



## **COMBINED FIRE AUTHORITY**

**18 DECEMBER 2018**

## **THE ADRIAN THOMAS REVIEW**

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### **REPORT OF ASSISTANT CHIEF FIRE OFFICER SERVICE SUPPORT**

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#### **PURPOSE OF REPORT**

1. The purpose of this report is to provide Members with an update on the progress of the action plan which was developed in response to the 'Independent review of conditions of service for fire and rescue staff in England'; The Adrian Thomas Review.

#### **BACKGROUND**

2. As Members will be aware from previous updates, Adrian Thomas was commissioned in October 2014 by the then Fire Minister, Penny Mordaunt MP, to undertake the independent review. Although the report was completed in February 2015 it was not published until 03 November 2016.
3. The report made a total of 45 recommendations which were directed at: the Local Government Association (LGA); the National Joint Council (NJC); fire and rescue authorities; and government and was divided into 5 main themes:
  - The working environment;
  - Documented conditions of service;
  - Industrial relations;
  - Retained Duty System;
  - Management of fire and rescue services.
4. The Service undertook a gap analysis and developed an action plan divided, into the 5 themes above, to ensure that all the applicable recommendations were fully considered and progress against each was measured. A copy of the action plan is attached as Appendix A. Members were last updated on progress of the action plan at the Fire Authority meeting on 17 July 2018.
5. Of the 45 recommendations, 28 were directed at the LGA; the NJC and government and 17 were to be actioned by fire and rescue authorities.

#### **CONCLUSION**

6. The Service appears to be in a relatively strong position in relation to the findings from the Adrian Thomas Review and already satisfies or will continue to progress the objectives of the strategies through inclusion in the Workforce Development and Equality, Diversity and inclusion strategies going forward, as such the action plan is considered complete.

7. Workforce reform is one of the three key pillars of the Fire Reform Programme and the government is determined to ensure that fire authorities drive change in the areas identified.
8. Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS), which is also a key feature of the Fire Reform Programme, will expect to see significant process made against the recommendations made by Adrian Thomas, throughout the inspection regime.

## **RECOMMENDATIONS**

9. The Authority is requested to:
  - (a) **Note** and comment on the content of the report and the action plan;
  - (b) **Approve** the completed status of the action plan.

Sarah Natrass, Assistant Chief Fire Officer Service Support, 0191 3755587