streams currently provided to FRAs as the administration of them is a burden to both the Home Office and the Authorities. To that end, we are seeking to 'roll-in' the £115m pensions grant to the Local Government Settlement for 2023-24 and we will consider options for baselining the protection grants in advance of the next Spending Review.

As we look towards the next Spending Review, we continue to work with the LGA and NFCC on identifying and quantifying efficiency and productivity savings. Fire and Rescue authorities will need to have a solid evidence base for the savings we have already delivered as well as a clear plan for the next SR to satisfy HMT requirements.

Pensions Grant

We have secured the £115m pensions grant for 2022-23 and this will be paid by the Home Office at the same allocations as in previous years. The payments relating to Hampshire Fire and Isle of Wight Fire will be added together and paid to Hampshire & IoW Fire, but the allocations are shown as they were when the grant was first paid in 2019-20. These allocations are set out at **Annex A**. We will be seeking to roll-in this grant to the Local Government Finance Settlement for 2023/24 to secure it for the future, and we will keep you updated on this. This grant will be paid on 23rd June and will be in bank accounts on 27th June.

Protection Grant

Protection grants will continue to be paid in 2022-23 and a total of £12m will be allocated to the 43 Fire and Rescue Services (with the share for Isles of Scilly being paid to Cornwall Fire Service). We intend to allocate the £12m by mirroring the approach and methodology applied to distribute the 2021-22 grant. This will see the £2m overall reduction in funding applied in a way that best ensures stability for local spending plans by flowing logically from last year's distribution. Whilst this grant has been reduced by £2m compared to last year's grant, we would not expect Fire and Rescue Services to descale their ambitions. These allocations are set out at **Annex B**.

New Dimensions Grant

The New Dimensions grant will continue to be paid to the relevant fire and rescue authorities in FY 2022-23. A total of approximately £17.77m will be allocated to the 44 fire and rescue authorities (with the amount for Isle of Wight being paid to Hampshire fire and rescue). Payments are made under section 31 of the *Local Government Act 2003*. The allocations for this grant are set out in the tables at **Annex C**. The grants will be paid in four quarterly amounts throughout the FY, commencing in April 2022.

If you have any questions on the Fire and Rescue New Dimension grant, please contact Lydia Denson on email: FrameFinanceTeam@Homeoffice.gov.uk

Firelink Grant

As set out above, the Firelink grant will continue to be paid in 2022-23 but we will be reducing the level of the grant by 20 percent in each of the next five years. Allocations for each service are set out at **Annex D**.

I hope that you find the information helpful. My officials will ensure this letter is shared on Workplace.



Sarah Gawley

Interim Director of Fire, Events and Central Management

Home Office

Annex A: Fire Pensions Grant allocations 2022-23

FRA	Pension grant in 22/23
Avon Combined Fire and Rescue Authority	£2,406,693
Bedfordshire Combined Fire Authority	£1,725,327
Buckinghamshire Combined Fire Authority	£1,208,416
Cambridgeshire Combined Fire Authority	£1,335,130
Cheshire Combined Fire Authority	£2,104,364
Cleveland Combined Fire Authority	£1,408,872
Cornwall Fire	£1,329,560
Cumbria Fire	£1,255,332
Derbyshire Combined Fire Authority	£1,874,306
Devon and Somerset Combined Fire Authority	£3,904,063
Dorset and Wiltshire Combined Fire Authority	£2,703,443
Durham Combined Fire Authority	£1,560,478
East Sussex Combined Fire Authority	£1,734,984
Essex Combined Fire Authority	£3,516,545
Gloucester Fire	£1,092,708
Greater Manchester	£5,605,012
Hampshire Combined Fire and Rescue Authority	£3,443,001
Hereford & Worcester Combined Fire Auth	£1,568,396
Hertfordshire Fire	£2,196,711
Humberside Combined Fire Authority	£2,542,676
IOW Fire	£328,612
Isles of Scilly Fire	£16,575
Kent Combined Fire Authority	£3,536,422
Lancashire Combined Fire Authority	£3,098,099
Leicestershire Combined Fire Authority	£1,795,089
Lincolnshire Fire	£1,437,123
London Fire & CD Authority	£21,731,871
Merseyside Fire & CD Authority	£3,025,103
Norfolk Fire	£1,628,982
North Yorkshire Combined Fire Authority	£1,710,602
Northamptonshire Fire	£1,186,332
Northumberland Fire	£766,339
Nottinghamshire Fire & Rescue Service	£2,339,932
Oxfordshire Fire	£1,361,528
Royal Berkshire Fire Authority	£1,662,976
Shropshire Combined Fire Authority	£1,101,232
South Yorkshire Fire & CD Authority	£ 2,755,892
Staffordshire Combined Fire Authority	£1,707,246
Suffolk Fire	£1,341,914
Surrey Fire	£2,486,198
Tyne and Wear Fire and Rescue Authority	£2,592,711
Warwick Fire	£1,150,542
West Midlands Fire and Rescue Authority	£5,712,670
West Sussex Fire	£1,724,367
West Yorkshire Fire & CD Authority	£ 4,285,623
Total	£ 115,000,000

Annex B – Protection Grant allocations 2022/23

FRA	£12m allocation (2022/23)
Avon	£403,251.60
Bedfordshire	£152,655.74
Berkshire	£121,354.37
Buckinghamshire	£172,120.84
Cambridgeshire	£163,937.17
Cheshire	£167,358.59
Cleveland	£98,837.73
Cornwall & Isles of Scilly	£111,876.12
Cumbria	£131,248.75
Derbyshire	£126,948.86
Devon & Somerset	£293,858.64
Dorset & Wiltshire	£271,064.59
Durham	£104,201.04
East Sussex	£358,079.61
Essex	£255,945.62
Gloucestershire	£131,757.34
Greater London	£3,201,325.40
Greater Manchester	£231,024.74
Hampshire & Isle of Wight	£311,011.98
Hereford and Worcester	£169,439.19
Hertfordshire	£152,470.80
Humberside	£164,630.71
Kent	£406,349.37
Lancashire	£285,767.45
Leicestershire	£262,187.40
Lincolnshire	£142,576.42
Merseyside	£417,399.63
Norfolk	£189,459.11
North Yorkshire	£291,223.23
Northamptonshire	£115,852.36

Northumberland	£79,372.63
Nottinghamshire	£146,691.37
Oxfordshire	£303,845.49
Shropshire	£97,080.79
South Yorkshire	£233,521.45
Staffordshire	£111,598.70
Suffolk	£132,543.34
Surrey	£202,867.38
Tyne and Wear	£210,681.16
Warwickshire	£175,958.38
West Midlands	£361,963.38
West Sussex	£160,793.17
West Yorkshire	£377,868.36
Total	£12,000,000

Annex C: Fire New Dimension Grant allocation 2022/23

Fire Rescue Authorities	New Dimensions Grant 2022-23
Avon Fire Authority	£878,105
Bedfordshire and Luton Combined Fire Authority	£20,676
Buckinghamshire and Milton Keynes Fire Authority	£817,421
Cambridgeshire and Peterborough Fire Authority	£6,754
Cheshire Fire Authority	£6,754
Cleveland Fire Authority	£54,503
Cornwall County Council	£27,430
Council of the Isles of Scilly	£11,487
County Durham and Darlington Fire and Rescue Authority	£27,430
Cumbria County Council	£101,325
Derbyshire Fire Authority	£6,181
Devon & Somerset Fire Authority	£946,177
Dorset and Wiltshire Fire Authority	£7,328
East Sussex Fire Authority	£27,430
Essex Fire Authority	£857,430
Gloucestershire County Council	£81,223
Greater London Authority	£3,457,599
Greater Manchester Fire and Rescue Authority	£87,438
Hampshire Fire and Rescue Authority	£952,000
Hereford and Worcester Fire Authority	£824,176
Hertfordshire County Council	£80,64
Humberside Fire Authority	£60,684
Isle of Wight Council ¹	£23,765
Kent and Medway Towns Fire Authority	£972,676
Lancashire Combined Fire Authority	£824,176
Leicester, Leicestershire and Rutland Combined Fire Authority	£850,675
Lincolnshire County Council	£824,176
Merseyside Fire and Rescue Authority	£878,105
Norfolk County Council	£844,852
Northamptonshire County Council	£27,430
Northumberland County Council	£6,754
North Yorkshire Fire and Rescue Authority	£34,184
Nottinghamshire and City of Nottingham Fire Authority	£81,223
Oxfordshire County Council	£40,008
Royal Berkshire Fire Authority	£27,430
Shropshire and Wrekin Fire Authority	£6,754
South Yorkshire Fire and Rescue Authority	£60,684
Stoke-on-Trent and Staffordshire Fire Authority	£114,477
Suffolk County Council	£21,249
Surrey County Council	£40,582

¹ Amount of £23,765 paid to Hampshire and Isle of Wight FRA.

Tyne and Wear Fire and Rescue Authority	£872,498
Warwickshire County Council	£26,856
West Midlands Fire and Rescue Authority	£878,105
West Sussex County Council	£1,147
West Yorkshire Fire and Rescue Authority	£972,000
TOTAL	£17,770,006

¹ Amount for Isle of Wight paid to Hampshire and Isle of Wight FRA.

Annex D – Firelink Grant allocations 2022-23

Fire & Rescue Authorities	Amount £
Avon Fire and Rescue Service	368,840.59
Bedfordshire & Luton FRS	158,399.44
Buckinghamshire Fire and Milton Keynes Rescue Service	230,468.94
Cambridgeshire & Peterborough Fire Authority	150,103.55
Cheshire Fire and Rescue Services	130,543.49
Cleveland Fire Brigade	145,512.71
Cornwall Fire and Rescue Service	405,300.63
County Durham & Darlington FRS	269,386.76
Cumbria Fire and Rescue Services	104,037.16
Derbyshire Fire & Rescue Service	166,853.04
Devon & Somerset Fire and Rescue Service	738,994.82
Dorset Fire and Rescue Service	208,870.20
East Sussex Fire and Rescue Service	191,226.71
Essex County Fire & Rescue Service	488,968.65
Gloucestershire Fire and Rescue Service	192,695.74
Greater Manchester FRS	187,520.89
Hampshire Fire and Rescue Service	229,069.51
Hereford & Worcester FRS	291,898.87
Hertfordshire Fire & Rescue Service	264,759.23
Humberside	96,142.95
Isle of Wight Fire and Rescue Service	63,515.39
Kent Fire and Rescue Service	473,538.22
Lancashire Fire and Rescue Services	199,855.31
Leicestershire Fire & Rescue Service	267,424.89
Lincolnshire FRS	303,797.76
London FRS (24)	804,835.18
Merseyside Fire and Rescue Services	217,854.20
Norfolk Fire & Rescue Service	149,435.39
North Yorkshire	185,935.33
Northants Fire & Rescue Service	239,614.53
Northumberland Fire & Rescue Service	152,262.48
Nottingham Fire & Rescue Service	318,749.39
Oxfordshire Fire and Rescue Service	173,344.96
Royal Berkshire Fire and Rescue Service	294,641.15
Shropshire FRS	-
South Yorkshire	177,113.86
Staffordshire Fire & Rescue Service	233,662.56
Suffolk Fire & Rescue Service	188,048.54
Surrey Fire and Rescue Service	342,553.72
Tyne & Wear FRS	207,190.13
Warwickshire FRS	20,136.96
West Midlands Fire & Rescue Service	224,284.62
West Sussex County Council Fire and Rescue Service	350,326.69
West Yorkshire	404,311.50

Wiltshire Fire and Rescue Service	230,245.76
TOTAL	11,242,272.39

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County Durham and Darlington
Fire and Rescue Authority



Safest People, Safest Places

Combined Fire Authority

11 July 2022

Notes of the Performance Committee: 28 June 2022

Report of the Chair of Performance Committee

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

Apologies: Cllr, S Quinn, C Marshall and K Rooney

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 28 June 2022.

Performance Report Quarter 4 2021/2022

2. The Committee were updated on the operational and corporate performance indicators for quarter four of 2021/22 which showed 63% of the strategic PIs met or exceeded their target level, while 56% 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

3. The Committee considered letters of appreciation that had been submitted to the Service. In total 14 letters had been received for the quarter four 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 partially upheld. No complaints had been forwarded to the Local Government Ombudsman.

The Committee **noted** the report.

FRS Data Pack

6. The Committee were presented with Fire and Rescue Service Data on Prevention, Response and Protection.

The Committee **noted** the content of the presentation

Recommendation

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



Safest People, Safest Places

Performance Committee

28 June 2022

Performance Report – Quarter Four 2021/22

Report of Director Community Risk Management

Purpose of report

1. This report presents a summary of organisational performance at the end of quarter four 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) is 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 four for 2021/22 shows 63% of the strategic PIs met or exceeded their target level, while 56% 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 (C-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 difficult. 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	Q4 2021/22 Actual	Q4 Target	Actual vs Target	Q4 2020/21 Actual	Actual vs Previous Year
PI 01 – Deaths Arising from Accidental Fires in Dwellings	Down	1	0	-100%	1	0%
PI 02 – Primary Fires	Down	977	950	-2.8%	974	-0.3%
PI 03 – Number of Accidental Dwelling Fires	Down	208	208	0%	219	5%
PI 04 – Injuries Arising from Accidental Dwelling Fires	Down	15	16	6.3%	15	0%
PI 05 – Total Secondary Fires	Down	3106	2108	-47.3%	2335	-33%
PI 07 – Number of Safe and Wellbeing Visits	Up	18832	18000	4.8%	4847	289.2%
PI 42 – Proportion of Safe and Wellbeing Visits to High-Risk People/Properties	Up	85.1%	80%	6.4%	61.8%	37.7%

PI01 – There were no fire deaths in accidental dwelling fires (ADFs) within the quarter. The one accidental fire death occurred on 11th April 2021 in in Seaham. This was a 71-year-old male, recently discharged from a lengthy stay in hospital into a warden assisted residential home. Cause of the fire was accidental ignition of a chair from smoking materials.

PI02 – There were a total of 977 primary fires which is slightly above both the target and last year's performance. 53% of all incidents are deliberate and 48% of all incidents involve road vehicles. Station plans on a page have been introduced to all 15 fire stations to improve risk-based working to reduce the number of primary fires attended. New analytical tools have been developed providing improved access to live data enhancing our approach to reducing primary fires across the Service. FireStoppers continues to provide a brand to facilitate crews working with partners to reduce deliberate fires. Excellent performance in the delivery of Safe and Wellbeing Visits (SWVs) has continued to reduce the number of ADFs attended.

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

PI03 – Performance in this area continues to be very strong with a continued reduction in ADFs with 208 incidents being the lowest on record. This reflects the Service’s continued development and investment into the delivery of SWVs. Our Community Risk Management (CRM) and Information Services Teams have continued to work with operational personnel to develop and refine the effectiveness of our targeted approach to vulnerable people in the community. Recent investment in iPad technology and our online Nintex system has improved the quality of visits and our staff have, during a challenging year due to C-19, delivered 18,832 visits, exceeding the target of 18000. This reporting year will see the introduction of our Person-Centred Pathway, leading the way nationally in our risk-based targeting approach. This piece of work will also see a change in the name to Home Fire Safety Visit (HFSV) standardising the narrative in line with NFCC guidance.

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

PI04 – The performance of 15 injuries is below the target of 16 and maintains the performance of 2020/21. This is strong performance alongside the reduction in ADFs. Q4 performance of 2 injuries arising from ADFs is in line with the target of 2 for the reporting quarter. The injuries were sustained at two separate dwelling fires on the 30th January 2022. One female received first aid at the scene. The other incident also involved a female who was transported to hospital with injuries that appeared to be slight. The Service aims to continue to improve high performance through this indicator with a new improved approach to its targeting of home fire safety visits through adopting the NFCC approach to risk classification.

PI05 – Secondary fires performance has been very challenging this year, heavily influenced with unprecedented figures in April 2021, where a number of stations including Darlington and Peterlee experienced double the number of fires as seen in previous years for the same month. 92% of all secondary fires are deliberate and 60% of all secondary fires involve rubbish or refuse. The Service are part of the Safe Durham Partnership Anti-Social Behaviour Strategic Group and Arson Suppression Group which aims to tackle these incidents. Introduction of four new management indicators related to deliberate fires reduction will drive the work through the station plans on a risk-based approach.

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

PI07 – The continued reduction in ADFs reflects the Service’s continued development and investment into the delivery of SWVs. Our CRM and Information Services team has continued to work with operational personnel to develop and refine the effectiveness of our targeted approach to vulnerable people in the community. Recent investment in iPad technology and our online Nintex system has improved the quality of visits and our staff have, during a challenging year due to C-19 delivered 18,832 visits exceeding the target of 18000. 2022/23 will see the introduction of our Person-Centred Pathway, leading the way nationally in our risk-based targeting approach.

PI42 – This target aims to ensure the effective targeting of our SWVs to vulnerable people and properties within our community and our performance of 85.1% provides reassurance our staff are effective in achieving this. The exceeding of this target also underpins the direction of travel in reducing the number of ADFs across the Service.

Protection

Performance Indicator	Objective	Q4 2021/22 Actual	Q4 Target	Actual vs Target	Q4 2020/21 Actual	Actual vs Previous Year
PI 10a - Primary Fires in Non-Domestic Premises	Down	93	100	7%	73	-27.4%
PI 14 - False Alarms Caused by Automatic Fire Detection Equipment	Down	764	625	-22.2%	677	-12.9%
PI 17 – Number of Fire Safety Audits	Up	2119	2124	-0.4%	996	114.9%

PI10a – The yearly performance is below the set target. The total of 93 fires is more than 2020/21 performance, although it should be noted last year was exceptionally low due to C-19 with many businesses not operating during this period. Our risk-based inspection programme of premises which are regulated by the Fire Service under the Fire Safety Order continues to have a positive impact.

However, 2021/22 shows a rise in non-domestic fires which are arson related as opposed to poor maintenance or neglect of duties by the Responsible Person. The work of the Arson Suppression Group should help support a reduction in these deliberate incidents.

It is envisaged that the second year of the Business Fire Safety Communications and Engagement Plan 2021-2023 will continue to promote two-way engagement with business owners and Responsible Persons throughout the Service area. This allows the Service to deliver local initiatives to increase awareness on fire safety risks or fire trends identified as well as support National campaigns directed by the NFCC annual calendar.

PI14 – Although this performance is over target and above last year's performance it remains below performance for 2019/20 and 2018/19. The relaxation of C-19 restrictions and the re-opening of businesses that had been closed for several months, has led to an increase in these types of incidents. This has been particularly prevalent in retail, offices and call centres.

Additionally, as well as students returning to higher education, we have seen an increase in the number of purpose-built student accommodation within the Durham area. This has meant an increase overall of Unwanted Fire Signals (UwFS). The Service's approach to UwFS has increased communications with Responsible Persons to reduce activations and although the cost recovery strategy has covered costs to the service, where high activations from individual premises is identified, then further intervention has been implemented with steps such as de-sensitising detector heads.

The operational crews and central team continue to engage with these premises to reduce incidents through increased awareness and education. The continuation of the UwFS policy and cost recovery programme contributes to the longer-term downward trend of this indicator. Following scrutiny of each activation 53 cost recovery invoices were issued totalling £25,568. The Service received one appeal regarding cost recovery, however the Service did not uphold this application due to the reasons being related to longer term maintenance requirements.

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

PI17 –The central Fire Safety Team and station-based personnel worked effectively together throughout a challenging year, to deliver 2119 fire safety audits. Although 5 under the target, this is still strong performance. Staff experienced challenges gaining access to premises recovering or emerging from the C-19 restrictions. Additionally, the central team went through a large staff transition during quarter 4, due to retirements and resignations. This continues to be significantly higher performance than the average across all fire and rescue services.

Response

Performance Indicator	Objective	Q4 2021/22 Actual	Q4 Target	Actual vs Target	Q4 2020/21 Actual	Actual vs Previous Year
Total Emergency Calls Received (including EMR)	N/A	18009	N/A	N/A	15421	-16.8%
Total Incidents (excluding EMR)	N/A	8071	N/A	N/A	6746	-19.6%
Total Fires	N/A	4124	N/A	N/A	3368	-22.4%
Total False Alarms	N/A	2540	N/A	N/A	2421	-4.9%
Total Special Services (excluding EMR)	N/A	1404	N/A	N/A	954	-47.2%
Total Road Traffic Collisions	N/A	319	N/A	N/A	220	-45%
Total Emergency Medical Response (EMR)	N/A	6	N/A	N/A	2	200%
PI 06 – Number of Response Standards Met	Up	3	6	-50%	5	-40%

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

PI06 – Only 3 of the 6 response standards were met this year.

PI08b – Dwelling Fires Attended within 11 Minutes on 90% of occasions was 0.2% under target with 89.8% performance.

PI08c – Non-Domestic Property Fires attended within 8 minutes on 70% of occasions was 0.8% under target with 69.2% performance.

PI08d – Non-Domestic Property Fires attended within 11 minutes on 90% of occasions was 3.8% under target with 86.2% performance.

All incidents where the response standards are not met, are discussed between Divisional Managers and the attending Incident Commander at station monthly performance meetings. The most common cause of failing to achieve the standards is due to travel time to the incident, particularly on Retained Duty System (RDS) stations where the 5-minute response to the station applies.

Workforce

Performance Indicator	Objective	Q4 2021/22 Actual	Q4 Target	Actual vs Target	Q4 2020/21 Actual	Actual vs Previous Year
PI 40 - All Staff Sickness	Down	12.03	6	-100.5%	7.26	-65.7
PI 69 – Number of Accidents to Personnel	Down	13	15	13.3%	12	-8.3%

PI40 – Overall, there has been an 65.7% increase on shifts lost in comparison with quarter 4 of 2020-21. C-19 symptomatic and confirmed positive cases have contributed significantly and equate to almost 30% of total absences across the year. Long-term absence has been a key issue accounting for approximately 59% of the Service’s total absence during this reporting year. Across all our employees, musculoskeletal (MSK) absence equates to almost 31% of the total absences with mental health just under 17%.

Absences within the wholetime and RDS categories have remained high across the full period still primarily linked to long term and C-19 related absence. Absence levels within Control have increased in the latter part of the year due to continuing occurrences of C-19 but also due to an ongoing long-term absence. Sickness amongst Corporate staff has risen significantly over the year due to various reasons.

The disruption caused by the pandemic to the Service in terms of working time has been immense in many ways. Nevertheless, it’s clear that C-19 has significantly contributed to absence levels in the Service with this indicator being significantly over target. The Service has decided to maintain many of its existing C-19 practices in the medium term such as encouraging the use of ventilation, hand sanitisers and advising employees to take lateral flow tests.

Sickness levels will continue to be monitored closely with regular analysis for any trends and patterns and instigation of the attendance management triggers where appropriate. HR continuously review all long-term absences and are in frequent discussions with relevant managers about what support mechanisms are available including occupational health referrals, Employee Assistance Programme (EAP) support, etc.

Given the reduction in C-19 cases nationally, the removal of government isolation requirements and the change to the Service’s stance on C-19 absences and attendance management triggers late February 2022, it is anticipated absences will continue to reduce in the coming months which should hopefully significantly improve performance for the year 2022-23.

See Appendix A, chart 9 for all staff sickness.

PI69 – The performance of 13 accidents is two below the target of 15 and the Service continues to perform strongly in this area. This is one more accident than the previous year which was affected by reduced activity due to C-19. During Q4, there were only two accidents, both of which were minor injuries, during operational training. Every investigation is investigated to identify any learning and the Health and Safety Team continue to carry out proactive and reactive work to continue this strong performance.

Finance & Governance

Performance Indicator	Objective	Q4 2021/22 Actual	Q4 Target	Actual vs Target	Q4 2020/21 Actual	Actual vs Previous Year
PI 34 - % of Invoices paid within 30 days	Up	98.6%	95%	3.8%	97.2%	1.5%

PI34 – In Q4, only 6 out of 440 invoices were paid late, with four of these being outside the control of Finance. The overall position for the year to date is still well above target and is higher than last year at the same time by 1.5%.

Recommendations

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

Keith Carruthers, Ext. 5564

Appendix A

Chart 1 - Primary Fires by Motive

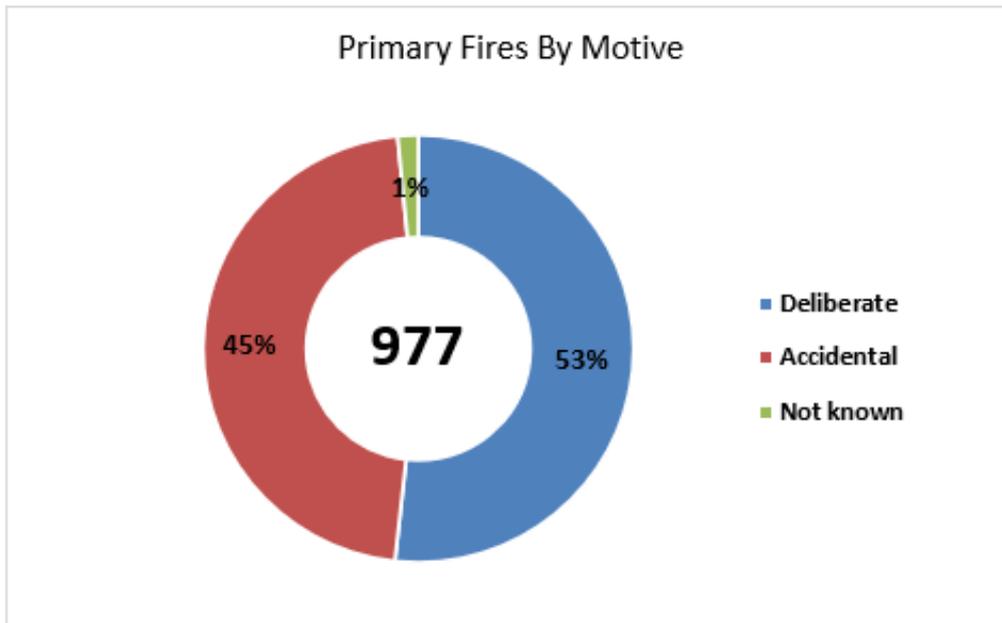


Chart 2 – Primary Fires by Type

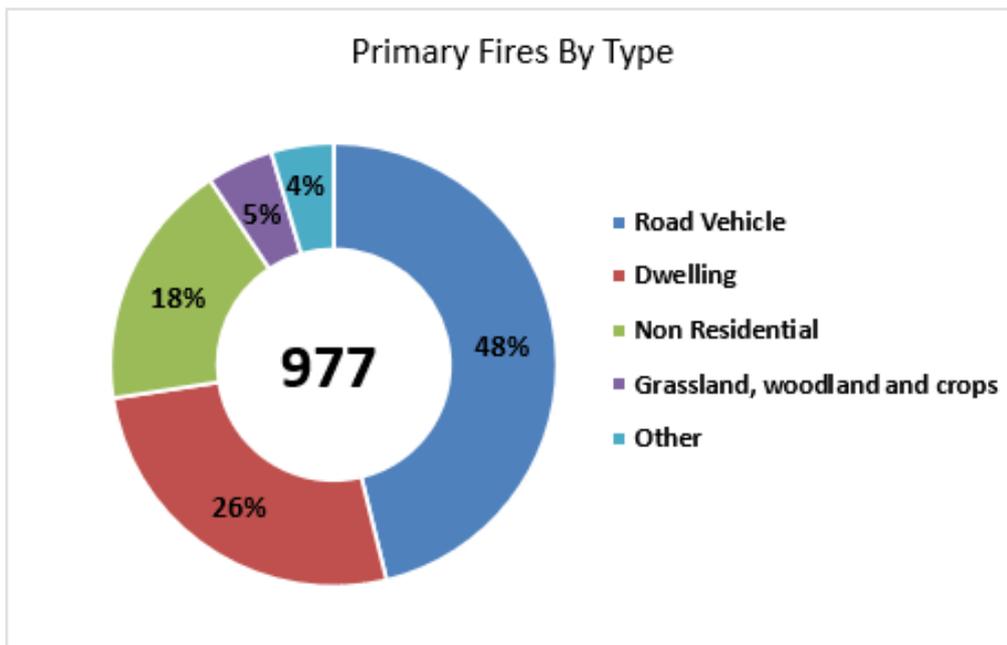


Chart 3 - Number of Accidental Dwelling Fires by Room of Origin

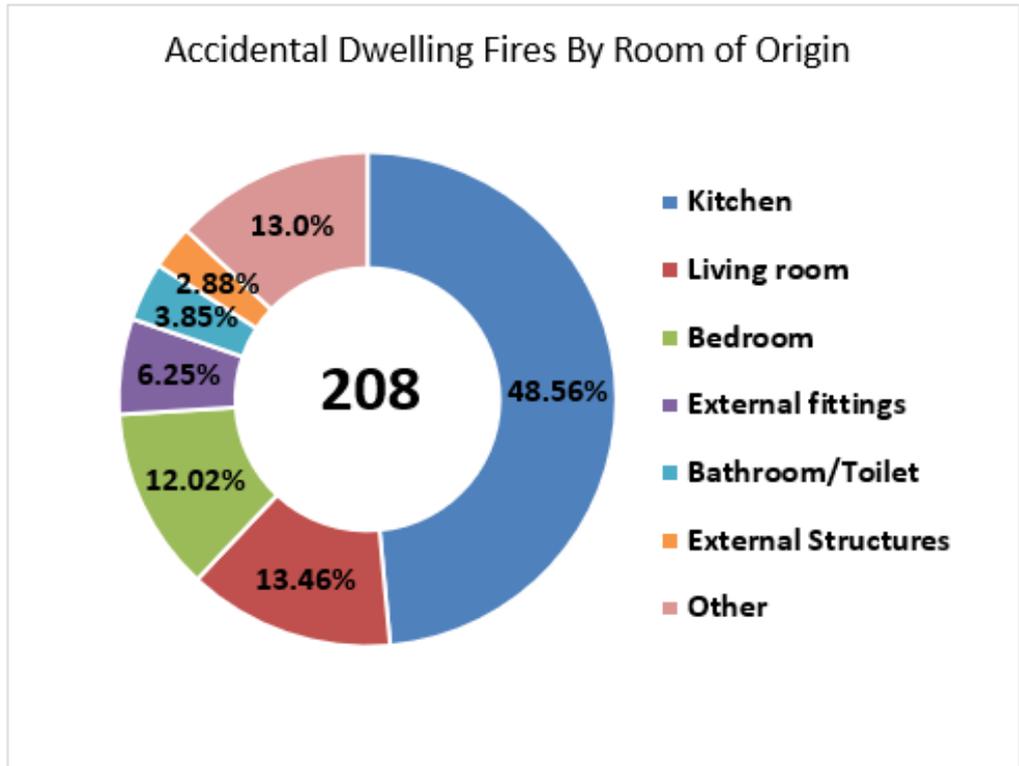


Chart 4 - Number of Accidental Dwelling Fires by Occupier Type

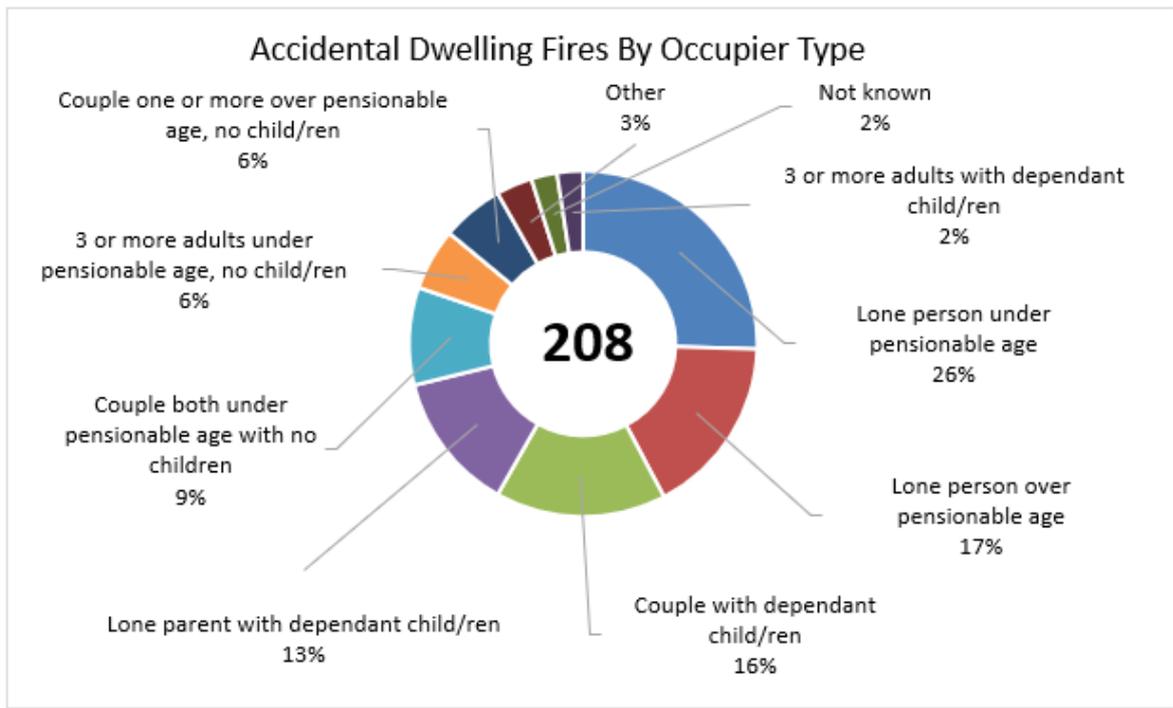


Chart 5 – Secondary Fires by Motive

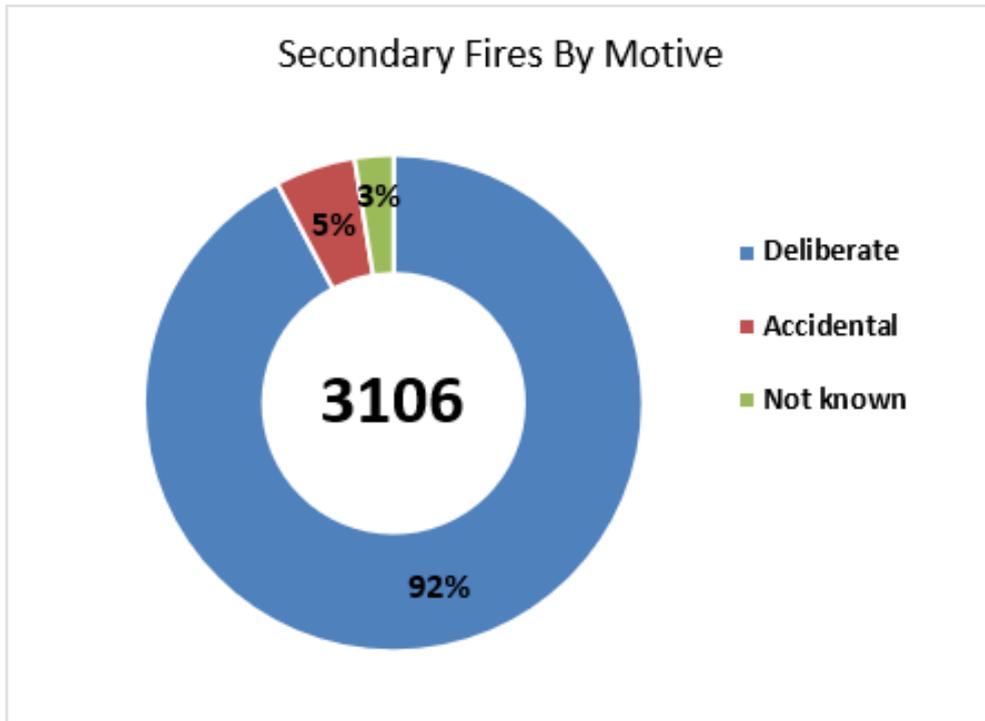


Chart 6 – Secondary Fires by Property Type

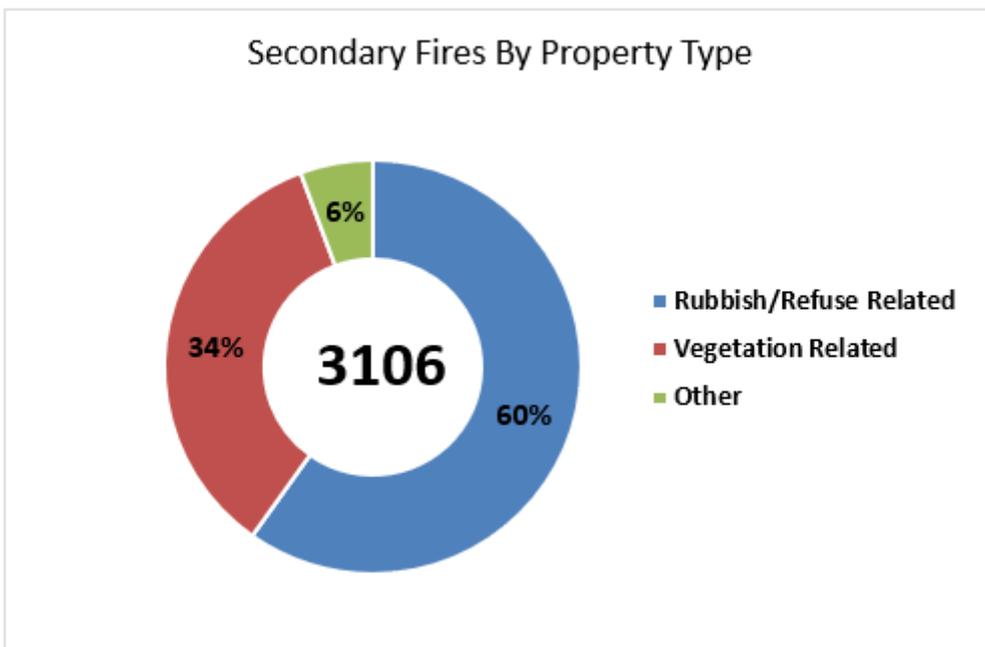


Chart 7 - False Alarms Caused by Automatic Fire Detection Equipment

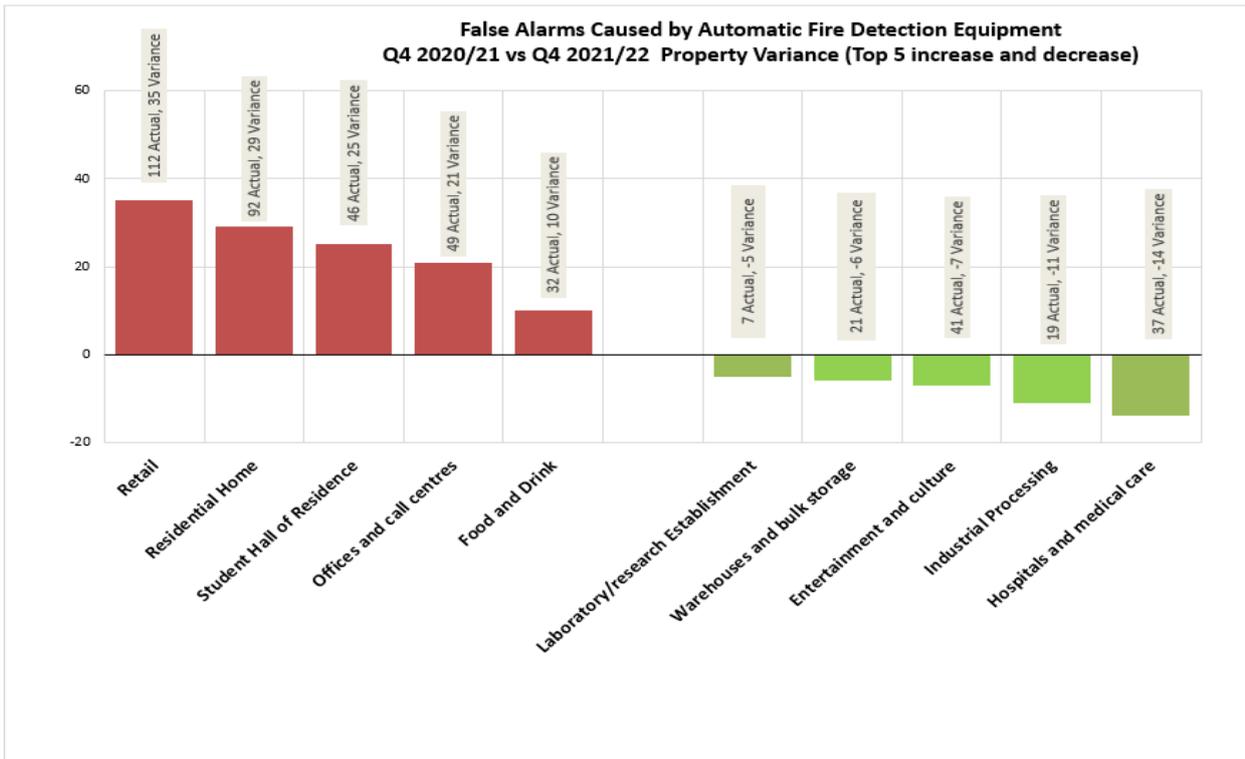


Chart 8 - Total Incidents (excluding EMR)

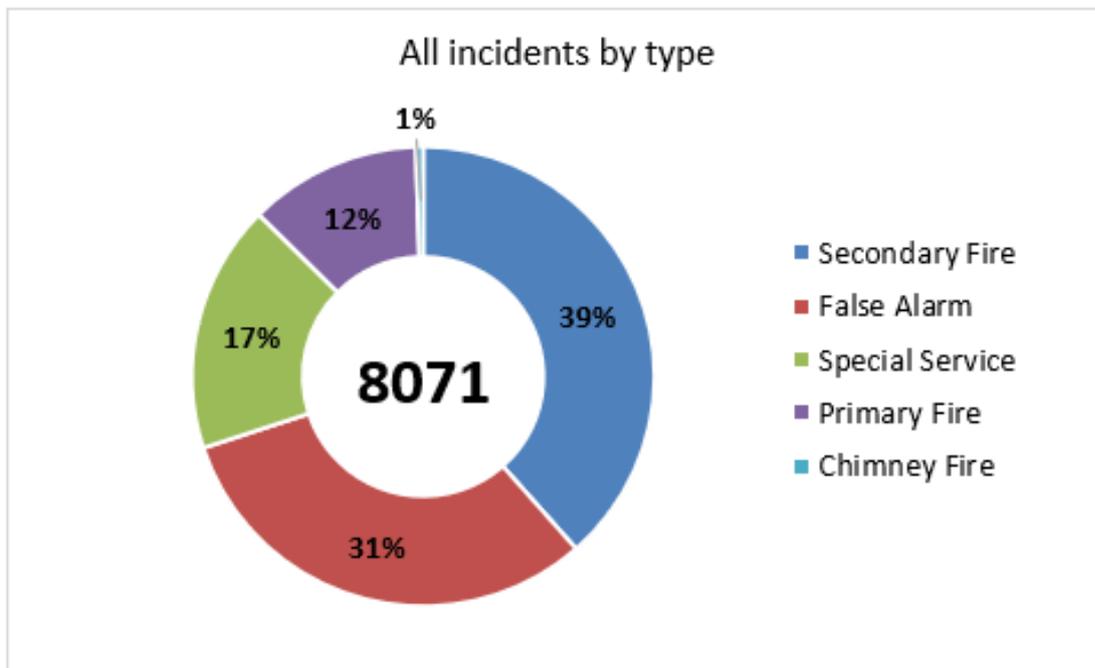
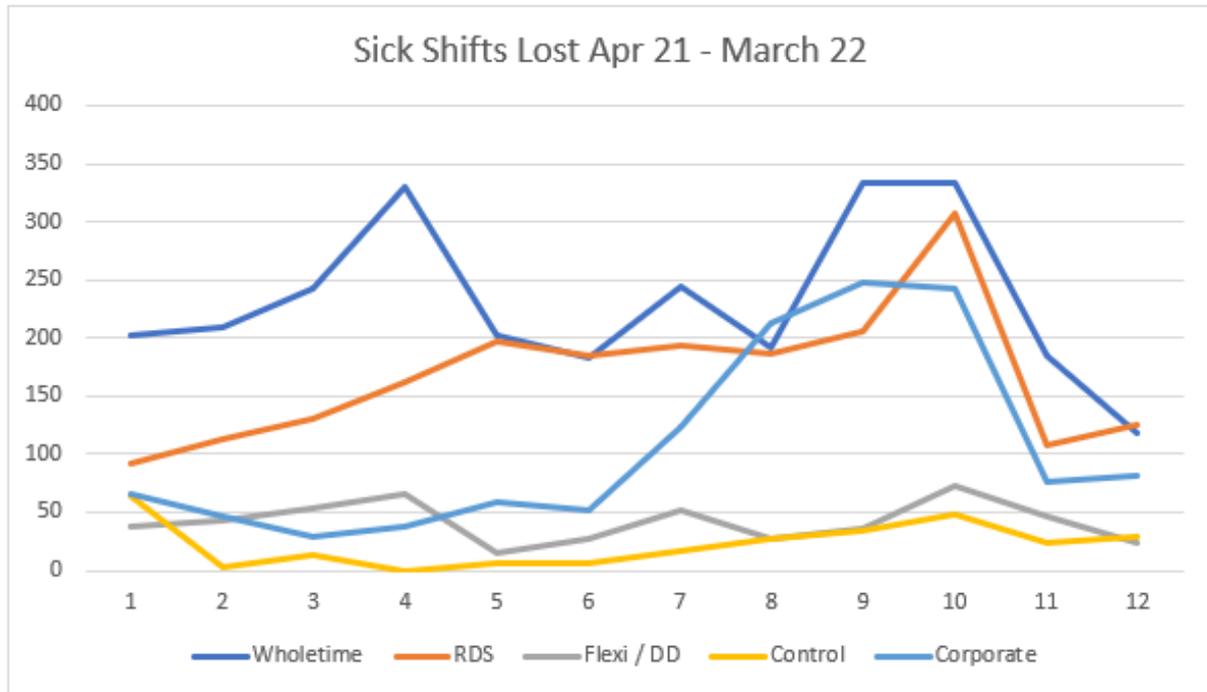


Chart 9 - All Staff Sickness



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of the Local Government Act 1972.

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By virtue of paragraph(s) 4 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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